



CROSS CREEK CHRISTIAN SCHOOL
TEACHER APPLICATION

Your interest as a Cross Creek Christian School teacher is appreciated. Please complete the following application and return the information to the school office as soon as possible.

I. Personal Information

Full Name Date of Application

Address City State Zip

Home Phone Work Phone Cell Phone

Email Address

Date of Birth Social Security Number

Position Desired Date Available for Employment

Is there any accommodation you may need to perform the essential functions of the position for which you are applying? (optional) _____yes _____no

If so, please explain

II. Experience

Teaching License Number State Expiration Date

Subjects/Grades you are certified to teach

PLEASE ATTACH PHOTOCOPIES OF ANY CERTIFICATION HELD

Educational Background
(In order, beginning with High School)

School	Location	Degree/Diploma	Date	Major

Teaching Experience

Please list your teaching experience. Experience should first be academic experience, but may also include teacher assistance, tutoring, Sunday School and ministry experience, etc.

School	Location	Principal	Grade/Subject	School Years

Other Work Experience

Employer	Location	Supervisor	Job Title	Dates

Activities (High School, College, and since) _____

Travel, Honors, Offices (Colleges and since) _____

Organizations (Professional and Civic) _____

III. Statement of Faith

Cross Creek Christian School holds strongly to doctrines that it believes to be taught in the Word of God. These doctrines are clearly explained in the Statement of Faith at CCCS. We ask that you please review this statement and if you strongly hold to certain doctrines that are not on this statement, please list and describe those items on a separate sheet of paper and attach it to this application.

Statement of Faith

1. **We believe** the Bible to be the inspired, the only infallible, authoritative, inerrant Word of God (II Timothy 3:15; II Peter 1:21).
2. **We believe** there is one God, eternally existent in three persons – Father, Son, and Holy Spirit (Genesis 1:1; Matthew 23:19; John 10:30).
3. **We believe** in the deity of Christ (John 10:33):
 - His virgin birth (Isaiah 7:14; Matthew 1:23; Luke 1:35)
 - His sinless life (Hebrews 4:15; Hebrews 7:26)
 - His miracles (John 2:11)
 - His vicarious and atoning death (1 Cor. 15:3; Ephesians 1:7; Hebrews 2:9)
 - His resurrection (John 11:25; 1 Corinthians 15:4)
 - His ascension to the right hand of the Father (Mark 16:19)
 - His personal return in power and glory (Acts 1:11; Revelation 19:11)
4. **We believe** in the absolute necessity of regeneration by the Holy Spirit for salvation because of the exceeding sinfulness of human nature; and that men are justified on the single ground of faith in the shed blood of Christ and that only by God's grace and through faith alone are we saved and are kept by the power of God unto eternal salvation (John 3:16-19; John 5:24; Romans 3:23; Romans 5:8-9; Ephesians 2:8-10; Titus 3:5).
5. **We believe** in the resurrection of both the saved and the lost; they that are saved unto the resurrection of life, and they that are lost unto the resurrection of damnation (John 5:28-29).
6. **We believe** in the spiritual unity of believers in our Lord Jesus Christ (Romans 8:9; I Corinthians 12:12-13; Galatians 3:26-28).
7. **We believe** in the present ministry of the Holy Spirit, by whose indwelling the Christian is enabled to live a godly life (Romans 8:13-14; 1 Corinthians 3:16; 1 Corinthians 6:19-20; Ephesians 4:30; Ephesians 5:18).
8. **We believe** it is God's intention for marriage to be between one woman and one man (Genesis 2:24). It is our duty to *"honor marriage, and guard the sacredness of sexual intimacy between wife and husband"*. (Hebrews 13:4).

Please give a brief testimony of your salvation on the lines given below. You may attach another sheet if needed.

IV. CHRISTIAN LIFESTYLE COMMITMENT

Cross Creek Christian School requires every teacher to accept and follow a lifestyle commitment based upon Biblical principles. As a Christian School representing Jesus Christ in our community, we require employees and volunteers to be born-again Christians and to live their lives as Christian role models (Romans 10:9-10; I Timothy 4:12). Teachers must conduct themselves at the school and in the community in a way that will not raise questions regarding their Christian testimonies. A Christian lifestyle should reflect the Biblical perspective of integrity and appropriate personal and family relationships, business conduct, and moral behavior. Moral misconduct as defined by Scripture undermines the basic spirit and intent of Cross Creek Christian School.

In connection with this lifestyle commitment, please answer, by circling the correct response, each of the following questions. All questions must be answered. Please be truthful and candid. Your answer to any of these questions does not necessarily disqualify you from volunteering at CCCS.

- YES* *NO* 1. Are you currently in a sexual relationship with someone with whom you are not married? (I Corinthians 6:18-20)
- YES* *NO* 2. Are you currently living in a homosexual or bisexual lifestyle? (Romans 1:21-32)
- YES* *NO* 3. Do you use tobacco? (I Corinthians 3:16-18)
- YES* *NO* 4. Are you using illegal drugs? (I Corinthians 3:16-18)
- YES* *NO* 5. Do you use alcohol? (I Corinthians 3:16-18)
- YES* *NO* 6. Do you attend church regularly? (Hebrews 10:25)

V. Conduct Statement

Cross Creek Christian School has many opportunities outside the classroom for teachers. It is important that teachers at the school or on field trips/athletic events conduct themselves using Biblical standards of conduct. (I Corinthians 10:31-33). It is important that teachers avoid not only impropriety, but also the appearance of impropriety. Cross Creek Christian School seeks to edify the Church and glorify Jesus Christ in its partnership with parents to educate their children. For this reason, employees, volunteers, and all those who represent CCCS must display Christ-likeness in every aspect of their work and personal lives. Cross Creek Christian School has the following expectations for board members, administrators, teachers, teacher aids, and volunteers working with the students of CCCS:

General Expectations. Galatians 5:22-23

PROFESSIONALISM- Employees and volunteers are expected to maintain professionalism in all situations dealing with students, parents, and other employees.

COMPASSION- All individuals affiliated with CCCS's educational program are to display the love of Christ in all situations.

KINDNESS- Employees and volunteers should demonstrate in attitude and in action gentleness, goodness, patience, and genuine kindness to all students, parents, and staff.

HOLINESS- All employees and volunteers are to display good moral values both at work and in their personal lives. Each individual should strive to be an example of Christ to students and parents.

CLEANLINESS- Employees are to maintain a clean and neat appearance at all school functions. Dress and appearance should be professional, God honoring, and modest at all times.

RESPECT- Behavior should demonstrate proper respect for God, school authorities, school rules and policies, school property, and others at all times.

HONESTY- Honesty should rule in all situations including school work and all interactions and relationships with peers and school officials

COOPERATION- Cooperation with parents, students, and school officials in achieving the educational goals of CCCS.

EFFORT- Each individual should use the gifts God has given them to serve Him to the best of their ability in accordance with God's Word.

FAITH AND FAITHFULNESS- All volunteers are to be examples of faith by having knowledge of the scriptures, practicing the teachings of the scriptures, and by being faithful to a local church.

These basic principles make up the guidelines for all employees and volunteers of Cross Creek Christian School. Individuals are expected to maintain these qualities to ensure that CCCS will be an effective, safe, and respected school in our community. This is not an exhaustive list of conduct which is damaging to the Christian testimony, or which diminishes the ministry or integrity of CCCS including parents of our students who are volunteers therefore CCCS reserves the right to reject any volunteer or employee for reasons it deems worthy. Volunteers who do not follow the above standards of conduct may lose the privilege of assisting in the classroom, attending school activities, or accompanying students on field trips.

VI. Security

Recognizing God’s love and concern for children, CCCS has adopted a policy of screening applicants. The purpose of this policy is to promote a safe environment and to protect our students, as well as to guard the honor and reputation of Our Lord Jesus Christ. The following questions are designed to elicit the information necessary for this purpose. The information provided will be treated confidentially and will only be used by authorized staff in reviewing your application. All questions must be answered. Your answer to any of these questions does not necessarily disqualify you from volunteering at CCCS.

Please answer, by circling the correct response, each of the following questions. Attach additional pages for explanation if necessary.

- YES NO 1. Have you ever been convicted of a criminal offense (felony or misdemeanor, except for minor traffic violation)? The term “Convicted” includes entering into a plea agreement including a “no contest” plea or, a deferred sentence or deferred judgment arrangement in connection with a criminal charge. If so, please attach a statement of explanation, including nature of offense, date, and court where conviction was entered, sentence of disposition and any other relevant information.
- YES NO 2. Have you ever been the subject of an investigation, criminally charged, or been the subject of a civil lawsuit involving physical abuse, sexual misconduct, sexual harassment or an offense relating to children? If so, please provide an explanation on a separate attachment of the circumstances, the outcome, and any other relevant information you wish CCCS to consider. If yes, please explain on a separate page.
- YES NO 3. Have you ever been subjected to discipline or dismissed from employment or Volunteer service by any church, school, or other organization as the result of an allegation or charge of physical abuse, sexual harassment or an offense relating to children? If so, please provide an explanation on a separate attachment of the circumstances, the outcome, and any other relevant information you wish CCCS to consider.

VII. Approval for Background Check

I understand that as part of this application I **CONSENT AND GIVE AUTHORIZATION** for school officials of CCCS to conduct a background investigation of me and the information provided in this application.

Signature of Applicant

Date

VIII. Background/Teaching Philosophy: (Use back of page as needed)

1. Please describe your faith in Christ, and how this faith has affected your life and teaching.
2. What is your philosophy of Christian education? What do you see as the essential elements of education?
3. Why do you want to teach? Specifically, why at CCCS?
4. What do you see as your strengths as a teacher?
5. What are the areas that you want to see developed during your next teaching experience?
6. Please describe effective communication that you have used with parents.

7. Please give an overview of how your classroom is structured, including instruction and discipline.

8. One of the most important characteristics of a teacher is his/her “teachability”. Would you describe yourself as a teachable person? Are you able to learn from others without being defensive about their input? Explain.

9. What is the most important thing that you would want your students to take with them after having you as a teacher for one year?

10. If a parent or coworker were to criticize you regarding a teaching method you were using, your discipline methods, or some other aspect of your job, how would you respond?

11. After reading the teacher’s job description, what comments or concerns do you have? Is there anything else that you would like to share about, your desire to teach, your gifts, etc.?

Cross Creek Christian School

Teacher Job Description

Teaching is an honorable call from the Lord. CCCS hires applicants that are the best match for our school. CCCS recognizes that teachers have a profound effect on a child's education. Our staff consists of not only salaried teachers, but also parents who serve as co-teachers. It is vitally important to the success of our students that teachers and parents maintain a positive, ongoing interaction concerning student progress. You are hired by the administration staff of Cross Creek. You are responsible to them, and you will be evaluated by them. You will be responsible for your students. In this manner, you will be a person with authority and under authority (Luke 7:8).

The following is a list of the essential responsibilities as a CCCS teacher:

1. Maintain a close and growing relationship with the Lord by your faith in Jesus Christ. Pray for your students, families, and coworkers.
2. Be a Christian role model for your students and not a stumbling block (1 Cor 10:32) in both your professional duties and lifestyle (Luke 6:40).
3. Plan effective lessons based on knowledge of your student's needs and the scope and sequence of the material for which you are responsible.
4. Arrive promptly each school day. Keep absences, late arrivals, and early departures to a minimum. The classroom teacher is much more effective than a substitute.
5. Use the approved format for communicating lesson plans with parents, based on a weekly. Give a copy of your lesson plans to the registrar to have on file in the office.
6. Follow the plan of discipline found within the guidelines of the family handbook. Post and follow this plan carefully. Be aware of and enforce dress codes, respect policies, etc.
7. See the curriculum manual as an essential guide, but not a taskmaster. Look for ways to address visual, auditory, and kinesthetic learners, and for ways to involve parents.
8. Keep accurate records of assignments and evaluations. Distribute graded work and post grades on *Engrade* in a timely manner.
9. Oversee the responsible use of the school's property, insisting that students treat the property with respect and assist on keeping the area clean.
10. Be a "team player". Be aware of how your class is affecting the entire school. Use your strengths as an edification of staff and students.
11. Refrain from gossip and rumors and use the Matthew 18 model for conflict resolution.
12. Attend teachers' meetings, conferences, and programs as scheduled.

Cross Creek Christian School

Basis for Employment

Cross Creek Christian School (CCCS) seeks to hire caring, qualified teachers for positions in the educational program. Teachers must have a college degree and experience in preparing lesson plans and providing leadership in a classroom setting. Because CCCS participants follow the state guidelines for home-schooling, state teacher certification is not required; however, CCCS encourages professional growth of all staff members through continued education, seminars, and other training opportunities. Each staff member must agree to support the basic doctrines found within the CCCS statement of faith without mental reservations.

Philosophy of Education

Cross Creek Christian School is devoted to assisting families in developing their relationship to Jesus Christ. It is God's plan for parents to be ultimately responsible for the education and development of their children (Deut 6:6-9; Eph. 6:4). Christian education includes the students, the parents, and the Christian community. CCCS is designed to serve as an extension of the home by assisting parents with the moral and spiritual training of children as they are mastering academic skills and concepts. The staff provides leadership in establishing learning experiences to help each student become a maturing Christian, as well as a responsible and productive member of society.

CCCS strives to promote excellence in academics through strong teaching, challenging curriculum and high standards of achievement. Our school recognizes that each student is uniquely equipped by God with differing strength, talents, and needs. CCCS seeks to encourage each child to reach his or her fullest potential "as unto the Lord."

CCCS takes a refreshingly unique approach to education, yet one that is well supported through research. Our school stresses the partnership between the parent and the classroom teacher. The U.S. Department of Education declared in its publication, *What Works: Research About Teaching and Learning* (1986), that "Parents are their children's first and most influential teachers." In recognition of this truth, CCCS seeks to provide a structured program of lesson plans and learning activities that will enrich what the parent is striving to accomplish in the home. The classroom teacher provides academic and educational knowledge and a zest for learning and growing in Christ, and the parent provides loving insights and intuitiveness about his or her own child. It is truly the best of both worlds.

Cross Creek Christian School

Academic Policy

Cross Creek Christian School is a member of the Association of Christian Schools International (ACSI) and is classified as a Home School Satellite System program and is recognized by the State of Tennessee as a Category IV Church Related School. As such, CCCS networks with families to provide education opportunities in a University Model. These classes may include curriculum studies including math, science, social studies, reading, language arts and other enriching classes. On home study days, parents reinforce the 2-day classroom concepts, teaching and reteaching as needed.

CCCS interviews each family and child coming into the school. This interview involves explaining the purposes and policies of the school, as well as talking with the family about their needs and goals. Records from previous schools are obtained and evaluated. As a parent directed school, Cross Creek relies heavily upon the records and the parents knowledge of their student(s) to place him/'her appropriately in classes.

All aspects of the of the CCCS program exist to support the main goals of the school: developing character qualities that exemplify Jesus Christ; striving for academic excellence, and serving others within the classroom, school and community.

Cross Creek Christian School

Declaration of Moral Integrity

Cross Creek Christian 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 inculcate in its students. As an employee, you must recognize, understand, and agree to live by the Christian moral standards of the school.

As a follower of Christ, you must not engage in and commit to not 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, extramarital sex), homosexual or lesbian sexual activity, sexual harassment, use or viewing of pornographic material or websites, or sexual abuse or improprieties toward minors as defined by Scripture and federal or state law.

You must meet the moral integrity standards and Christian role model lifestyle requirements of Cross Creek Christian School.

Employee Lifestyle Statement

Cross Creek Christian School is a religious, non-profit organization representing Jesus Christ throughout the local community. Cross Creek Christian School requires its employees to be born-again Christians, living their lives as Christian role models (Rom. 10:9-10; I Tim. 4:12; Luke 6:40). Employees will conduct themselves in a way that will not raise questions regarding their Christian testimonies. A Christian lifestyle should reflect the biblical perspective of integrity and appropriate personal and family relationships, business conduct and moral behavior. An employee is expected to demonstrate a teachable spirit, an ability to share love for others, a willingness to live contentedly under authority and a commitment to follow the Matthew 18 principle when an issue arises with fellow employees or management.

The Cross Creek Christian School Statement of Faith expects employees to maintain a lifestyle based on biblical standards of moral conduct. Moral misconduct, which violates the bona fide occupational qualification for employees to be Christian role models, includes, but is not limited to, promiscuity, homosexual behavior or any other violation of the unique roles of male and female. (Rom. 1:21-27; I Cor. 6:9-20). Cross Creek Christian School believes that biblical marriage is limited to a covenant relationship between a man and a woman.

Cross Creek Christian School employees will maintain a lifestyle based on biblical standards of conduct. Failure to do so may result in a reprimand or, in some cases, dismissal from employment. It is the goal of Cross Creek Christian School that each employee will have a lifestyle where "...He might have the pre-eminence." Col. 1:18.

IX. References

Please provide 3 references below. The first should be your current Pastor and then 2 others that are not immediate family members.

1. Pastor's Name _____
Church Name _____
Phone Number _____
Email Address _____

2. Name _____
Phone Number _____
Email Address _____

3. Name _____
Phone Number _____
Email Address _____

X. Release of Liability

In consideration of the receipt and evaluation of this Application by Cross Creek Christian School, I hereby release Cross Creek Christian School and any employee or individual both collectively and individually, from any and all liability or damages of whatever kind or nature which may at any time result from the investigation of my background or volunteer services rendered at the school or during a school sponsored activity. I HAVE CAREFULLY READ THE FOREGOING RELEASE AND KNOW THE CONTENTS THEREOF, AND I GIVE THIS RELEASE AS MY OWN FREE ACT.

Signature of Applicant Date

XI. Teacher's Certification

I agree that in the performance of my responsibilities as a teacher, I will not do or say anything in opposition to the Statement of Faith and I will abide by the Teacher Conduct Statement, the Declaration of Moral Integrity, and the Employee Lifestyle Statement. I further certify that the information contained in this application and any attachment is true and correct to the best of my knowledge. I understand that any misrepresentation or omission may result in rejection of my teacher application by Cross Creek Christian School

Signature of Applicant Date