

Now, for the past 2 years we have been studying in but we have also been bringing the people who are in these training programs together, people from school systems, people from outside the agency, in labor, in industry, and so on, together to find out and to learn from them and we find that certain things are true.

We find that the aid program is successful where the following conditions are obtained:

1. Where the role of the aid is not defined in a rigid fashion, but is defined in the way Mrs. Williams has had, with the flexibility, with the taking advantage of the particular interests and the ability that she has and the needs of the particular kids in that particular school.

2. We find that this does no good unless the teachers are trained how to use aids and the aids have a continuing training program—they are not dumped into taking off overshoes or picking up papers.

3. When the school looks upon the aid as a career and, if possible, a career with ladders so that people who want to, can climb up the rungs of these ladders to better positions. In the very short time we have known Mrs. Williams, we have seen this tremendous growth toward becoming a real professional. Yet she started over as a housewife who was just interested in kids and wanted to help.

4. We find that it is pretty essential, and you would subsume this, I would imagine, that the aids be in schools where the schools and the school system believes that every adult in the school is important in the life of a child, from a janitor or the custodian, the cook, up to the superintendent of schools. They are all a part of a team, all influencing the lives of children and youth. Where that attitude exists, we find that the aid program is extremely important. Where these conditions do not obtain, either in toto—and in some places they don't obtain at all though they have aids—then we find that really the advantage of this for the children and for learning seems to be very slight indeed.

Personally, I do not pretend to know what should or should not be in the legislation. But I would hope that in some way the influence of the committee could be exerted if an amendment does go through Congress and that this influence would be thrown behind stimulating in relation to the aid training program and would be toward stimulating the use of the research which has been done by this national committee that happens to be located at the Bank Street College of Education about this whole program because I come back to another point and with that I am finished.

There is no question about it that there just is not very much dissemination. Things happen that are important here and they are not even known in the same school system let alone in another part of the country. This is a problem which we should address ourselves to, we are trying to at my level, but it is a universal problem which is of great importance.

Now, I had hoped that Mrs. Williams would be able to tell you, Mr. Chairman, some of her experiences. Perhaps that would best be done if done as the result of questions, but she has gone to a lot of work to prepare a beginning statement and if you would like to have her do that, she is prepared to do so.