SANTA CLARITA CHRISTIAN SCHOOL

27249 Luther Dr. Santa Clarita, CA 91351
Phone: (661) 252-7371 Fax: (661) 252-4354
www.sccs.org

SANTA CLARITA BAPTIST CHURCH

FACULTY EMPLOYMENT APPLICATION

Please complete this application and return it to our school office along with resume (if available).
It is our prayer that God will fulfill His perfect will for our school and in the lives of all applicants.

A. APPLICANT'S NAME AND ADDRESS: Full name: _____

Application date:_____/_____/_____ Date you would be available:_____/_____/_____

Address: _____City: _____

State:_____ Zip:_____

Home Phone: (____)_____ Cell Phone: (____)_____

Email address:_____

B. POSITION DESIRED:

Please indicate 1, 2, 3 choice in the parenthesis. Then to the right please indicate the grades or subjects in order of preference:

( ) Kindergarten ( ) Elementary: _____

( ) Middle School: _____ ( ) High School: _____

Full time ___ Part time ___ Substitute ___ How did you learn of the opening?_____

If hired, can you verify of your legal right to work in the US? Yes ___ No ___

Do you have any long-range goals for your career, perhaps 5 years from now?_____

Please list activities or sports for which you would be capable and willing to direct, sponsor, or coach. (Indicate grade or ability levels).

_____

"You shall love the LORD your God with all your heart and with all your soul and with all your might. These words, which I am commanding you today, shall be on your heart. You shall teach them diligently…"
Deuteronomy 6:5-7

"We proclaim Him, admonishing every man and teaching every man with all wisdom, so that we may present every man complete in Christ. For this purpose I labor, striving according to His power, which mightily works within me." Colossians 1:28-29

C. CHRISTIAN BACKGROUND:

Please carefully read our Statement of Faith and indicate your degree of support.

___ I fully support the Statement of Faith as written without mental reservations. Initial:_____

___ I support the Statement of Faith except for the area(s) listed and explained on a separate paper. The exceptions represent either disagreements or items for which I have not yet formed an opinion or conviction.

Do you believe the Bible to be the ONLY inspired and infallible Word of God, our final authority in all matters of faith, truth and conduct? Yes ___ No ___ Initial:_____

What is your denominational preference? _____

What church do you attend now? _____

Are you presently a member in good standing? _____ Years? _____

In what church activities are you involved with now and to what degree of regularity?

_____

What other Christian service have you done since becoming a Christian?

_____

To what extent do you believe you should become involved in Sunday and other weekday ministries of the sponsoring church or the church of which you are a member?

_____

Describe your routine of personal Bible study and prayer.

_____

Are you capable of teaching a Bible class? Yes__ No__ If yes, what are your subject preferences?

_____

What books are you currently reading? _____

_____

What periodicals do you read with regularity? _____

_____In your own handwriting, on separate paper, briefly give your Christian testimony.

D. PROFESSIONAL QUALIFICATIONS: **Please attach photocopies of all your postsecondary transcripts.** Should you be offered a position, official copies of your transcripts must be provided to the school for inclusion in your personnel file.

List the degrees you have earned:

Degree	Issuing Institution	Date Received	Major/Field	GPA

List any other educational advantages that you have had, including opportunities for travel.

_____

List any conferences or seminars that you have led or participated in recently.

_____

How familiar are you with various Christian textbooks (Bob Jones Press, ACSI, ABeka, etc.)?

_____

_____

What textbook series do you prefer? _____

Do you have a current ACSI teaching certificate? _____ What subject or level?_____
Expiration date?_____

Do you have a current state teaching certificate? _____ State? _____ Subject?_____
Expiration date?_____
If you do not hold a certificate, what requirements do you lack?_____

Please attach photocopies of any certificates held.
Have you had any courses in the Christian Philosophy of Education? If so, where and when?

_____

If not, would you be willing to take such a course by correspondence or otherwise? _____

Describe how teacher evaluation has been helpful for you._____
_____
_____

<u>E. ESSAY QUESTIONS:</u> ***On separate paper*** **please label and succinctly answer in one or two paragraphs each of the questions below. In addition, attach a typed copy of your personal Christian philosophy of education and how you would implement it in the classroom**.

1. Why do you wish to teach in a Christian school?

2. What are the main characteristics that distinguish a Christian school from a public school?

3. What do you consider to be the proper classroom atmosphere for learning?

4. What is your philosophy of discipline? Your attitude toward physical punishment?

5. Have you ever led a child or youth to Christ? If yes, please provide details.

6. What do you believe about the origin of the earth and mankind?

7. What are your personal beliefs on the use of tobacco and alcohol, and items that may be classified under the category of "substance abuse"?

F. EMPLOYMENT HISTORY: Please start with your current or most recent employer and work backwards. Please list any student teaching experience, including grades taught. If necessary, you may follow the same format on the reverse.

Date (from/to)	Your Position /Job Title	School/ Company	Address City, State, Zip	Supervisor Name & Phone	Reason for Leaving

Have you ever worked under a different name for any of the employers you have listed? If so, what was the name or address?_____

Have you served in the military? Yes_____ No_____ If yes, what type of training or education did you receive?_____

Are you holding or have you already signed a contract for next year with any other institution? _____

You have read the job description and essential functions for this position. Is there any reason why you might be unable to perform the essential duties and responsibilities of the position for which you are applying?
Yes ___ No ___

If you answered "yes" to the question above, what reasonable accommodation would you need so that you would be able to perform the duties and responsibilities of this position?

_____

G. REFERENCES: Do not list family members or relatives for references. Give at least three references who are qualified to speak of your ***spiritual experience and Christian service***. **List current pastor first**.

Name	Address, City, Zip	Area Code & Phone	Relation to you

Give at least three references who are qualified to speak of your ***professional training and experience***. **List your current or most recent principal or supervisor first**.

Name	Company	Address, City, Zip	Area Code & Phone

H. PRELIMINARY BACKGROUND INQUIRY:

If you answer "Yes" to any of the questions in this section, please attach a separate sheet indicating the nature of the suit, offense, date, court, and disposition or other appropriate explanation. A conviction record will not automatically be a bar to employment. Factors such as your age at the time of the crime, seriousness and nature of the violation, time elapsed since the crime, job relatedness, and subsequent rehabilitation will be considered.

Are you presently being investigated or under a procedure to consider your discharge for misconduct by your present employer? Yes ___ No ___

Has any employer ever subjected you to disciplinary action, suspended, terminated, or asked you to leave a job or volunteer position on the grounds of any unlawful sexual behavior, or violation of an employer's sexual misconduct or harassment policy? Yes ___ No ___

Have you ever been charged in **civil** or **criminal** proceedings with improprieties regarding children?
Yes ___ No ___

Have you ever entered a plea of guilty, a plea of "no contest" (nolo contendere), or has any court ever deferred further proceedings without entering a finding of guilty and placed you on probation or in a public service or education program for any crime other than a minor traffic offense? Yes ___ No ___

Have you ever been suspended, discharged, or resigned in lieu of discharge from any position? Yes ___ No ___

Are there any circumstances involving your lifestyle that are unusual or that would call into question your being entrusted with the care of children or that would make your position as a Christian role model less effective?_____

_____

I. APPLICANT'S CERTIFICATION AND AGREEMENT

Employment at Santa Clarita Christian School is open to qualified individuals who are Christians of good character, without regard or reference to gender, national or ethnic origin, color, age, or disability. Santa Clarita Christian School is a religious educational ministry, permitted to discriminate on the basis of religion. All prospective and current employees must agree with Santa Clarita Christian School's mission statement, and they must be willing to conduct their lives in conformity with the school's Statement of Faith and the school's declaration and agreement to biblical, ethical and moral integrity.

I hereby certify that the facts set forth in this application process are true and complete to the best of my knowledge. I understand that falsification of any statement or a significant omission of fact may prevent me from being hired, or if hired, may subject me to immediate dismissal regardless of the time elapsed before discovery. If I am released under these circumstances, I further understand and agree that I will be paid and receive benefits only through the day of release.

I understand that California state law requires that individuals who work with children in any capacity in an educational setting must complete a fingerprinting background check through the Department of Justice. I agree to fully cooperate in providing and recording any information as is necessary for such an investigation. I authorize the school or its designee to conduct a criminal background records check. I understand and agree that any offer of employment that I may receive from the school is conditioned upon the receipt of background information, including criminal background information. The school may refuse employment or terminate conditional employment if the school deems any background information unfavorable or that it could reflect adversely on the school or on me as a Christian role model.

I understand that this is only an application for employment and that no employment contract is being offered at this time.

I certify that I have carefully read, understand, and agree with the above statements.

Applicant Signature: _____ Date: _____

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AUTHORIZATION TO RELEASE REFERENCE INFORMATION

I have submitted an application for a position of _____ with **Santa Clarita Christian School**. I authorize the school to thoroughly interview the primary references which I have listed, any secondary references mentioned through interviews with primary references, or other individuals that know me and have knowledge regarding my testimony and work record. I also authorize the school to thoroughly investigate my work records and evaluations, my educational preparation, and all other matters related to my suitability for employment.

I authorize references and my former employers to disclose to the school any and all employment records, performance reviews, letters, reports, and other information related to my life and employment, without giving me prior notice of such disclosure.

In addition, I hereby release Santa Clarita Christian School, my former employers, references, and all other parties from any and all claims, demands, or liabilities arising out of or in any way related to such investigation or disclosure.

I waive the right to ever personally view any references given to Santa Clarita Christian School.

I agree that a photocopy or facsimile copy of this document and any signature shall be considered for all purposes as the original signed release on file.

I certify that I have carefully read and do understand the above statements.

_____

Applicant's Printed Name **Date**

_____

Applicant's Signature

List any names under which you have worked (or been known by) for the information provided in this application.

_____

SANTA CLARITA CHRISTIAN SCHOOL

EXPECTED SCHOOL-WIDE LEARNING GOALS (SLGs)

In support of the school's mission statement and philosophy of education, the following School-Wide Learning Goals (SLG's) have been established to form the basis for all academic, athletic, and activity programming. The following SLG's aim to challenge students to grow spiritually, intellectually, socially, emotionally, and physically. Thus, SCCS seeks to provide students with the opportunity to:

SLG #1: Love God and Grow in Christlikeness (Deut. 6:4-9; Rom. 8:29; Col. 1:28-29)

- Accept Jesus Christ as personal Savior and cultivate a vibrant relationship with God.
- Develop a vibrant spiritual life through Bible study, prayer, and part of a Bible-believing church.
- Accept personal responsibility for thoughts, speech, actions, and attitudes and strive to please God in each.
- Develop emotional stability by realizing that self-worth comes from God's approval, not man's.
- Make proper lifestyle choices that reflect a commitment to Christ, especially as it relates to personal purity before marriage and the determination not to abuse the physical body with alcohol or foreign substances.

SLG #2: Learn Truth and Discern Error (John 17:17; Titus 2:11-14; Heb. 5:14)

- Accept the Bible as the Word of God, the basis for all truth and the authority for life.
- Affirm a biblical worldview that looks at life, academic studies, government, social issues, diverse cultures, and world events from God's point of view as found in Scripture.
- Collect, evaluate, analyze, and synthesize information in a biblical, ethical, and faithful way.
- Develop specific learning skills that include listening, reading with understanding, writing with clarity, researching from multiple sources, organizing time and materials efficiently and using technology with both creativity and discernment.
- Convey thoughts, ideas, beliefs, and convictions in a clear and accurate way with effective speaking techniques and excellent writing skills.
- Commit personally to a life of learning, the never-ending quest for truth and understanding.
- Discern truth from error in all communications and situations by comparing information to the source of truth, the Word of God.
- Use higher levels of thinking to apply knowledge to new issues, questions, or problems.

SLG #3: Live Wisely and Serve Others (2 Cor. 5:14-15; Col. 1:9-11)

- Application of biblical principles to life, character development, and relationships.
- Establish positive relationships with others in the learning process, adding individual abilities and skills to a team effort in order to successfully accomplish group goals.
- Determine to strive for excellence in all subject areas, complete assignments with diligence, and contribute to class discussions and group projects.
- Make wise decisions based on accurate evaluation of relevant information.
- Practice proper physical fitness through regular exercise and proper eating habits.
- Treat all people with respect, demonstrating kindness to others in words and actions and abhorring sinful discrimination by accepting all men and women as created equal by God.
- Practice responsible citizenship through community service, conscientious engagement in public affair, and praying for government leaders.

STATEMENT OF FAITH

The Scriptures

We believe that the Bible, the 66 books of the Old and New Testaments, is the inspired Word of God, that it is completely and fully inerrant in its original writings, that it is totally accurate in all that it teaches, and that it is the final authority for all questions of faith and practice in daily living. (2 Tim. 3:16-17, Jn. 17:17, 2 Pet. 1:20-21, Ps. 119:105)

The True God

We believe that there is one and only one God, the God of the Bible, who eternally exists in three persons, the Father, the Son, and the Holy Spirit. (Heb. 11:6, Jn. 4:24, Ps. 102:27, Jn. 1:1-2, Jn. 20:28)

Jesus Christ

We believe that Jesus Christ is the Son of God, that He is absolute deity, and have existed from eternity in the Godhead with the Father and the Holy Spirit. Jesus was born to the virgin Mary by the power of the Holy Spirit, lived a sinless life as both God and man on earth so that He could die on the cross to pay for sin, and then arose from the dead to conquer death for all who accept Him as their personal Savior. (Jn. 1:1, 14, Col. 1:16, 17, Is. 7:14, Heb. 9:26, Matt. 3:17, Heb. 4:15, 1 Cor. 15:3-4, Jn. 3:16)

The Holy Spirit

We believe the Holy Spirit is a Divine Person whose ministry is to convict of sin, to bear witness to truth, to act as the Agent of the new birth, to seal, guide, teach, sanctify, and help believers as He indwells everyone who accepts Jesus Christ as personal Savior. (Jn. 14:16, 26, Jn. 16:8-11, Eph. 5:18, Jn. 16:13)

Fall of Man

We believe that Adam was created by God in innocence but, by voluntary transgression, fell into sin and plunged the whole human race into condemnation. As a result of this fall, every person is born as a sinner, is a sinner by nature and conduct, and is in need of a Savior to be saved from eternal judgment and death. (Gen. 1:27, Gen. 2:7, Rom. 3:9-10, 1 Cor. 15:22, Rom. 3:19, 23, Rom. 6:23, Rom. 10:13)

The Salvation of Man

We believe salvation and the gift of eternal life can only be attained by accepting Jesus Christ as personal Savior by faith in His substitutionary death on the cross. His payment for sin reconciles believers to God and is a gift to be received, not earned by works. To accept Christ as Savior, individuals must admit their own sin, recognize that only Christ can forgive sin, ask God to forgive them, believe that Jesus is the Son of God who died for them, and then ask God to save them. They then become a child of God and are secure in their salvation forever. Those who accept Christ will enjoy heaven forever, while those who reject Christ will suffer eternal and conscious punishment apart from God. (1 Cor. 15:22, Rom. 3:23, Rom. 6:23, Jn. 10:9-10, Jn. 14:6, Jn. 3:14-15, Rom. 5:1,10, Eph. 2:8-9, 1 Jn. 5:13)

The Return of Christ

We believe that Jesus Christ Himself will someday return bodily as clearly stated in the Bible. We believe that His return at the Rapture is imminent and will occur before the Tribulation Period, and that His Second Coming to earth will occur before His Millennial Reign (Jn. 14:1-6, Matt. 24:27,30, Matt. 25:31, I Thess. 4:8-18, Rev. 7:14, 20:1-6, Dan. 9:26,27)

The Church

We believe in the prominence of the local church as instituted by Christ before His death and resurrection. The church is empowered by the Holy Spirit and is a place of worship, spiritual growth, evangelism, and service to others. We believe the only two ordinances of the church are baptism by immersion in water after salvation, and the remembrance of Christ's payment for sin in the ordinance of the Lord's Supper. (Eph. 2:20-21, Col. 2:12, Matt. 3:16-17, Acts 2:38-41, 1 Cor. 11:23-26, Eph. 4:11-16, Matt. 28:19-20, Mk. 16:15)

Creation

We believe that God created the heavens and the earth, including all life, by His direct act, not by the process of evolution, and that the six days of creation were literal, solar days as stated in Scripture. (Gen 1:1-2:7, Col. 1:16-17, Jn. 1:3)

Separation

We believe all saved individuals should live a life pleasing to God, separated from religious heresy, from worldly practices and habits, from sinful activities, and from associations that cloud the distinctions of being a follower of Christ. (1 Jn. 2:15-17, 2 Cor. 6:17, 2 Cor. 7:1, 1 Cor. 10:23-33, 1 Pet. 1:15-16)

Lifestyle Statement

SCCS is a non-profit ministry of Santa Clarita Baptist Church representing Jesus Christ throughout our community. SCCS requires its employees to be born-again Christians, striving to live their lives as Christian role models (Rom. 10:9-10; I Tim. 4:12). Employees will conduct themselves in a Christian way that will not raise questions regarding their Christian testimonies. A Christian lifestyle should reflect the biblical perspective of integrity and appropriate personal and family relationships, business conduct, and moral behavior. An employee is expected to demonstrate a teachable spirit, an ability to share love for others, a willingness to live contentedly under authority, and a commitment to follow the Matthew 18 principle when an issue arises with fellow employees or management.

Moral misconduct, including but not limited to homosexual or heterosexual misconduct, as defined by Scripture, violates the bona fide occupational requirement of employees being Christian role models. Employees acknowledge that the unique roles of male and female are clearly defined in Scripture (Romans 1:21-24; I Cor. 6:9-20). Personnel will maintain a lifestyle based on biblical standards of conduct. Failure to do so may result in a reprimand or, in some cases, dismissal from employment. There are additional grounds whereby an employee may be dismissed from SCCS. It is the goal of SCCS that each employee will have a lifestyle where "Christ has the pre-eminence." (Col. 1:18)

*An expanded detail of doctrine and lifestyle will be presented in a contract offer for every applicant to review prior to confirming offer and agreeing to employment.