

projects for 1923.

#### COOPERATION WITH THE GOVERNOR OF THE STATE

The Governor of the State is much interested in a campaign to induce each farm to feed itself and to that end he called in for consultation the different state departments which might help in its inauguration. The Department of Agriculture and the Agricultural College were represented by Director Kilgore, President Riddick, of the College, the Dean of Agriculture, and the State Home Demonstration Agent; Education, by the State Superintendent of Education and the head of Vocational Work in agriculture; Health, by the Secretary of the State Board. These heads met and talked over ways and means and appointed a committee with the State Home Demonstration Agent as chairman to draw up plans which should engage the efforts of all the state departments represented.

Results of this campaign will be seen under gardens, poultry, and dairy projects.

#### PROGRAM OF DETERMINATION

To plan programs for the year the district agents were called to the head office in November and there we talked over and planned outlines to submit to county agents that they might have ready their plans for the January meeting of the staff. Every agent submitted a plan. How well they were carried out will be seen by the county-progress reports. Very few counties could carry out a uniform program for every community. There was the question of first year work, intermediate and advanced work to be planned for, but the plans for each type were in most of the counties practically the same.

#### MAINTENANCE AND TRAINING OF PERSONEL

Very definite plans are made for the installation of a Home Agent in her territory. District Agents announce the time of arrival to the local county council, and, if there is one, to the woman's club, and to the church people. The Farm Agent is notified and also the county super-

intendent of education. If possible, the District Agent is at the county seat to welcome the agent and to get her well established in a comfortable home; realizing that to do efficient work an agent must be happy in her home life. The county superintendent of education and the Farm Agent are visited next day and cooperative plans for work are talked over. The agent's office is usually in the court house, 44 of the 50<sup>3</sup> agents being so housed. As early as possible the home agent is introduced to the county commissioners and to the board of education. Arrangements are made about a car and the assistance of the Farm Agent and the school supervisor secured in pointing out roads and club centers. Cars are owned by the Division of Home Demonstration Work in 45 counties.

Where it is possible to get a new agent two or four weeks before the old one leaves, I have found it a good plan to apprentice the new agent for that length of time to an experienced agent where she can learn organization and methods.

#### ANNUAL SCHOOL FOR AGENTS

The annual school and conference for agents is the most important means of training agents. Every agent is required to attend and for the ten days of instruction she is a hard worked individual. Each year special phases of home economics are stressed and the best specialists to be had are employed as instructors. This year the major subjects were dress design and nutrition, and Miss Mary Brown, of Pratt Institute, was employed to give the one, and Dr. Halverson, Nutrition Specialist, of the N. C. Extension Service, the other. At the annual school for agents it is at the hour and a half conference period each day that administration and organization problems are discussed, and it is there that the agents get inspiration by hearing the results of each agent's work. A certain time each day is set aside for the State Agent's conferences with individual agents. It is then that she can get close to the worker in her