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Reefer,  
or an  
Over  
Coat,



That is the  
Ticket for  
Christmas.

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The Male Attire Specialist.

Our sincere wish to each and every one is that the year of 1906 may be replete with Peace, Prosperity and Contentment.

**I. EDWARD SHEASGREEN,**  
The People's Druggist.

## Remarkable Progress!

That there is no better company with which to place your life insurance than THE MANUFACTURERS' LIFE is clearly shown by the following comparison:

	Dec 31, 1904	Dec 31, 1905
Insurance in Force	\$9,553,300	\$37,068,488
Policies issued during the year	2,719,755	7,107,148
Policy Reserves	628,429	5,255,977
Assets	821,320	6,112,344
Income	296,468	1,656,107
<b>SURPLUS TO POLICY HOLDERS</b>	<b>177,630</b>	<b>771,869</b>

The ten years during which these increases have taken place cover the period of the present management of the company. Certainly such magnificent success guarantees POSITIVE PROTECTION TO POLICY-HOLDERS. Apply for rates to

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### The Teachers' Institute.

The Carleton County Teachers' Institute met in the Opera house last Thursday and Friday. There were present 92 teachers, the same number as last year, which up to that time was the largest institute ever held in Carleton County.

At the opening session on Thursday morning addresses were made by the President Mr. H. F. Perkins, Inspector F. B. Meagher and Mr. T. B. Kidner, director of manual training. Mr. R. E. Estabrooks of the teaching staff of the College building read a paper on Professional Etiquette, the discussion of which was opened by Mr. I. N. Draper, Principal of the Broadway School. The opinions expressed by Mr. Estabrooks met with such general approval that a committee was struck, composed of Mr. Estabrooks, Inspector Meagher and Mr. Draper, to draw up a set of rules bearing on the conduct of teachers in this regard, to be circulated among the teachers of the County. Mr. Estabrooks' address and rules formulated by the committee are published below.

At the session on Thursday afternoon Mr. James O. Steeves read a paper on "History Teaching" the discussion of which was opened by Inspector Meagher. Later in the afternoon a visit was made to the manual training school where Miss Louise Wetmore gave a lesson in wood work to a class of boys. The teachers were all intensely interested in this work.

Owing to the storm the public meeting on Thursday evening was not very well attended, but it was of more than usual interest. Inspector Meagher presided and addresses were made by H. P. Baird, chairman of the board of school trustees, Hon. W. P. Jones, His Hon. Judge Carleton, and T. B. Kidner, Provincial Director of Manual Training. Mrs. R. E. Holyoke sang a solo, Mrs. N. Foster Thorne playing her accompaniment. The Glee club gave a selection by special request and responded to an encore.

Mr. I. N. Draper on behalf of the thirteen teachers of the Woodstock schools presented Mr. G. H. Harrison the retiring Principal of the Grammar School, with a handsome set of the works of Shakespeare. Mr. Harrison was altogether surprised and no little affected by this demonstration of esteem by teachers some of whom have worked with him here for over twelve years.

On Friday morning Miss Louise Wetmore gave a lesson in cardboard work to a class of girls in grade five. Miss Marion R. Tompkins opened the discussion on the work. Mr. Kidner complimented Miss Wetmore highly on the work she is doing here.

Dr. John Brittain delivered an address on "The Consolidated School vs. the Little Red School House" in which he contrasted the little isolated country school house with its foul sanitary conditions, its absence of inspiring surroundings, its poor teachers and its wretched attendance with the splendid surrounding, equipment and staff of a Consolidated school. Mr. W. M. Crawford opened the discussion of Mr. Brittain's address.

The last session of the Institute was held on Friday afternoon. Miss Nellie Beirsto read a paper on "The Muscular Movement in Writing" the discussion of which was opened by Mr. D. C. Haviland.

The officers elected for the ensuing year are H. F. Perkins, President; James O. Steeves, Vice-President; R. E. Estabrooks, Secretary; other members of the executive committee are W. M. Crawford and Miss Nellie Beirsto.

The Institute will meet in Woodstock at the end of the fall term next year.

Mr. Estabrooks then read his paper on "Professional Etiquette."

The subject of Professional Etiquette, upon which I have been asked to speak this morning, is so broad it will be possible for me to touch upon a few points only.

Other professions have well recognized rules of etiquette, which no member may violate with impunity. They have been established through long observation, and are founded on principles of justice and mutual protection. So rigidly are they enforced, that unprofessional conduct becomes an enduring blight and prohibits a member's advancement in his profession.

The development of Professional Etiquette has been slow—very slow among teachers. In fact, some people maintain that ours is not a Profession, because, they say, we lack the professional spirit. But I do not think it is the spirit, so much as the Rules of Professional Etiquette, that is wanting among us. It is only because a great majority of the teachers do possess the spirit in a large measure, that the teaching profession stands as high as it does, today. The great trouble appears to be, that we have, as yet, no recognized standard by which to judge our acts. We need to come to an agreement among ourselves as to what shall, or shall not be con-

sidered Professional Etiquette. Probably one reason why this has not been done before, is the short time the average teacher remains in the profession. The retirements from our ranks necessitate the addition of a large number of new teachers each year. These new members scarcely become acquainted with the work, when they in turn step out and their places are taken by other new members. No other profession I believe, has this difficulty to contend with; and it exists in ours only because the remuneration of teachers is utterly insufficient.

If the men and women engaged in teaching could expect fair salaries in return for good work, there would not be such a continuous withdrawal from our ranks; and a better understanding, as to what constitutes Professional Conduct, would soon exist. As it is, the lack of such an understanding is a menace to the profession. It is well that we should guard our interests most jealously, for the future of our province depends largely upon the character and ability of its teachers.

It would make this paper too long to mention acts that might be classed unprofessional, but I wish to consider a few very briefly.

First, I would speak of unprofessional conduct in securing schools. Some teachers apply for a number of schools at one time, and it occasionally happens that the same teacher is selected for several positions.

Trustees are frequently kept waiting for replies until their opportunity for securing other teachers has passed. In justice to trustees, to other teachers, and to ourselves, all applications should be cancelled as soon as we have accepted a school.

Again, sometimes a teacher, in order to secure a school, will underbid another and offer to work for less than is being paid. This is the most pernicious practice of which a teacher can be guilty. It not only hurts the teacher employed but it also hurts the applicant. It shows that he is, not only unprofessional, but unsuccessful; and trustees are beginning to recognize this. Principal Baldwin of the State Normal School, Kirksville, Missouri, says, "You cannot afford directly, or indirectly, to undermine or underbid a fellow teacher." As a band of honorable men and women, we must work together. We must scorn everything mean and unworthy. "We dare not stoop to the low tricks of petty politicians." By all classes of people it is held a contemptible thing to take a position from another, and men with any self respect will not stoop to such a means of gaining employment. Those who are known to do it are looked upon with disfavor. Even their employers cherish for them a feeling of disgust; and usually do not hesitate to heap indignities upon them. It is regarded as a breach of etiquette by the labor world in general. Teachers who are guilty of such conduct have no cause to complain if its consequences are visited upon themselves.

Another practice I would mention here, is that of applying for schools before an opening exists. This may not always be done with the intention of having a teacher discharged, but it may always have that effect. In justice to our fellow workers, we should never apply for a school before the time when a teacher may be legally dismissed, unless we are positive that the incumbent has resigned.

Second, Professional regard for another's reputation would not permit us to discuss his abilities as a teacher outside our own ranks. Let us be loyal and helpful to each other. The tendency to offer an adverse criticism sometimes arises when we take charge of a new school. We are frequently asked for an opinion by anxious parents anxious for gossip, and we frequently hear of his good or bad qualities from the children. Sometimes to show our superiority to our predecessor, we refer to "the disgraceful condition in which we found the school." Such statements may give a little cheap notoriety, but they are dangerous. If you are successful in improving the school you work will be more eloquent than your words; and if you fail, you will stand condemned by your own criticism. The conditions of life in a community may have an influence upon a school that the best teacher cannot overcome: the state of the school is then chargeable to the parents rather than to the teacher. Again we sometimes find a lack of harmony between teachers in the same school. Only recently two male teachers in a prominent Superior school came to blows over the question of grading the pupils. I think a proper understanding of their respective positions should have determined this without an appeal to the "manly art." But even where the antagonism does not lead to pugilistic encounters it sometimes sets teachers to work trying to undermine each other in the esteem of the community. Such a course is suicidal as well as unprofessional. A teacher's reputation forms a considerable part of his stock in trade. With peculiar appropriateness may

he quote the words of Shakespear—"He that filcheth from me my good name, robs me of that which not enriches him, and makes me poor indeed."

In the third place, I should like to discuss our attitude towards those who are to become teachers. We frequently hear the complaint that the low salaries and underbidding is due to the large number of student teachers that leave Normal School every year. While this is not wholly true there is a certain amount of justice in the remark. But I believe that we have in our own hands the remedy for this. We prepare these boys and girls to enter Normal School and we should be just as careful to instruct them in the principles of Professional Etiquette as in history or in mathematics. Many leave Normal School with very little idea of the relation they bear to the profession or of their money value in the labor market. We should see to it that they have some idea of these things before they enter the training school; and for this purpose the rural school offers better opportunities than the city school. Only those who have taught in country schools realize what teachers give gratuitously towards the preparation of a student teacher. He certainly should not make this sacrifice without safe-guarding his own position.

In these few points I have tried to illustrate what I mean by Professional Etiquette. I look upon it as one means of improving our position, of elevating us in the esteem of others and of filling us with nobler desires and higher ideals. Another most important means to this end is a more adequate remuneration for services rendered. So long as we are content to accept the miserable pittance, by courtesy called a salary, we cannot expect to reach a very lofty standard, nor to be held in very high esteem. People judge others largely by the estimate they put upon themselves, and we need not hope for the highest respect coupled with the lowest wages. I look upon teaching as one of the highest vocations open to men and women. But until we are willing to stand together for mutual aid and protection we may not hope to see it occupy the place it should occupy in public esteem.

### RESOLUTIONS ON PROFESSIONAL ETIQUETTE.

Following are the resolutions on professional etiquette adopted by the Institute.

1. That we will not directly or indirectly underbid another teacher.
2. That we will not apply for a school prior to the date at which a teacher may be legally discharged unless we are sure the teacher is not going to remain.
3. That we will make an honest endeavour to learn what salary is being paid in the district and not to teach for less.
4. That under no circumstances will we teach for less than the minimum schedule of the New Brunswick Teachers' Association.
5. That we will not apply for any school unless we are willing to accept it if offered.
6. That having accepted a school we will immediately cancel all our outstanding applications.
7. That we will at all times endeavour to guard the reputations of other teachers.
8. That we will not permit the discussion of our predecessors in our presence by outsiders.
9. That we will not seek to establish a reputation at the expense of others.
10. That we will be especially careful to sustain the reputation of our co-teachers and in no way undermine them in the esteem of the public.
11. That we will interest those preparing for Normal School in the principles of professional etiquette.
12. That we will use our influence at all times to increase the salaries and to educate the public to be just to teachers.
13. That we will stand by one another as far as we can honourably do so.
14. That we will at all times treat one another as we wish to be treated.

### Donald Munro For Mayor.

Mr. Donald Munro, for the request of a large number of citizens has consented to be a candidate for mayor of our town.

Mr. Munro has a large knowledge of town affairs, and has a reputation for business ability and integrity. He was a member of the Woodstock fire department years ago and when the steam engine was our only protection against fire Mr. Munro was the engineer. He was intimately connected with the installation of our water works and our sewerage systems and was for years superintendent of both these. For the past twenty years he has been practically in attendance at every meeting of the town council and no man knows every department of town affairs so well as Mr. Munro.

The town undoubtedly needs an economical and businesslike government and if there is any sentiment for such abroad, Mr. Munro's election is assured.

### I. O. O. F. Officers.

Carleton Lodge, No. 41 has elected officers for the ensuing year as follows:

Dr. G. B. Manzer, N. G.  
Thomas Baker, V. G.  
Charles Comben, rec. and fin. sec.  
W. B. Belyea, treas.