

PROVIDENCE CHRISTIAN SCHOOL

A Classical Christian School

4847 Murphy Mill Road | Dothan, Alabama 36303 (334) 702-8933 | (334) 702-0700 fax | www.pcsdothan.com - A ministry of First Presbyterian Church -

Application for Teachers (please print)

Date:	
Position Information	
Position Desired:	Full Time / Part Time / Substitute
Grades/Subjects interested in teaching: _	
Highest Degree:	Field of Degree
Number of years teaching experience:	Date Available to Start:
Personal Information	
Full Name:	
Prefer to be called:	
Address:	
	Email Address:
Phone: Home	Cellular

Employment at Providence Christian School is open to qualified individuals who are Christians of good character, without regard or reference to race, sex (gender), national or ethnic origin, color, age, or disability. Providence Christian School is a religious educational ministry, permitted to discriminate on the basis of religion. All prospective and current employees must agree with Providence 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 Ethical and Moral Integrity. As a ministry of First Presbyterian Church, Providence Christian School reserves the right to discriminate according to its religious convictions, beliefs, and practices. The school reserves the right to refuse to hire employees, admit students/families, or affiliate with individuals or corporations that do not share the school's religious beliefs and/or meet it religious qualifications.

Alabama Unemployment Compensation law provides that services performed in the employ of a church or convention or association of churches; or an organization that is operated primarily for religious purposes and which is operated, supervised, controlled or principally supported by a church or convention or association of churches shall not be considered covered employment. Alabama Sec. 25-4-10 (b) (8)

Please pro	vide the names or titles used for any form of social media in which you participate:
	e accommodations? Yes / No
If No, pleas	se describe the functions that cannot be performed:
Are you le	gally eligible to work in the United States? Yes / No
Christian Ba	nckground
highest Ch and out of	e Christian School requires that every employee manifest by precept and example the ristian virtue and personal decorum, serving as a Christian role model (I Tim. 4:12) both in the school to the children (Luke 6:40), and as an example to parents and fellow staff n judgment, dignity, respect, and Christian living.
Bible:	Do you believe the Bible to be the ONLY inspired and inerrant Word of God, our final authority in all matters of faith, conduct, and truth?
	Yes / No Signature:
Statement	of Faith:
	Please carefully read our Statement of Faith and initial where indicated. Please check below indicating your degree of support:
	I fully support the Statement of Faith as written without mental reservations. I support the Statement of Faith except for the area(s) listed and explained on the attached paper. (The exceptions represent either disagreement or items for which I have not yet fully formed an opinion or conviction.)
	Signature:
Church/ Ch	nristian Service/ Other:
	What is your local church affiliation?
	Are you presently a member in good standing? Yes / No Years:
	How are you currently ministering through your local church?
	Are you prepared to lead a young person to accept Christ as his or her personal Savior? Yes / No
	Have you ever been involved in personal evangelism? Yes / No Please describe your experience(s)

What is your at	titude toward work	ng with those of c	other races and th	hose of other den	ominational beliefs?
_					
What books ha	ive you read recen	tly that have help	ed you spiritually	γ?	

Testimony:

In your own words on a separate paper, briefly give your Christian testimony and give highlights of what God is currently doing in your life.

Statement of Faith

The Statement of Faith defines the essential beliefs that guide the ministry of Providence Christian School. The Statement of Faith does not exhaust the extent of our beliefs. The Bible itself, as the inspired and infallible Word of God that speaks with final authority concerning truth, morality, and the proper conduct of mankind, is the sole and final source of all that we believe. For purposes of Providence Christian School's faith, doctrine, practice, policy, and discipline, the Session of First Presbyterian Church, Dothan, AL is our final interpretive authority on the Bible's meaning and application. These primary doctrines below, along with the Westminster Confession of Faith (WCF), are the key elements of Christianity that are taught in various ways throughout all grade levels. Secondary doctrine includes chapter 21 section 3, chapter 23 of the WCF, and other topics such as baptism, the gifts of the Spirit, and the end times, and will not be emphasized in the teaching of the school. PCS recognizes that secondary doctrine is important, but within the Christian community, there is liberty to interpret such matters differently. Since we encourage Christ honoring discussion and debate among PCS students, these subjects are likely to arise. The school's official position on secondary doctrinal issues is to have the students always go to the Scripture and then go to their family and church as they seek to define their own beliefs on these secondary doctrines.

The following Statement of Faith, drawn from the Westminster Confession of Faith, defines the essential beliefs that guide the Ministry of Providence Christian School:

Initial:

1. _____ Sovereignty of God: God sovereignly controls all that occurs in His world and in His Church. His plans and purposes always prevail, nothing can thwart them.²

2.	Inerrancy of Scripture: God's written Word, the Bible, is free from error and completely trustworthy. It is His Truth and the final authority in all matters. ³
3.	God's Creation of the World and Man: The Triune God, Father, Son and Holy Spirit, alone has existed from eternity past and in His wisdom decided to create the universe from nothing. God spoke and it came into existence. Humanity did not evolve from lower life forms, but was created by God. ⁴ Mankind, male and female, was created with dignity in that they are made in God's image and created in humility in that their purpose is to glorify God and enjoy Him forever. In creating mankind male and female, God created them with distinct biological genders. Gender is both sacred and established by God's design. It is impossible to glorify God and enjoy Him forever while rejecting one's biological sex. ⁵
4.	The Family: God created the natural family as the fundamental, sovereign unit of society. God created the natural family to be a conjugal union of one man and one woman through marriage for the purposes of sharing love and joy, propagating children, and providing their moral education. Marriage was also given as a representation of the union between Christ and his Church. Any union other than a one-man, one-woman union for life is a violation of God's design and is therefore not a biblical marriage. ⁶
5.	Fall of Mankind: All mankind participated in Adam's fall from his original sinless state and is thus lost in sin and totally depraved. ⁷
6.	Jesus, Savior of Sinners: Jesus Christ is the unique Son of God and the only Savior of the world. He was born of a virgin and lived a sinless life. He purchased redemption by His substitutionary atonement on the cross. Jesus bodily rose from the dead, ascended to the right hand of the Father and He will come again in power and glory. ⁸
7.	Justification by Faith Alone: Sinners are justified by faith alone. They don't deserve salvation and they can't earn or work for it. Justification is totally due to God's grace and is received by faith in Jesus Christ. ⁹
8.	Empowering Holy Spirit: Every true believer in Jesus Christ is indwelt and empowered by the Holy Spirit. The Holy Spirit enables believers to live a godly life and to perform good works. 10
9.	Final Judgment and Resurrection: At the Second Coming of Christ, the saved and the lost will be bodily resurrected and judged. The saved are resurrected to eternal life and the lost are resurrected to eternal condemnation. ¹¹
10.	Body of Christ: All believers are spiritually united in the Lord Jesus Christ. Every believer is a member of the Body of Christ. 12

 $^{^{\}rm 1}$ 2 Timothy 3:14-17, Galatians 1:8-9, 2 Peter 1:19-21, WCF Chapter 1.1 and 1.6

² Psalm 33:11, Ephesians 1:11, WCF Chapter 3.1

³ Matthew 5:18, 2 Timothy 3:14-17, WCF Chapter 1.8-9

⁴ John 1:2-3, Genesis 1, WCF Chapter 4

⁵ Genesis 1:27, Genesis 2:7, Genesis 2:22-23, WCF Chapter 4.2

⁶ Genesis 1:28, Genesis 2:24, Ephesians 5:22-33, WCF Chapter 24

⁷Genesis 3:6-8, Romans 3:23, Romans 5:12, WCF Chapter 6.1-3

Professional Qualifications

Please attach photocopies of all college transcripts. Should you be offered a position, official copies of your college transcripts will be required to be submitted for inclusion in your personal file.

Formal Training:

_	rees that you curren	•	
Degree	Date Re	ceived Is	ssuing Institution
	, ,	ge: BS/BA Gradu	
Garriaian	, Grade i emit i treia,	90. 20,2,1 <u></u> 0.440	
ce:			
Sequentially lis	st your teaching exp	erience (most recent first)	
		Grade(s) and / or	Dates of
School & Addre	ess	Subject(s) Taught	Employment
		-	

⁸ Isaiah 42:1, John 3:16, 1 Peter 1:19-20, Hebrews 1:2, Hebrews 4:15, Luke 1:27-35, Romans 5:19, Philippians 2:8,

¹ Corinthians 15:3-4, 1 Peter 3:22, Acts 1:11, Matthew 13:40-42, Matthew 24:36-44, WCF Chapter 8.1-4 and Chapter 33

⁹ Romans 3:10-13, 22-28, Romans 4:5-8, Romans 5:15-16, Ephesians 2:8-9, WCF Chapter 11.1-3

¹⁰ 2 Corinthians 3:18, John 15:4-6, Romans 8:4-14, Philippians 2:13, WCF 13.3, 16.3

¹¹1 Thessalonians 4:17, 1 Corinthians 15:51-52, John 5:22-29, Acts 24:15, 2 Corinthians 5:10, Matthew 25:31-46, WCF Chapter 32.2-3 and 33.1-2

¹² 1 Corinthians 1:2, 1 Corinthians 12:12-13, WCF Chapter 25.1-2

	Number of years of teaching experience:	Public	Christian	Private
	legree are you familiar with various Christianth, Sing/Spell/Read/Write, etc.)?		`	A Beka, Bob Jones,
Other: List any of	ther academic training relevant to teaching	•		pportunities for travel
•	ooks or articles that you have read or cor		•	•
Credentia	ls: Do you have an ACCS Teaching Certi	ificate? Ves	/ No	
	Level: Do you have a state teaching certificate State: Type: (Please attach photocopies of any teaching certificate states)	Valid te? Yes / No Val	until: o id until:	d)
Preference		J	•	,
	Are you willing to sponsor or help with any Are you particularly interested or gifted in	•		/ No
	Art: Drama: Foreign Language: (which langua Music: (which? Vocal / Instru	age?)	tion:
	Competitive, Academic Teams:	S	ports or Coaching	

<u>Personal</u>	<u>Interests</u>					
List men	mberships, offices, and honors obtained in:					
High Sc	hool:					
College:						
Graduat	e School:					
Professi	onal:					
	y:					
List an	y interests you have which would make a	valuable contribution to your students				
experier	nce:					
Work His	story					
	list work history other than teaching experience liste position for which you are applying. If you would li e sheet.	-				
1) En	Employer Name & Address:					
lm	mediate Supervisor:	Phone:				
Da	ates of Employment:	Position:				
De	escription of Work:					
Re	eason for Leaving:					
2)	Employer Name & Address:					
	mediate Supervisor:	Phone:				
Da	ates of Employment:	Position:				
	escription of Work:					
Re	eason for Leaving:					
•	ou ever been charged or accused of any child abuse					
Yes / No	o If Yes, provide details:					
Have vo	ou ever been charged with any offense involving a la	w enforcement officer?				
Yes / No						

Personal References

Please include written letters of recommendation from the following:

Spiritual - A spiritual leader who knows you	well	
Name:		
Pastoral - Pastor of the church you are curr		erent from above)
Name:		
Professional - Someone who has supervise	d your work, preferabl	ly educational work
Name:		
Friend - A person who has known you for a	number of years (not	a relative)
Name:		
Providence Christian School has my permiss past employers current employers personal references	ion to speak with:	
If permission is not granted, please explain:_		

Personal Philosophy

On a separate sheet of paper, please label and succinctly answer each of the following questions in one or two paragraphs.

- A. Why do you wish to teach at Providence Christian School?
- B. What is your philosophy of education? (If you are applying for grades 1-6, please incorporate in your response your belief about how children learn to read)
- C. What do you consider to be the proper classroom atmosphere for teaching?
- D. What are your thoughts on discipline in the classroom, including your view of corporal punishment?
- E. What areas do you feel are your strengths? Your weaknesses?
- F. What do you believe about the origin of the earth and mankind?
- G. Please read and give your thoughts on either of these books by Douglas Wilson: Recovering the Lost Tools of Learning or The Case for Classical Christian Education.
- H. For a God-honoring educational environment to exist, describe the proper relationship between the individual families and the Christian school.
- I. Can anything occur outside of God's sovereign control? (What about a believer's salvation, difficult trials that happen to Christians or events like Hitler's rise to power and rule, 9/11, or tsunamis?)
- J. Can anything occur that diminishes God's goodness, wisdom or love?
- K. All believers lean on their own understanding at times. How serious is this and how does the Scripture help us "trust in the Lord with all your heart" instead?
- L. Briefly describe your understanding of classical Christian education.

Confidentiality Agreement

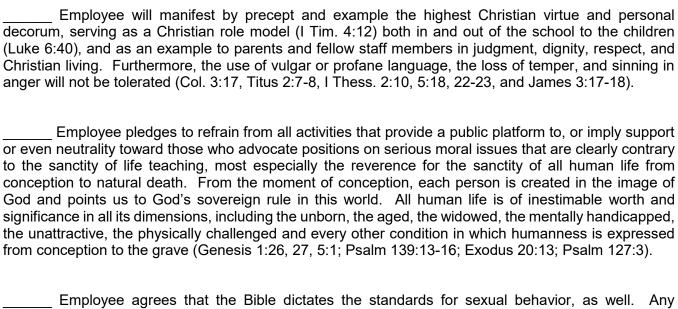
As a matter of Christian integrity and honor and as a trusted member of the Providence Christian School faculty and staff, I hereby agree that I will maintain an attitude of confidentiality regarding the students, faculty, and staff of Providence Christian School.

Signature of Applicant	Date	

Lifestyle Commitment

Declaration and Agreement to Ethical and Moral Integrity

Initial:



Employee agrees that the Bible dictates the standards for sexual behavior, as well. Any promiscuity, homosexuality, or other deviant sexual behavior is forbidden, and as such, violates the bona fide occupational requirement of being a Christian role model. The unique roles of the male and female are clearly defined in Scripture. God recognizes homosexuality and other deviant behavior as perversion and sin. Therefore, deviation from Scriptural behavioral standards is grounds for termination (Romans 12:1-2; I Cor. 6:9-20; Eph. 4:1-11, 5:1-7; I Thess. 4:3-8; I Timothy 4:12; II Timothy 2:19-22; I Peter 1:15-16, 2:15-17).

Providence Christian School stands firmly upon the historical truth claims and moral foundations of Christianity. This includes, but is not limited to, the biblical definition of marriage, the attendant boundaries of sexuality and moral conduct, and the clear biblical teaching that gender is both sacred and established by God's design (Genesis 1:27; Genesis 2:7; Genesis 2:22-23). Parents and legal guardians who choose to enroll their children at Providence Christian School are agreeing to support these and other basic biblical values derived from historical Christianity and the relevant Christian positions embraced by the First Presbyterian Church, under whose authority PCS rests. Parents understand and agree that Providence Christian School will teach these principles and biblical values. In addition, the Board of Directors urge parents to recognize their scriptural responsibility (Deuteronomy 6:1-9, Psalm 78:5,6 Proverbs 22:6) to provide their children with a Christian education and to understand that the primary responsibility for this task rests with parents (Ephesians 6:4). PCS was founded and continues to operate upon biblical values and the desire and commitment for Bible-believing Christian parents to enroll their children in an intentionally Christian environment. PCS will (only) consider admission for students from families willing to support Providence's philosophy of Christian education, student conduct requirements, and the school's above-stated positions and those willing to allow their children to be educated and influenced in an intentionally Christian environment based on biblical principles. Continued enrollment at PCS is contingent upon the same understanding and support.

Applicant's Certification and Agreement

Declaration and Agreement to Ethical and Moral Integrity

Initial:	
I understand that Providence Christian School does not discrim against any person because of sex, race, color, national or ethnic disability. Employment with Providence Christian School is open to Christians of good character, without regard to race, gender, national or Providence Christian School is a religious educational ministry, permitter religion. All prospective and current employees must be in agreement School ministry statement, and must be willing to conduct their lives statement of faith and the school's declaration and agreement to ethical	origin, gender, age, or qualified or qualified individuals who are or ethnic origin, age, or disability. The discriminate on the basis of the with the Providence Christian in conformity with the school's
I hereby certify that the facts set forth in this initial application a of my knowledge. I understand that discovery of falsification of any state of fact during any phase of the hiring process may prevent me from being me to immediate dismissal regardless of the time elapsed before discovering circumstances, I further understand and agree that I will be paid and reday of release.	atement or a significant omission ing hired, or if hired, may subject very. If I am released under these
I authorize Providence Christian School to thoroughly interview have listed, any secondary references mentioned through interviews windividuals who know me and have knowledge regarding my testimony the school to thoroughly investigate my work records and evaluations, other matters related to my suitability for the position.	with primary references, or other and work record. I also authorize
I authorize references and my former employers to disclose to the records, performance reviews, letters, reports, and other information rewithout giving me prior notice of such disclosure. In addition, I herebemployers, references, and all other parties from any and all claims, de or in any way related to such investigation or disclosure. I waive the references given to the school.	lated to my life and employment, y release the school, my former mands, or liabilities arising out of
Since I will be working with children, I understand that I must sure FBI and possibly other federal and state authorities. I agree to fully coop as many sets of fingerprints as are necessary for such an investigation. a criminal records check. I understand and agree that any offer of empthe school is conditioned upon the receipt of background information information. The school may refuse employment or terminate conditional any background information unfavorable or that it could reflect advers Christian role model. I understand that I will be required to submit verification.	Derate in providing and recording I authorize the school to conduct ployment that I may receive from n, including criminal background I employment if the school deems ely on the school or on me as a
I have read and understand the statements initialed in the Lifestyle Com- Agreement sections of this application. I agree to conduct my behavior these expectations. I understand that this is only an application for emp contract is being offered at this time.	r in a manner which conforms to
Signature of Applicant	Date

PROVIDENCE CHRISTIAN SCHOOL CONFIDENTIAL PRIMARY SCREENING FORM

This application is to be completed by all applicants for any position involving the supervision of minors. Persons seeking a position in the school as a paid employee will be required to complete an employment application and background check in addition to this screening form. It is being used to help the school provide a safe and secure environment for those children who participate in our programs and use our facilities.

PERSONAL

Date:	Student(s) related to you:	
Last	First	Middle
Present Address:		
City:	State	Zip
Home Phone: (_) Cell Phone: ()
1. Have you ever been c	onvicted of or pleaded guilty to a crime?	
Yes (if yes,	please explain – attach a separate page,	if necessary)
, , ,		• /
No		
2. Were you a victim of a	buse or molestation while a minor?	
Yes		
No		
If you prefer, you ma confidence with the A	y refuse to answer this question, or you m Administrator rather than answering it on t unanswered, will not automatically disqua	his form. Answering yes, or
3. Do you have a curre Yes	nt driver's license? f yes, please list your driver's license num	ber
No		
,	related disabilities, and if so, what accom	

If you prefer, you may refuse to answer this question, or you may discuss your answer in confidence with the Administrator rather than answering it on this form. Answering yes, or leaving the question unanswered, will not automatically disqualify an applicant for work.

5.	Name of church of	of which you ar	e a member:
6.		d, and dates)_	volving children (list each church's name and address, type
	Personal Refere		ner employers or relatives)
	Name		Name
	Address		Address
	Telephone ()	Telephone()
			Applicant's Statement
cons here othe any my h I wai orga Shor School	sideration of the receipty release any index person or organized and all liability for concirs, or family, on a size any right that I is anization identified I	ceipt and evaluividual, church cation, includin damages of whaccount of contagy have to in this a be accepted, I	ng my character and fitness for working with children. In pation of this application by Providence Christian School, I a, youth organization, charity, employer, reference, or any ag record custodians, both collectively and individually, from natever kind or nature which may at any time result to me, impliance or any attempts to comply, with this authorization. Inspect any information provided about me by any person or implication. In agree to be bound by the policies of Providence Christian and conduct in the performance of my services on behalf of
CON		F AND SIGN T	Y READ THE FOREGOING RELEASE AND KNOW THE THIS RELEASE AS MY OWN FREE ACT. This is a legally and understand.
Sign	licant's ature		
Witn	ess		
Date	į		

Request for Criminal Records Check and Authorization

I hereby request this law enforcement office to release any information which pertains to any record of convictions contained in its files or in any criminal file maintained on me whether local, state, or national. I hereby release said office from any and all liability resulting from such disclosure.

Signature
Print Name
Print Maiden Name if Applicable
Print all Aliases
Date of Birth
Place of Birth
Social Security Number (last four digits only)
Today's Date

Record Sent To:

Providence Christian School
Attention: Administrator
4847 Murphy Mill Road
Dothan, AL 36303