APPLICATION FOR EMPLOYMENT

Puget Sound Christian School

"They will soar on wings like eagles; they will run and not grow weary, they will walk and not be faint."

Isaiah 40:31

Puget Sound Christian School
1740 S. 84th St.
Tacoma, WA 98444
(253)537-6870
www.pschristianschool.com

Puget Sound Christian School

Our Mission Statement

To train children according to God's purpose by providing a Christ-centered, safe, loving environment where parents, board members and staff, in partnership, work to help each student achieve academic excellence and spiritual growth.

Affiliation

Puget Sound Christian School is affiliated with South Lakeshore Christian Church, which is a non-denominational Christian church. SLCC is affiliated by faith and practice with Christian churches located in most countries of the world. This body of churches accepts the whole Bible as the Word of God, but finds its authority for life in the scriptures of the New Testament, seeking simply to be the church that was begun by Jesus Christ and the apostles whom He chose. Jesus Christ is the sole head of His church. This church has no authoritative headquarters in this world. Each congregation of believers is independent in the operation of internal affairs, but all are joined in the unity of faith and in commitment of Jesus Christ as head over all things to the church.

PSCS Doctrinal Statement

We believe...

- that the Bible is the inspired, infallible Word of God, and is the source of all truth. As a result, the Bible is an essential element in all areas of our curriculum and is taught at all levels according to the understanding level of the students. (I Tim. 3:16; Heb. 1:1; II Pet. 2:16-21.)

- that there is one God, eternally existent in three persons: the Father, the Son, and the Holy Spirit. We believe that Jesus Christ the Son of God was born of a virgin, lived a sinless life, and died a literal death upon a cross, and on the third day rose from the dead. We believe that Jesus Christ's death on the cross paid the penalty for our sins, which is revealed clearly in the Bible. (Col. 1:15; 2:9ff, Acts 2:38; Mark 16:16; I John 1:9.)

- that man is sinful by nature and that regeneration through Jesus Christ is essential for salvation and eternal life. (Romans 3:23; 6:23.)

- that the ministry of the Holy Spirit is ongoing today, and the Holy Spirit indwells Christians and enables them to live a righteous life as obedience to the Word of God is practiced. (Romans 8:1-26; Eph. 5:18.)

- in the resurrection of both the saved and the lost - those who are saved to eternal life, and those who are lost to eternal punishment. (Rev. 20:11-15.)

- in the spiritual unity of all believers in one body through Jesus Christ. (Rom. 15:5; I Cor. 12:12-21.)

- the world, the universe, and all living things were created by the direct Act of God. (Genesis 1 and 2; Col. 1:16.)

- that parents have the responsibility for the proper education of their children. Therefore, parents and teachers are to work together so that children are brought up in the nurture and admonition of the Lord, for the purpose of living a life dedicated to the glory of God. (Eph. 6:14.)

Philosophy of Education

We believe God has given parents the responsibility to *"train up a child in the way he should go,"* and that a Christian school is only an extension of the home, not a replacement for it. We see our ministry as using the gifts for teaching, that God has given us to help young people pursue a life of self-discipline, individual responsibility, personal integrity and good citizenship based on the moral absolutes of God's Word.

Goals

It is the responsibility of PSCS to provide opportunity for the student:

- To develop a practical knowledge of the Word of God and to apply to daily living (II Tim 3:16).
- To develop a spiritual awareness that will lead to faith in the Lord Jesus Christ and submission of His will.
- To develop an understanding of the responsibilities and rights of citizens, and their constructive application in a representative republic (Gal. 5:13).
- To develop an ability to express their thoughts clearly; to read and listen with understanding.
- To understand the structure of mathematics and to develop mathematical skills.
- To understand and apply the methods of science, the influence of science on human life, and the main scientific principles concerning the nature of the world and man, viewing such through the eternal truths of the Bible (I Tim. 6:20; I Thess. 5:21).
- To develop the ability to organize work and use reference materials and study skills which will enable the student to become self-managing and a life-long learner (II Tim. 2:3-7).
- To develop creative, critical and independent thinking in order to understand, participate, and contribute intelligently and questioningly in our society (Heb. 5:14; Rom. 12:2).
- To understand his/her heritage and its influence on his/her life, the heritage of other cultures, nations, and relationships, leading to a respect of others as well as him/herself (I Cor. 10:11).
- To understand the significant influence and responsibility of the Biblical family for the individual and society (I Tim. 5:8; Matt. 19:4-6).
- To stimulate interest and develop skills in art, literature and music.
- To understand and apply the principles of sound mental and physical health providing for the development of emotional stability and physical vigor (I Cor. 6:19-20).
- To develop attitudes and abilities which enable the individual to be adaptable within an environment of constant change without compromising Biblical principles.

PUGET SOUND CHRISTIAN SCHOOL

1740 South 84th Street Tacoma, WA 98444
www.pschristianschool.com
Phone: 253-537-6870 Fax: 253-535-3822

FACULTY APPLICATION

Thank you for your interest in possible employment at Puget Sound Christian School and Daycare. We realize that the key to a successful Christian school is its staff. We seek applicants who are professionally qualified, who really love children, and who, by the pattern of their lives, are Christian role models. Due to the fact that we are a Christian school, we require our employees to be born-again believers and actively involved in a Bible-believing church. Also, be aware that employment at a Christian school will require a financial sacrifice. We do not attempt to compete with the public school system in terms of salary or benefits. What we can offer is a small, Christ-centered environment free of the many pitfalls that accompany the public school system. If you believe that Christ has led you to this calling, please fill out the application entirely and return it to the school office.

A. APPLICANT'S NAME AND ADDRESS:

Full name:_____

Have you ever worked under a different name for any employer? If so, what was the name?

_____

Application date:_____/_____/_____ Date available:_____/_____/_____

Address: _____City: _____

State:_____ Zip:_____ Length of time at this address? _____

Phone: Days _____ Evenings _____ Cell _____

Best time to call? _____

Email address:_____

B. POSITION DESIRED:

Preschool___ Pre-Kindergarten___ Kindergarten___ Elementary___

Full time ___ Part time ___ Substitute ___

How did you learn of this opening?_____

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

C. PROFESSIONAL QUALIFICATIONS: *Please attach photocopies of all your postsecondary transcripts.

List the degrees you have earned:

Degree	Institution	Date Received	Major	GPA

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

Expiration date?_____

Do you have a current state teaching certificate? _____ State? _____ Type?_____

Expiration date?_____
*** Please attach photocopies of any certificates held.**

D. EMPLOYMENT HISTORY: Please start with your current or most recent employer and work backwards. If necessary, you may follow the same format on the back of this page.

Date (from/to)	Position/Job Title	School/Company	City and State	Supervisor's Name and Phone	Reason for Leaving

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

E. CHRISTIAN BACKGROUND:

Please carefully read our Doctrinal Statement and indicate your degree of support.
___ I fully support the Statement as written without mental reservations.

___ I support the Statement 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 ___

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? _____

_____

_____

How else have you been involved in God's work (in your church or elsewhere)? _____

_____

_____

Are you capable of teaching a Bible class? Yes__ No__

F. ESSAY QUESTIONS: On separate paper please label and succinctly answer in five – six sentences each of the questions below.

1. Why do you want to be teacher in a Christian School?
2. Share any specific experiences/leadings from God that have affirmed your calling to full-time Christian ministry.
3. What is the most important factor in motivating a child to learn?
4. Briefly explain your procedures for classroom management.
5. Explain the importance of being a model example of Christ in your student's lives.
6. What assets would you offer Puget Sound Christian School if you were hired as a teacher?
7. Have you ever led a child or youth to Christ? If yes, please provide details.
8. Our school is non-denominational and students may come from a different background than you. How would you handle a child's question if you knew that it was theologically controversial and the family's church held to a different viewpoint then your own?
9. We live in a pluralistic society with many conflicting beliefs and values. As a teacher your students may ask you specific questions about controversial issues. Your answers will come from

personal convictions. We need to know the views of those that would be role models for our children. Please share your personal convictions as a Christian toward:

a) Wine, beer and other alcoholic beverages
b) Smoking and chewing tobacco
c) Marijuana and other drugs
d) Pre-marital sex
e) Divorce and remarriage
f) Abortion
g) Homosexuality

10. If you are married, what are your spouse's feelings about your teaching in a Christian school?

G. REFERENCES: Do not list family members or relatives for references. Give at least three references that are qualified to speak of your spiritual experience, Christian service, professional training, and/or professional experience.

Name	City and State	Phone Number	Relation to You

AUTHORIZATION TO RELEASE REFERENCE INFORMATION

I have submitted an application for a position of _____ with **Puget Sound 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 Puget Sound 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 Puget Sound 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_____

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 been found guilty, entered a plea of guilty, entered a plea of "no contest" (nolo contendre), or has any court ever deferred further proceedings without entering a finding of guilt 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 ___

Have you ever had a teaching license or permit suspended or revoked or have you ever voluntarily relinquished a teaching license or permit in any state? Yes____ No___

I. APPLICANT'S DECLARATION OF ETHICAL AND MORAL INTEGRITY:
Our school expects all of its employees and its volunteers with unsupervised access to children to model the same Christian values and lifestyle that it seeks to teach its students. As an applicant for a position with Puget Sound Christian School, I recognize, understand, and agree to live by the Christian moral standards of the school.
I declare that during the past 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 outside of marriage (e.g., premarital sex, cohabitation, extramarital sex, homosexual or lesbian sexual activity), sexual harassment, use or using of pornographic material or websites, or sexual abuse or improprieties toward minors as defined by Scripture and federal or state law.
I also declare that I do not have inclinations toward such conduct listed in this paragraph.
I have not been found guilty of any abuse of children and youth in any form.
I do endorse and adhere to the principles of the Bible as interpreted by the PSCS school board as to my life style.
I do declare that the above statements are factual and true. By affixing my signature, I declare that I meet the moral and ethical standards and Christian role model lifestyle requirements of Puget Sound Christian School.

Applicant's Printed Name _____Date_____

Applicant's Signature_____

J. APPLICANT'S CERTIFICATION AND AGREEMENT

I understand that Puget Sound 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 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 I will be required to pass a background check and that I may be required to submit to a fingerprint check by the FBI (and possibly other federal and state authorities). I agree to fully cooperate in providing and recording any information as is necessary, including as many sets of fingerprints as are necessary, for such an investigation. I authorize the school 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 and do understand the above statements.

Applicant's Printed Name _____Date_____

Applicant's Signature_____