

link between school, home and community. In each of the two schools, Columbus and Lincoln, ten teachers were involved—a total of 20 teachers in the program. Each teacher had two aides, making 20 aides for each school, or 40 in all. In each school the program included four neighborhood workers, eight in the total group, constituting a total participant group of 68 individuals.

METHODS OF SELECTION AND RECRUITMENT

Following detailed discussion of the proposed teacher-aide program with the faculties of the two schools, teachers were invited to volunteer to participate in the program. Teachers of kindergarten through sixth grade were selected, and in selection the attempt was made to obtain a representative balance in experience, ethnic and racial backgrounds. In line with objective of reducing the differences in methods used by parents and teachers in both teaching and relating to children, a major criterion was that the teacher-aides and neighborhood workers be parents of children in the school, and also be residents of that attendance district. Other requirements were that aides selected be members of families of low income, be wholesome people who can establish rapport with children and adults, and be willing to abide by rules of the school district. No educational standards were required in view of the several purposes involved in the plan: to produce changes in the styles of rearing children on the part of the parents, to increase the ability of parents in helping children in school, to increase the teachers' knowledge about families of the children in their classes, and to increase honest and frequent communication between teachers and parents.

To advertise the positions, job descriptions were distributed to community organizations and local stores by the Economic Opportunity Organization of the Berkeley area: flyers were taken home by the children in the two schools: spot announcements were made on radio: and articles describing the program were placed in local newspapers. The Economic Opportunity Organization and the Urban League did the initial screening. The Urban League submitted a list of 60 candidates from which the final selection of 48 workers was made by the Berkeley School District Personnel Office.

TRAINING

The teachers, guidance consultants, and principals in the program took part in a 30-hour preservice training program conducted by staff members of the University of California. The intent was to sensitize teachers to the underlying factors which contribute to poor learning and undesirable behavior in the classroom, and to develop functions for teacher-aides and neighborhood workers in the schools. A substantial part of the preservice training was based upon the book entitled, *Cultural Patterns of Differentiated Youth: A Manual for Teachers in Marginal Schools*.

Inservice training was conducted each week for two hours at the end of the school day. This training was under the direction of the University of California School of Criminology. One week the teachers, teacher-aides, and neighborhood workers met separately: the following week they had a combined meeting. To achieve small, intimate groups in which views and ideas were expressed freely, meetings were held at each school. The combined meetings were divided into two sections to assure this intimacy. The purpose of these sessions was to get teachers and teacher-aides to speak honestly, to attempt to resolve problems, and to begin to alter their perceptions and behavior.

STAFF

The staff consisted of a project director who was also principal of Columbus School; and administrative assistant: the principal of Lincoln: a research director who was an instructor at the University of California: and process observers and group leaders who were graduate students at the University of California, and who conducted the inservice training.

STRUCTURE OF THE PROGRAM

To understand the structure of the program it is necessary to bring into focus the three determining factors of its framework and the actual performance of its participants in the light of those factors. The first factor was expressed in