

Mrs. GREEN. How would we attract the leadership in the State if we set up other agencies within the States with higher salaries and more attractive working conditions?

Mr. MILLER. I concur, and I think, as I mentioned earlier it is disgraceful, the salaries we do have. Also, there is the fact that half of the States have elected State superintendents. This makes the job very political, as many of you know. This is a real problem.

Mrs. GREEN. Then your position is still the same, that one, we are justified, as a Federal Government, setting up and giving funds to private institutions and organizations and two, it doesn't have any effect on the leadership or the staffing of the traditional educational groups?

Mr. MILLER. I would say if it happened often enough, it would be one thing. I don't think it happens too often, to begin with.

Secondly, I look at the first criterion of how can you best do the job. If you can get resources in education to do it, fine; I would say do this. But if you cannot get resources, then don't do a poorer job than can be done by getting outside resources. That, to me, is the criterion.

We don't have resources in some States to do these types of surveys and studies, and then I would say to go and get the people who can do the job.

Mrs. GREEN (Presiding). Mr. Quie, the gentleman from Minnesota.

Mr. QUIE. Mr. Miller, you said something in answer to Mr. Dellenback, as I understood it, that unless there were Federal direction to title III, as we have now, that title III projects would just go on the same as title I projects do now.

Do I understand you correctly?

Mr. MILLER. I said in some States.

Mr. QUIE. It is my understanding that quite a large number of title III projects are really that type of a project anyway, rather than what we had envisioned, such as experimental centers or model school systems. What some schools are doing are just demonstrations.

Isn't it true that a large number of them that are funded are of this nature?

Mr. MILLER. If you have a chance to read the volumes, you will see that we are quite critical.

Mr. QUIE. Yes, but it is a little thick to read right now.

Mr. MILLER. I know. And you have my sympathy.

We are quite critical of what we found in the reports. As a matter of fact, I would say we took our job to find what was wrong with title III. We found many things wrong with it.

But, when you take the total package, looking at it, we think it comes off very well. I don't think there is contradiction there.

Getting specifically to your point, it is pretty hard to expect people to think creatively. I think people basically go into three different categories. They go into either people-people, things-people, or ideas-people. There are some All-American triple threats, but most people will fall into three general categories, in my opinion.

Therefore, you ask people to think creatively, to think innovatively, and this is pretty hard to do. I think we have done pretty well in terms of problems in this area. Some of the projects are pretty bad. They come in, and there has to be study on the projects.