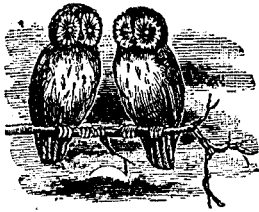


Matrons in Council.

The Superintendent of the Training School.*

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QUALIFICATIONS NECESSARY.



THAT the Superintendent of a Training School should possess certain characteristics to enable her to succeed in her chosen profession I think no one will dispute. That the more virtues she possesses, the more marked will be her success, very few will question; and though every known virtue may not be necessary, there are a few which seem so essential that they may bear mention in this paper. First of all her standard must be very high, for without this she can never keep her school abreast of others of enviable name. Some one has said, "Do not try to make your school the best, but as good as others." I like better to say "aim to be best," as by that means you may become as good as others. The Superintendent of the Training School should be a good general, and a leader, as well as an excellent disciplinarian, and if she would govern wisely and well she must first govern herself. A woman who cannot do this may never hope or expect to govern others. We should find her a law abiding as well as a law enforcing officer, for example is often more effectual than precept; she should be broad minded and large hearted if she hopes and expects to exert a wide influence, and she needs to possess a kind heart and much tact and a loyal nature. She must not be over sensitive, and must be able to bear criticism without making it a personal matter. If she fails in this she may as well bid farewell to happiness so long as she holds the position of Superintendent of a Training School. Servants of the public are looked upon with critical eyes, and superintendents of training schools receive their full share of criticism. It is very desirable that she possess fair business qualifications, and with the above named excellence, and a determination to do good work, she should be successful after thorough and careful training.

DUTIES TO BE PERFORMED.

There are certain duties which can be marked out as specifically belonging to the Superintendent of the Training School, such as the instructing of the nurses, the care of the wards and of the nurses' home, the discipline of the school, and

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many other duties might be mentioned. Still her duties change so much and must be so carefully adapted to the school of which she has charge, that it is very hard to mark them out on paper. In some hospitals she finds herself simply the superintendent of the training school. In others the office of matron of the hospital is combined with that of superintendent of the training school, while again in other hospitals the superintendent of the school is responsible for the nursing of every department in which women are employed. In some hospitals she hires and discharges the orderlies and has entire control of them; and again we find this done by the superintendent of the hospital, and the superintendent of the school having very little voice in the matter of discipline or any other thing connected with them. In the small hospitals the superintendent of the hospital is also superintendent of the training school, and she holds all the minor offices. This obtains in some of the larger hospitals as well. It is not the object of this paper to decide which is the best of the many methods found, a few of which have been mentioned, but I think we may say that each Superintendent of a school, be it large or small, should fit herself into the hospital in which she finds herself, and should work as far as in her lies, to bring the school up to a high standard, and the work she finds herself able to accomplish, will depend largely upon her own ability and tact. The care of the nurses is hers beyond a doubt, a charge she should always keep, even against opposition. The guarding them from overwork, a thing often so hard to accomplish, she must bear the responsibility of. The developing of a most excellent nurse from poor material is far too often a duty assigned to her, whether she can accomplish it or not. She must turn out thoroughly trained nurses from schools which give very poor facilities for instruction. She must secure, if possible, a just proportion of medical, surgical, gynæcological, and obstetrical training for each one, even though doctors protest against a change of nurses, and wish for only nurses of experience in their wards. She has charge of all hospital supplies, and must see that they are economically used, even though doctors are very extravagant, as waste is always laid to the door of the training school. The charge of all clinics and dispensaries will not be the lightest part of her duties, nor will they be the departments which will run most smoothly, but hers they are, and such they are likely to remain. We might go on naming duties, but time, space, and patience forbid, and we forbear.

THE LIMITATIONS (IF ANY) IN PROMOTING THE BEST RESULTS.

The limitations in the way of doing the best work—are there any? If so, what? It would

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