

fashion undertake with one self-same lesson and like manner of education to direct many spirits of diverse forms and different humours, it is no marvel if among a multitude of children they scarce meet with two or three that reap any good fruit by their discipline or that come to any perfection."

The machinery of society has outgrown the capacity to manage it. Those in control are calmly ignoring all that has been done by the State and are now engaged in organizing a system of education of their own. Of this I shall offer one illustration.

At a meeting of the American Railway Master Mechanics' Association held in 1907 education was the principal subject of discussion. This Association is composed of 1000 members representing all the railways in America. They have in their immediate employ 400,000 men. They have charge of the design, construction, and repair of all the railway rolling stock in America. Their philosophy of education in the abstract may not be as illuminating as Plato's, but their opinion upon the kind of training which will make boys adapted to their environment must have a very high value. The short of the matter is that they have established schools of their own in their own works, where boys are taught reading, writing, and arithmetic as preliminary to a special training in the designing, making, and working of machines.

In commenting upon this system Professor Hibbard, of Cornell, himself "engaged in the professional business of education" said, "the bare fact of the establishment of this course is a severe arraignment of public school education." The New York Central Lines was the first to initiate the movement in 1900, under the suggestion of Mr. J. F. Deems, and the management of Mr. C. W. Cross, and Mr. W. B. Russel. Since that time it has extended to the Canadian Pacific Railway under Mr. H. H. Vaughan, to the Santa Fé, the Union Pacific, the Southern Pacific, the Central of New Jersey, the Delaware and Hudson, and the Michigan Central; and, as Mr. Cross affirmed, the day is not far distant when each railroad will have a system of its own. One of the members made the acute observation that