

Must Think Ahead

# Finding Teachers Keeps Him Very Busy All Year

Memories of job interviews, fingerprinting, chest X-rays, physical examinations and orientation meetings have not yet grown cold to 185 Torrance teachers who are still getting their toes wet in new jobs.

But to Dr. Robert Morton, assistant superintendent of personnel for the Torrance School District, the time has come to give some thought to next year's crop of new teachers.

With 1,200 would-be teachers to screen each year for about 200 jobs, recruitment begins long before the school doors open. Next June's graduates will begin coming through Dr. Morton's door by January.

In addition to staffing empty classrooms each September, Dr. Morton usually finds himself 30 to 40 vacancies created in the course of the

inception in 1947, Dr. Morton began his Torrance career as principal of Perry School, which was the only school located in North Torrance at the time. He left there in 1950 to spend three years as principal of Torrance Elementary School, then moved to the district office as assistant director of instruction. He became district director of personnel 10 years ago, and had his title changed to assistant superintendent of personnel in 1961.

Particularly rewarding to Dr. Morton is the frequent experience of seeing some of his former students back in Torrance classrooms—behind the teacher's desk.

With the district since its

three consultants: Dr. James G. Sibert, Dr. Lloyd A. Reist, and R. K. Petrat; a secretary, Mrs. Doris Hakanson, who is starting her 14th year with the district, and a clerical staff of nine headed by Mrs. Judith Davis, a 1958 North High graduate.

With the district since its



DR. ROBERT MORTON Fills Classrooms

school year by husbands' transfer and maternity leaves. How does Dr. Morton determine whether or not an applicant is Torrance teaching material?

"The two major requirements of a good teacher are mastery of the field in which he is to teach and the ability to establish positive relationship with both students and adults," he said.

Commenting on predicted increased competition for good teaching jobs, Dr. Morton pointed out that there will be a national increase of 13 per cent in the number of college graduates entering the profession next June. He stated that significant percentage increases will be found in the number of teachers going into foreign language, English, mathematics, and science. In addition, he remarked, the fields of men's physical education and social science will continue to be overcrowded. "It has been predicted that the nation will not be able to absorb over one-third of the men's physical education graduates in full physical assignments," he said.

What does Dr. Morton do when he's not hiring teachers?

In addition to maintaining a teaching and administrative staff of 1,251 persons, the personnel division has a staff of 125 substitutes to contact when teachers are unable to make it to school.

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