

APPLICATION FOR TEACHER EMPLOYMENT

Applicant Name: _____

Address: _____

Phone (Days): _____ Phone (Evenings): _____

Email Address: _____

Applying for Grade (Circle one or more): Pre-K K 1st 2nd 3rd 4th 5th 6th
7th 8th 9th 10th 11th 12th



A Ministry of
First Baptist Church
7706 Ewing Road
Powell, TN 37849
(865) 947-8503
www.fbaeagles.org

INSTRUCTIONS

For assistance in completing the form(s), please call the Receptionist Office, (865) 947-8503.

Please complete each item. If an item is not applicable, write in "N/A" or "none." Please print or type information unless otherwise indicated. Applications will be reviewed according to the date the completed form and all required documents have been received and accepted by the Academy.

Return the completed and signed application form along with all requested documents, to the Receptionist Office between 8:30 a.m. and 4:00 p.m. Should you be unable to get to the Academy during that time, you may mail the application to the school at the above mailing address.

SPECIAL NOTE

The application form and process is lengthy. This is due to the importance placed upon the education of our children. The greatest influence in the children's learning experience is most often the teacher. It is the desire of First Baptist Academy to employ teachers with a demonstrated character of walking in Christ-likeness, an ability to work well with students as well as other adults, and a demonstrated competence in teaching skills. This is our "3 C's" criteria for employment in the church as well as the school: **Character, Chemistry, and Competency**. The information you provide will address all three issues. By this we hope to ensure that when we claim to offer a high quality education opportunity for the students, we mean much more than a particular curriculum. Of even more importance the focus is upon the high quality teacher as one who models Christ in the classroom as well as away from the school environment. The information you provide will assist the Academy in determining the best "fit" of teachers to student; and increase the probability that the teachers hired will flourish in a community of likeminded faculty, school staff, and school families.

FIRST BAPTIST ACADEMY STATEMENT OF FAITH

Because First Baptist Academy is a ministry of First Baptist Church, our doctrinal beliefs are a reflection of the church's beliefs. We are unashamedly a Christian program, and make no apologies or compromises in our convictions. It is our desire to present the gospel of Jesus Christ to each child so that he/she may have the opportunity to accept Him as Lord and Savior of his or her life.

First Baptist Academy exists to assist parents by providing an excellent Classical Education that fosters a Biblical worldview, striving to equip students to impact the world for Christ.

Please read the **Statement of Faith** and indicate your degree of support.

_____ I fully support the Statement as written.

_____ I support the Statement except for the area(s) listed below. *The exceptions represent either disagreements or items for which you have not yet formed an opinion or conviction.* Use a separate sheet of paper if necessary.

*For further clarification on First Baptist Academy's stance on Biblical doctrines, please see pages 8-9 "What We Believe".

PERSONAL INFORMATION

Applicant's Full Name: _____

Gender: ☐ Male ☐ Female

Name Applicant goes by: _____

Date of Birth: _____

Social Security No. _____

Primary/

Legal Address: _____

Street Address

City/ST

Zip

Home Phone: _____

Email Address: _____

Mobile Phone 1: _____

Mobile Phone 2: _____

Church Membership/

Affiliation: _____

Pastor's Name: _____

List any experience, skills, or qualifications that you believe would especially equip you to teach at First Baptist

Academy: _____

List your hobbies and personal interests: _____

List any current or recent involvement with professions and/or community groups that you would consider relevant in considering your ability to perform as a teacher at First Baptist Academy:

LEGAL ISSUES

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

☐ Yes

☐ No

Have you ever been suspended, discharged, or resigned in lieu of discharge from any position?

☐ Yes

☐ No

EMPLOYMENT HISTORY

Start with your current or most recent employer and work backwards for the past ten years. (There may be some duplication of information from the "Teaching Experiences" section.)

1. Position: _____ Organization: _____

Date Beginning: _____ Date Ending: _____ Supervisors Name: _____

Major Responsibilities: _____

Major Accomplishments: _____

Reason(s) for Leaving: _____

2. Position: _____ Organization: _____

Date Beginning: _____ Date Ending: _____ Supervisors Name: _____

Major Responsibilities: _____

Major Accomplishments: _____

Reason(s) for Leaving: _____

3. Position: _____ Organization: _____

Date Beginning: _____ Date Ending: _____ Supervisors Name: _____

Major Responsibilities: _____

Major Accomplishments: _____

Reason(s) for Leaving: _____

PROFESSIONAL QUALIFICATIONS

DEGREES

Degree	Issuing Institution	Date Received
1. _____	_____	_____
2. _____	_____	_____
3. _____	_____	_____

Currently working toward a degree in _____ at (school) _____

EXPERIENCES

List your teaching experiences, starting with the most recent.

School Name	Grades or Subjects	Dates
1. _____	_____	_____
2. _____	_____	_____

Do you have an ACSI or equivalent Christian School Teaching Certificate?

☐ Yes ☐ No If so, what Level? _____

Do you have a state teaching certificate?

☐ Yes ☐ No

State: _____ Type: _____

If you do not hold a certificate, what requirements for you lack? _____

Please attach photocopies of any certificates held.

Have you had any courses in Christian Philosophy of Education?

☐ Yes ☐ No If so, when? _____

Where? _____ What Courses? _____

Have you had other courses giving specific training for Christ day schools? _____

Details: _____

EDUCATION PHILOSOPHY

What do you think are the key characteristics that should distinguish Christian and public school?

What is your philosophy concerning classroom discipline?

How would you describe the ideal classroom environment for learning?

What do you believe are your strengths as a teacher?

What do you believe are your weaknesses as a teacher?

It is possible that the students in your class come from different theological backgrounds. A student brings up an issue that you know is theologically controversial and/or the family's church holds to a different understanding of the issue than that held by First Baptist Academy. How would you address the issue?

What is the teacher's role in leading a student to salvation?

Have you ever led a child to Christ? _____ If so, briefly explain the process.

CHRISTIAN BACKGROUND

Do you believe the Bible to be the inspired and infallible Word of God, and our final authority in all matters of faith and life?

☐ Yes

☐ No

Do you have a Denominational preference?

☐ Yes

☐ No

If so, what is it? _____

What is your current church affiliation? _____

For how long? _____

Pastor's Name: _____ **Church Phone Number:** _____

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

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

Describe your routine of personal Bible study and prayer (your "devotions"):

What books have you read in the last two years that have helped you grow spiritually?

In your own handwriting, briefly give your Christian testimony.

BIBLICAL CONVICTIONS

We live in an increasingly pluralistic society with many conflicting beliefs and values, even among many who consider themselves as Christians. Please share your personal convictions as a Christian toward each of the following items. A good way to consider wording your answer would be as though you were answering a 5th grade student’s question.

Wine, Beer, and other Alcoholic Beverages: _____

Smoking or Chewing Tobacco Products: _____

Marijuana and other such drugs: _____

Music: _____

Dancing: _____

Premarital Sex: _____

Divorce and Remarriage: _____

Abortion: _____

Homosexuality: _____

Sexual Activity Outside of Marriage: _____

Personal Debt: _____

Gossip: _____

Lying/Cheating: _____

If you sense the need to further explain any answer given above, please do so on a separate sheet of paper. You may also take an opportunity to further address a topic during the prospective employee interview.

WHAT WE BELIEVE

I. The Scriptures

The Scriptures of the Old and New Testament were given by inspiration of God, and are the only sufficient, certain and authoritative rule of all saving knowledge, faith and obedience.

II. God

There is but one God, the Maker, Preserver and Ruler of all things, having in and of himself, all perfections, and being infinite in them all; and to Him all creatures owe the highest love, reverence and obedience.

III. The Trinity

God is revealed to us as Father, Son and Holy Spirit each with distinct personal attributes, but without division of nature, essence or being.

IV. Providence

God from eternity, decrees or permits all things that come to pass, and perpetually upholds, directs and governs all creatures and all events; yet so as not to destroy the free will and responsibility of intelligent creatures.

V. Election.

Election is God's eternal choice of some persons unto everlasting life -- not because of foreseen merit in them, but of his mere mercy in Christ -- in consequence of which choice they are called, justified and glorified.

VI. The Fall of Man.

God originally created man in His own image, and free from sin; but, through the temptation of Satan, he transgressed the command of God, and fell from his original holiness and righteousness; whereby his posterity inherit a nature corrupt and wholly opposed to God and His law, are under condemnation, and as soon as they are capable of moral action, become actual transgressors.

VII. The Mediator.

Jesus Christ, the only begotten Son of God, is the divinely appointed mediator between God and man. Having taken upon Himself human nature, yet without sin, He perfectly fulfilled the Law, suffered and died upon the cross for the salvation of sinners. He was buried, and rose again the third day, and ascended to His Father, at whose hand He ever liveth to make intercession for His people. He is the only Mediator, the Prophet, Priest and King of the Church, and Sovereign of the Universe.

VIII. Regeneration.

Regeneration is a change of heart, wrought by the Holy Spirit, who quickeneth the dead in trespasses and sins enlightening their minds spiritually and savingly to understand the Word of God, and renewing their whole nature, so that they love and practice holiness. It is a work of God's free and special grace alone.

- IX. Repentance.**
Repentance is an evangelical grace, wherein a person being, by the Holy Spirit, made sensible of the manifold evil of his sin, humbleth himself for it, with godly sorrow, detestation of it, and self-abhorrence, with a purpose and endeavor to walk before God so as to please Him in all things.
- X. Faith.**
Saving faith is the belief, on God's authority, of whatsoever is revealed in His Word concerning Christ; accepting and resting upon Him alone for justification and eternal life. It is wrought in the heart by the Holy Spirit, and is accompanied by all other saving graces, and leads to a life of holiness.
- XI. Justification.**
Justification is God's gracious and full acquittal of sinners, who believe in Christ, from all sin, through the satisfaction that Christ has made; not for anything wrought in them or done by them; but on account of the obedience and satisfaction of Christ, they receiving and resting on Him and His righteousness by faith.
- XII. Sanctification.**
Those who have been regenerated are also sanctified, by God's word and Spirit dwelling in them. This sanctification is progressive through the supply of Divine strength, which all saints seek to obtain, pressing after a heavenly life in cordial obedience to all Christ's commands.
- XIII. Perseverance of the Saints.**
Those whom God hath accepted in the Beloved, and sanctified by His Spirit, will never totally nor finally fall away from the state of grace, but shall certainly persevere to the end; and though they may fall, through neglect and temptation, into sin, whereby they grieve the Spirit, impair their graces and comforts, bring reproach on the Church, and temporal judgments on themselves, yet they shall be renewed again unto repentance, and be kept by the power of God through faith unto salvation.
- XIV. The Church.**
The Lord Jesus is the Head of the Church, which is composed of all his true disciples, and in Him is invested supremely all power for its government. According to his commandment, Christians are to associate themselves into particular societies or churches; and to each of these churches he hath given needful authority for administering that order, discipline and worship which he hath appointed. The regular officers of a Church are Bishops, or Elders, and Deacons.
- XV. Baptism.**
Baptism is an ordinance of the Lord Jesus, obligatory upon every believer, wherein he is immersed in water in the name of the Father, and of the Son, and of the Holy Spirit, as a sign of his fellowship with the death and resurrection of Christ, of remission of sins, and of his giving himself up to God, to live and walk in newness of life. It is prerequisite to church fellowship, and to participation in the Lord's Supper.
- XVI. The Lord's Supper.**
The Lord's Supper is an ordinance of Jesus Christ, to be administered with the elements of bread and wine, and to be observed by his churches till the end of the world. It is in no sense a sacrifice, but is designed to commemorate his death, to confirm the faith and other graces of Christians, and to be a bond, pledge and renewal of their communion with him, and of their church fellowship.
- XVII. The Lord's Day.**
The Lord's Day is a Christian institution for regular observance, and should be employed in exercises of worship and spiritual devotion, both public and private, resting from worldly employments and amusements, works of necessity and mercy only excepted.
- XVIII. Liberty of Conscience.**
God alone is Lord of the conscience; and He hath left it free from the doctrines and commandments of men, which are in anything contrary to His word, or not contained in it. Civil magistrates being ordained of God, subjection in all lawful thing commanded by them ought to be yielded by us in the Lord, not only for wrath, but also for conscience sake.
- XIX. The Resurrection.**
The bodies of men after death return to dust, but their spirits return immediately to God -- the righteous to rest with Him; the wicked to be reserved under darkness to the judgment. At the last day, the bodies of all the dead, both just and unjust, will be raised.
- XX. The Judgment.**
God hath appointed a day, wherein he will judge the world by Jesus Christ, when every one shall receive according to his deeds; the wicked shall go into everlasting punishment; the righteous, into everlasting life.

APPLICANT'S CERTIFICATION, AGREEMENT, & RELEASE AUTHORIZATIONS

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 authorize **First Baptist Academy** to thoroughly interview the personal and professional references which I have listed, any secondary references mentioned through interviews with primary references, or other individuals who 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 other matters related to my suitability for the position.

I authorize references and my former employers to disclose 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 the 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 the school.

Since I will be working with children, I understand that I must be willing to submit a fingerprint check by the FBI and possibly other federal and state authorities. I agree to fully cooperate in providing and recording as many sets of my fingerprints as necessary for such an investigation. I authorize the school to conduct a criminal records check and drug test. 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 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 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 and do understand the above statements.

Applicant's Name (Print): _____ Applicant's Social Security Number: _____

Applicant's Signature: _____ Date: _____

DECLARATION OF MORAL INTEGRITY

First Baptist Academy expects all of its employees to model the same Christian values and lifestyle that it seeks to inculcate in its students. As an applicant for a substitute teaching position at **First Baptist Academy**, I recognize, understand, and agree to live by the Christian moral standards of the school.

I declare that during the past year I have not engaged in, at the current time I am not engaging in, and promise that I will not during the term of my employment engage in inappropriate sexual conduct. Inappropriate conduct includes, but is not limited to, such behaviors as the following: heterosexual activity outside of marriage (e.g. premarital sex, cohabitation, and extramarital sex), homosexual or lesbian sexual activity, sexual harassment, use or viewing of pornographic material or websites, or sexual abuse or improprieties towards minors as defined by Scripture and federal or state law.

I declare that the above statement is factual and true. My signature below indicates that I meet the moral integrity standards and Christian role model lifestyle requirements of **First Baptist Academy**.

Applicant's Signature: _____ Date: _____