

# TEACHER APPLICATION FOR EMPLOYMENT



A Ministry of  
**First Baptist Church**  
7706 Ewing Road  
Powell, TN 37849  
(865) 947-9074  
[www.fbaeagles.org](http://www.fbaeagles.org)

Applicant's Name: \_\_\_\_\_

Address: \_\_\_\_\_

Phone (cell): \_\_\_\_\_ Phone (home): \_\_\_\_\_

Email Address: \_\_\_\_\_

Applying for (circle 1 or more): Pre-K K 1<sup>st</sup> 2<sup>nd</sup> 3<sup>rd</sup> 4<sup>th</sup> 5<sup>th</sup> 6<sup>th</sup> 7<sup>th</sup> 8<sup>th</sup> 9<sup>th</sup> 10<sup>th</sup> 11<sup>th</sup> 12<sup>th</sup>

\_\_\_\_\_ Full-Time \_\_\_\_\_ Part-Time \_\_\_\_\_ Other: \_\_\_\_\_

## INSTRUCTIONS

For assistance in completing the form(s), please call the Receptionist Office, (865) 947-9074.

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

It is our desire to see Christ formed in each of our students through faith in the gospel with the result that each student more accurately reflects the character of Christ. This process of transformation and formation is what we call "Christian education." While Christian education demands intellectual engagement and excellence, such excellence takes place in the context of and alongside the formation of Christian virtues such as love, joy, peace, patience, and other products of the Spirit's work (cf. Gal 5:22-23).

With this spiritual ambition in mind, the application form and process is lengthy. 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 who provide an example of these Christian virtues while exuding an ability to work well with students as well as other adults in addition to demonstrating 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 an excellent Christian and classical education, we mean much more than a particular curriculum. Of even more importance the focus is upon the Christian and classical 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 MISSION AND CONFESSION OF FAITH

First Baptist Academy is an *ecclesial* academy. In other words, we are a ministry of First Baptist Powell. As a result, our doctrinal beliefs are a direct reflection of the beliefs of our church. While we do not require our educators to be members of our church family, we do take seriously the task of instructing our students within our own ecclesial and confessional tradition.

**Mission:** 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 carefully read First Baptist Powell's **Confession of Faith** (located on pages 9-10) and indicate your degree of support.

\_\_\_\_\_ I fully support the Confession as written.

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

## PERSONAL INFORMATION

Applicant's Full Name: \_\_\_\_\_

Name Applicant goes by: \_\_\_\_\_

Primary/

Legal Address: \_\_\_\_\_  
Street Address City/ST Zip

Mobile Phone: \_\_\_\_\_ Email Address: \_\_\_\_\_

Home Phone: \_\_\_\_\_

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.*

Have you ever been convicted in civil or criminal proceedings with improprieties regarding children?

Yes

No

Have you ever entered a plea of guilty or were convicted of a felony, in any state?

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: \_\_\_\_\_ Supervisor's Name: \_\_\_\_\_

Major Responsibilities: \_\_\_\_\_

\_\_\_\_\_

Major Accomplishments: \_\_\_\_\_

\_\_\_\_\_

Reason(s) for Leaving: \_\_\_\_\_

2. Position: \_\_\_\_\_ Organization: \_\_\_\_\_

Date Beginning: \_\_\_\_\_ Date Ending: \_\_\_\_\_ Supervisor's Name: \_\_\_\_\_

Major Responsibilities: \_\_\_\_\_

\_\_\_\_\_

Major Accomplishments: \_\_\_\_\_

\_\_\_\_\_

Reason(s) for Leaving: \_\_\_\_\_

3. Position: \_\_\_\_\_ Organization: \_\_\_\_\_

Date Beginning: \_\_\_\_\_ Date Ending: \_\_\_\_\_ Supervisor's Name: \_\_\_\_\_

Major Responsibilities: \_\_\_\_\_

\_\_\_\_\_

Major Accomplishments: \_\_\_\_\_

\_\_\_\_\_

Reason(s) for Leaving: \_\_\_\_\_

## PROFESSIONAL QUALIFICATIONS

Photocopies of all your post-secondary transcripts are REQUIRED to be attached with your application. Should you be offered and accept a position, **official** copies of transcripts must be provided to the school for inclusion in your personnel file.

### DEGREES

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

Currently working toward a degree in \_\_\_\_\_ at (school) \_\_\_\_\_

\_\_\_\_\_ (please initial) *I have attached a copy of my transcripts for any degrees listed above.*

### EXPERIENCES

List your teaching experiences, starting with the most recent.

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

Do you have an ACSI or equivalent Christian School Teaching Certificate? *If yes, a copy of the certificate must be submitted with your application.*

Yes \_\_\_\_\_ No \_\_\_\_\_ If so, what Level? \_\_\_\_\_

Do you have a state teaching license? *If yes, a copy of the license must be submitted with your application.*

Yes \_\_\_\_\_ No \_\_\_\_\_

State: \_\_\_\_\_ Type: \_\_\_\_\_

If you do not hold a certificate, what requirements do you lack? \_\_\_\_\_

\_\_\_\_\_ (please initial) *I have attached photocopies of any certificates held (ACSI and/or state licensure)*

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 Christian schools? \_\_\_\_\_

Details: \_\_\_\_\_

\_\_\_\_\_

<b>EDUCATION PHILOSOPHY</b>
-----------------------------

**In your opinion, what are the unique characteristics of Christian education?**

**What is classical education as you understand it?**

**What is your philosophy concerning classroom order and discipline?**

**At FBA, we desire to cultivate and maintain a “culture of respect” both inside and outside our classrooms. How would you contribute to this culture of respect within your classroom and throughout the academy?**

**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 Powell. 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.**

<b>CHRISTIAN BACKGROUND</b>
-----------------------------

**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?**

\_\_\_\_\_

**Describe the ways you have been privileged to serve Christ since becoming a Christian?**

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

**Describe your routine of corporate and private worship including involvement in church worship and personal Bible study and prayer (your "devotions"):**

\_\_\_\_\_

---

---

---

---

---

---

---

---

---

## CLASSROOM ENGAGEMENT ACCORDING TO SCRIPTURE

Describe how you would answer the following questions as if posed by one of your students. Please consider that while the Bible addresses some of the following issues with utmost clarity, it is less clear on others.

**What is your view about consuming alcohol and tobacco products?** \_\_\_\_\_

---

---

**What is your view on marijuana use?** \_\_\_\_\_

---

---

**What is your view on sex outside of marriage?** \_\_\_\_\_

---

---

---

**What is your view on divorce and remarriage?** \_\_\_\_\_

---

---

---

**What is your view on abortion?** \_\_\_\_\_

---

---

---

**What is your view on sexuality and gender identity? Please address both homosexuality and transgenderism.**

---

---

---

*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.*



## CONFESSION OF FAITH

### **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.

*\* Acknowledgements: The Abstract of Principles were set down by James Pettigru Boyce, the principle founder of Southern Seminary (1859), the first Chairman of its Faculty (1859-1887), its first President (1888), and its most distinguished professor of Systematic Theology.*

## 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 Powell** via **First Baptist Academy** to thoroughly interview the personal and professional references which I have listed. I authorize references and my former employers to disclose to the school any employment records, performance reviews, letters, reports, and other information related to my life and employment, without giving me prior notice of such disclosure.

*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/church to conduct a criminal record check and drug test. I understand and agree that any offer of employment that I may receive from the school/church is conditioned upon the receipt of background information, including criminal background information. The school/church may refuse employment or terminate conditional employment if the school deems any background information unfavorable or that it could reflect adversely on the school, church, 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 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 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 summarized in the FBA Moral Covenant.

### Excerpt from FBA Moral Covenant

- **I affirm** my call to a Christ-like life: I understand that as an employee of First Baptist Academy, I am called to live by the moral standards expressed in the Scripture, affirmed by the school, and proclaimed by First Baptist Powell. I further attest to adherence to a lifestyle that will not bring reproach upon the school, the church, or the name of Christ. Therefore, I agree to abide by, and be held accountable to, the following conditions of employment. I also understand that these requirements are not exhaustive, but representative of the entirety of the lifestyle the Scripture presents for the Christian. Therefore, I agree to be held accountable for other actions not specifically noted below, yet proclaimed by the church and the school as consistent with an exemplary Christian lifestyle.
- **I affirm** that I am a “born again” believer in the Lord Jesus Christ (Romans 10:9-10).
- **I agree** to commit myself to a daily walk that serves as a Christ-like role model to all others (Luke 6:40).
- **I agree** to commit myself to a lifestyle that personifies a consistent Christ-like character (1 Timothy 4:12).
- **I agree** to commit myself to a moral lifestyle lived above approach, including the pledge to:  
*Abstain from alcoholic beverages, illicit drugs, tobacco products, and profane language;*  
*Maintain a life of sexual purity: abstaining from premarital sex, extramarital sex, homosexual activity, or any other sexual activity that falls outside the boundaries set forth in the Scripture and held by the church or the school, and the viewing or use of pornographic material (I understand that all electronic devices in possession of the teacher, but purchased by FBA, are the property of FBA and subject to random search by school or church officials); and*  
*Refrain from any conduct that might be deemed sexual harassment or sexual abuse by others.*
- **I affirm** the call to live in harmony with other believers. Therefore, I will endeavor at all times to display a gentle and harmonious spirit, avoiding contentious disputes that might cause division among staff, students, and students’ families, or bring reproach upon the school or church in the community. (2 Timothy 2:23-26; Ephesians 4:1-3; Philippians 2:14-16)
- **I agree** to abide by Scriptural instruction for conflict resolution (Matthew 5:21-25, 18:15-17; Romans 12:9-21; 1 Corinthians 6:1-8).
- **I agree** to be held accountable for church membership, regular worship service attendance, and active ministry participation in church ministries at a local evangelical church (Hebrews 10:22-25).
- **I agree** to not openly dispute or take a vocal position in opposition to the doctrinal statements noted in the “Abstracts of Principles” presented as a part of the *Teacher Application for Employment* and incorporated in the *FBA Employee Handbook*.
- **I agree** to abide by and propagate the mission, vision, goals, values, and objectives of FBA and First Baptist Powell.

Applicant’s Signature: \_\_\_\_\_ Date: \_\_\_\_\_