



208 East Main Street
 Pease, Minnesota 56363
 (320) 369-4239

TEACHER APPLICATION

PERSONAL INFORMATION

Full Name: _____ Application Date: _____

Street Address: _____

City, St, Zip _____

Email Address: _____ Phone: _____

Preferred method of contact: Phone Email *Best Time to Contact:* _____

Have you ever been convicted of a felony? Yes No If so, please explain _____

POSITION DESIRED

- Preschool Kindergarten Elementary (1 - 4) Middle School (5-8)
 Full time Part time

How did you hear about Community Christian School?

PROFESSIONAL PREPARATION & QUALIFICATIONS

High School	City, State	Dates Attended	Degree
College/University	City, State	Dates Attended	Degree
Major:		Minor:	
Graduate Work	City, State	Dates Attended	Degree

Total Years of Teaching Experience _____

List your teaching experience, from the most recent.

School	City, State	Grade/Subjects	Dates
School	City, State	Grade/Subjects	Dates
School	City, State	Grade/Subjects	Dates

Do you have a state teaching certificate? Yes No State? _____

What Kind? _____ Expiration Date: _____

Endorsement(s)

****EARLY CHILDHOOD APPLICANTS ONLY****

Do you hold a preschool certificate? Yes No

Indicate from what college: _____

Are you working towards a preschool certificate? Yes No

What courses have you completed? _____

If you hold a credential, indicate major: _____

ADDITIONAL EMPLOYMENT HISTORY

Please start with your current or most recent employer and work backwards for the past five years.

Employer	City, State	Position	Dates
Employer	City, State	Position	Dates
Employer	City, State	Position	Dates

Have you ever worked under a different name for any of the employers you have listed?

Yes No If so, what name? _____

CHRISTIAN AND PERSONAL PHILOSOPHY

Have you had any courses in the Christian Philosophy of Education? Yes No

Is so, where, and when? _____

What is church do you attend? _____

What is your Pastor's Name? _____

In what church activities are you involved? _____

Please answer the following questions. Attach a typed copy to the following questions:

1. Provide a brief testimony of your faith journey and your relationship with Jesus Christ.
2. What is your personal Christian philosophy of education and how you would implement it in every aspect of your classroom teaching? (i.e., classroom management, student evaluations, communications, curriculum, and staff and student relationships).
3. Why do you wish to teach at Community Christian School?
4. What areas do you feel are your strengths? What are your areas of opportunity?
5. Please summarize your experience with current educational technologies.

PERSONAL REFERENCES

Give two (non-family) references who are qualified to speak of your spiritual experience and Christian service. **List your current Pastor first.**

1. Name _____ Phone _____

Years Known _____ Email _____

Address City, ST, Zip _____

2. Name _____ Phone _____

Years Known _____ Email _____

Address City, ST, Zip _____

PROFESSIONAL REFERENCES

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

1. Name _____ Phone _____

Years Known _____ Email _____

Position _____

2. Name _____ Phone _____

Years Known _____ Email _____

Position _____

3. Name _____ Phone _____
Years Known _____ Email _____
Position _____

I certify that all information provided in this employment application is true and complete to the best of my knowledge. I understand that any false or incomplete information may disqualify me from further consideration for employment and may result in the immediate termination of my teaching contract if discovered.

Signature: _____ **Date:** _____

Our school board has adopted the policy that all school aged, eligible children (K - 8) of full-time faculty must attend CCS.

_____ By initialing the space provided I understand that my school aged, eligible children will attend CCS unless special exemption is granted by the CCS School Board.

APPLICANT'S CERTIFICATION AND AGREEMENT

I understand that Community Christian School does not discriminate in its employment practices against any person because of race, color, national or ethnic origin, gender, age, or qualified disability. I further understand that Community Christian School is a religious educational ministry. As such, we are permitted to hire to our mission and employ those individuals who are the best match for our position openings.

I understand that Community Christian School faculty and staff are called by God to help raise up the young in the ways of faith and that all CCS employees are instrumental in conveying the religious message of the school and carrying on the religious mission of the school.

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 Community Christian School to thoroughly interview the primary 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 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 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 submit to a background check. I authorize the school to conduct a criminal 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 and do understand the above statements.

Signature: _____ **Date:** _____

EDUCATIONAL PHILOSOPHY

The goal of Community Christian School is to help develop Godly individuals who are usable for God's service in His church and in the world. The ultimate authority and textbook for this process is the Holy Scriptures of the Old and New Testaments. CCS will focus on two areas of development.

1. CCS proposes to develop Christ-like character in attitude and in actions. Such character will be seen, for example, in respect for God and for each human individual, in perseverance, in self-sacrifice, in cooperation, in loyalty and in honesty.
2. CCS proposes to develop intellectual competence by helping each student to achieve the maximum academic success of which he or she is capable. CCS shall strive for academic excellence, presenting studies from a Christian perspective.

This goal will be achieved in three ways:

1. The home will be enlisted for support since the school is only an extension of the teaching of the home. At least one parent of each student enrolling at CCS must publicly profess to be a Christian.
2. Committed Christian teachers will exemplify the Christ-like character expected of their students. They will also display the dedication to academic excellence for which this school stands.
3. The students will study the normal educational courses in comparison with and submission to God's Word, seeking to integrate God's Word with God's World.

CCS STATEMENT OF BELIEFS

Community Christian School is not church owned or governed but self-ruling according to the following principles:

- The Bible: Both the Old and New Testament are the inspired Word of God. In the Bible, God reveals Himself and directs man in his relationship and activities. This revelation also guides His people in the education of their children. (II Tim. 3:16)
- The Trinity: God, Creator of all things, infinitely perfect and eternally existing in three persons: Father, Son, and Holy Spirit. (Matt. 28:19; II Cor. 13:14)
- Jesus Christ: Jesus is true God and true man, having been conceived by the Holy Spirit and born of the Virgin Mary. He died on the cross, a sacrifice for our sins, according to the Scriptures. He arose bodily from the dead, ascended into heaven where He is now our Advocate. Through Him there is renewal of our educational enterprise, because He is the Redeemer of, and the Light and the Way for our life in all its range and variety.
- The Holy Spirit: He is true and co-eternal God with the Father and Son. He convicts men of sin, regenerates the believing sinner, guides, instructs and comforts. Through the work of the Spirit, we are guided in the truth and recommitted to our original calling.
- Creation: God, the Father, of nothing made the heaven and earth and their contents and, in their education, children must learn that the world and man's calling in it, can rightly be understood only in their relation to the Triune God who restores, governs and directs all things to His ultimate glory.
- Sin: Man's sin, brought upon all mankind the curse of God, alienates him from his Creator, his neighbor, and the world, distorts his view of the meaning and purpose of life and also corrupts the education of children.

- Schools: The purpose of Christian Schools is to educate children in a Christian environment with the goal of preparing the student to live in the world, not sheltering him or her from it. As image bearers of God their calling is to know God's Word and His creation, to consecrate the whole of life to Him, to love their fellow man and to be stewards in their God-given vocations.
- Parent/Guardian: The primary responsibility for education rests upon parent/guardian to whom children are entrusted by God. Christian parents/guardians should accept this obligation in view of the covenantal relationship, which God established with believers and their children. Classroom education should be geared toward supplementing the family's educational role and Christian parents/guardians seek to implement their obligation through school association and boards which engage the services of Christian teachers in Christian Schools.
- Teachers: Christian teachers, both in obedience to God and in cooperation with parents, have a unique responsibility, while educating the child, to develop the whole person in Christ.
- Pupils: Christian schools must take into account the variety of abilities, needs and responsibilities of young persons. The talents and callings of young persons as God's image bearers and their defects as sinners require that learning goals, discipline and curricula be selected as will best prepare them to live as obedient Christians and only with constant attention to such instruction will education be truly Christian.
- Community: God's covenant embraces not only parents and their children but also the whole Christian community to which they belong. Christian education contributes directly to the advancement of God's kingdom, and it is the obligation not only of the parents but also of their Christian community to establish and maintain Christian schools, to pray for, work for, and give generously in their support.
- Educational Freedom: Christian Schools, organized and administered in accordance with legal standards and provisions for day schools, should be duly recognized in society as free to function according to Christian principles.

CCS STATEMENT OF OBJECTIVES

Education is primarily a responsibility of the home. Community Christian is dedicated to working with the home to prepare students for effective and obedient service to Jesus Christ in our contemporary society. Cooperation between home and school is extremely important.

The school's objectives are summarized below:

1. To teach children to better understand the relationship that should exist between God, themselves, their fellow man, and the world in which they live. To teach children to see the world and everything in it through the lens of Holy Scripture. This is done best by integrating the total school program with the Word of God.
2. To teach children to understand themselves, in the light of all the knowledge and ideas available, and what the true nature of man is.
3. To teach children to master the skills of reading, writing and mathematics. These skills are not ends in themselves but are tools by which we may decipher and use, both collectively and independently, the maze of information given to us.
4. To teach children to better understand the relationship existing between themselves and their fellow man, not only in the present sense, but also in the historical sense. This relationship is understood best through social studies and literature courses.
5. To teach children to better understand the world and universe in which God has placed them. This is done best through courses in science and mathematics.
6. To help develop the common and unique talents with which God has endowed his children.
7. To help develop a sound physical body for each of our students through physical education.
8. To teach children to accept the responsibility of using the knowledge they have gained by living a life of grateful service to God. The motto of Community Christian School is taken from Proverbs 9:10a: "The fear of the Lord is the beginning of wisdom."

CCS STATEMENT ON MARRIAGE, GENDER, AND SEXUALITY

- We believe that God wonderfully and immutable creates each person as male or female. These two distinct, complementary genders together reflect the image and nature of God. (Gen. 1:26-27). Rejection of one's biological sex is a rejection of the image of God within that person.
- We believe that the term "marriage" has only one meaning; the uniting of one man and one woman in a single, exclusive union, as delineated in Scripture. (Gen. 2:18-25) We believe that God intends sexual intimacy to occur only between a man and a woman who are married to each other. (1 Cor 6:18, 7:2-5; Heb 13:4) We believe that God has commanded that no intimate sexual activity be engaged in outside of marriage between a man and a woman.
- We believe that any form of sexual immorality (including adultery, fornication, homosexual behavior, bisexual conduct, bestiality, incest, and use of pornography) is sinful and offensive to God. (Matt 13:18-20; 1 Cor 6:9-10)
- We believe that in order to preserve the function and integrity of CCS and to provide a biblical role model to the CCS students and the community, it is imperative that all persons employed by Community Christian agree to and abide by this Statement on Marriage, Gender, and Sexuality.
- We believe that God offers redemption and restoration to all who confess and forsake their sin, seeking His mercy and forgiveness through Jesus Christ. (Acts 3:19-21; Rom 10:9-10; 1 Cor 6:9-11).
- We believe that every person must be afforded compassion, love, kindness, respect and dignity. (Mark 12:28-31; Luke 6:31) Hateful and harassing behavior or attitudes directed toward any individual are to be repudiated and are not in accord with Scripture nor the doctrines of CCS.

Having read Community Christian School's Educational Philosophy, Statement of Beliefs & Objectives, Marriage, Gender, and Sexuality, please indicate your degree of support.

I fully support the Statement as written without mental reservations.

I support the Statement except 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.

Signature: _____ **Date:** _____