



# STILLWATER

CHRISTIAN SCHOOL

255 FFA Drive, Kalispell, MT 59901  
406-752-4400 FAX 406-755-4061

## TEACHER APPLICATION

### A. APPLICANT'S NAME AND ADDRESS

Application date: \_\_\_\_\_

Last Name: \_\_\_\_\_ First Name: \_\_\_\_\_ Middle Name: \_\_\_\_\_

Present address: \_\_\_\_\_

Phone: Days ( \_\_\_\_\_ ) Evenings ( \_\_\_\_\_ )

Date available: \_\_\_\_\_ Best time to call you: \_\_\_\_\_ Length of time at this address: \_\_\_\_\_

Permanent address and phone number if different than present address: \_\_\_\_\_

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

### B. POSITION DESIRED

Please indicate position applying for: \_\_\_\_\_

Preschool  Kindergarten  Elementary  Middle School  High School

How did you learn about the position for which you are applying? \_\_\_\_\_

Please list subjects you are qualified to teach: \_\_\_\_\_

Please list activities or sports for which you would be capable and willing to direct or coach:  
(Indicate grade or ability levels) \_\_\_\_\_

Please list special skills (musical instruments, hobbies, etc.): \_\_\_\_\_

### C. CHRISTIAN BACKGROUND

Have you received Christ as your Lord & Savior?  Yes  No If yes, when? \_\_\_\_\_

Please carefully read our Statement of Faith (pg. 4) 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

Denominational preference: \_\_\_\_\_ Local church affiliation: \_\_\_\_\_

Are you presently a  member  regular attender  non-attender # of years? \_\_\_\_\_

In what church activities are you involved and with what degree of regularity?

\_\_\_\_\_  
\_\_\_\_\_

Are you capable of teaching a Bible class?  Yes  No If yes, what grades: \_\_\_\_\_

**D. EDUCATION**

High School Attended _____	City/State _____

College/University Attended _____	City/State _____	Major/Minor Fields _____	Degree/s Awarded _____

Total (circle one) semester or quarter units **after** date of Bachelor's degree: \_\_\_\_\_

Do you have an ACSI Teaching Certificate?     Yes                     No  
What level? \_\_\_\_\_ Remains valid until \_\_\_\_\_ (year).

Do you have a state teaching certificate?     Yes                     No    If yes, what state? \_\_\_\_\_  
What kind? \_\_\_\_\_ Remains valid until \_\_\_\_\_ (year).

Endorsement(s) _____	List semester hours in endorsement area(s) _____

Have you had any courses in the Christian Philosophy of Education?  Yes     No  
If yes, where and when? \_\_\_\_\_  
If not, would you be willing to take such a course by correspondence or otherwise?  Yes  No

**E. EMPLOYMENT HISTORY**

*Chronologically list your teaching experience with most recent first.*

School's Name	City/State Grades or Subjects	Dates

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

1. Position \_\_\_\_\_ Dates of Employment \_\_\_\_\_ Hourly Rate/Salary \_\_\_\_\_  
Company Name & Address \_\_\_\_\_  
Supervisor's Name and Phone Number \_\_\_\_\_  
Reason for leaving \_\_\_\_\_

2. Position \_\_\_\_\_ Dates of Employment \_\_\_\_\_ Hourly Rate/Salary \_\_\_\_\_  
Company Name & Address \_\_\_\_\_  
Supervisor's Name and Phone Number \_\_\_\_\_  
Reason for leaving \_\_\_\_\_

3. Position \_\_\_\_\_ Dates of Employment \_\_\_\_\_ Hourly Rate/Salary \_\_\_\_\_  
Company Name & Address \_\_\_\_\_  
Supervisor's Name and Phone Number \_\_\_\_\_  
Reason for leaving \_\_\_\_\_

4. Position \_\_\_\_\_ Dates of Employment \_\_\_\_\_ Hourly Rate/Salary \_\_\_\_\_  
Company Name & Address \_\_\_\_\_  
Supervisor's Name and Phone Number \_\_\_\_\_  
Reason for leaving \_\_\_\_\_

Have you ever worked under a different name for any of the employers you have listed?  
 Yes  No If so, what was the name or names? \_\_\_\_\_

Have you served in the military?  Yes  No If yes, what type of training or education did you receive? \_\_\_\_\_

Are you holding or have you already signed a contract for next year with any other educational institution?  
 Yes  No

Have you ever been dismissed or resigned to avoid being dismissed, or asked to resign from a position?  
 Yes  No If yes, explain. \_\_\_\_\_

Have you ever been convicted of any offense involving dishonesty, breach of trust, child abuse, moral turpitude, or any other type of crime?  Yes  No If yes, indicate the nature of the offense, date, court, and disposition. \_\_\_\_\_

#### **F. PERSONAL REFERENCES**

*Do not list relatives for references.*

Give three references who are qualified to speak of your spiritual qualifications and Christian service.

Name/Complete Address	Phone	Position
1. _____		
2. _____		
3. _____		

Give three references who are qualified to speak of your professional training and experience.

*List your current or most recent principal or supervisor first.*

Name/Complete Address	Phone	Position
1. _____		
2. _____		
3. _____		

#### **G. PERSONAL PHILOSOPHY**

*On separate paper please label and succinctly answer in one or two paragraphs each of the questions below.*

1. Why do you wish to teach in a Christian school?
2. What areas do you feel are your strengths? Weaknesses?
3. Please summarize any additional information that you would like to present regarding your candidacy for this position.

#### **H. ADDITIONAL INFORMATION**

1. In your own handwriting on separate paper, briefly give your Christian testimony.
2. Attach a typed copy of your personal Christian philosophy of education and how you would implement it in the classroom.
3. Please attach photocopies of any certificates held.
4. Please attach photocopies of all your postsecondary transcripts. Should you be offered a position, official copies of your transcripts must be provided to the school for inclusion in your personnel file.

## I. STATEMENT OF FAITH

We believe the Bible to be the verbal plenary, divinely inspired, authoritative and inerrant Word of God, our sole authority.

We believe in only one God, eternally existing in three persons: Father, Son and Holy Spirit.

We believe in the Deity of Jesus Christ: His virgin birth; His sinless life; His miracles; His substitutionary and atoning death; His bodily resurrection; His ascension to the right hand of the Father; His present work of intercession; His personal forthcoming return in power and glory.

We believe that all mankind are sinners before God, and apart from salvation through Jesus Christ, are unable to avoid eternal condemnation.

We believe that for the salvation of lost and sinful men, regeneration by the Holy Spirit leading to personal faith in Jesus Christ is essential.

We believe in the present ministry of the Holy Spirit, by whose indwelling and renewing the Christian is enabled to live a Godly life.

We believe in the resurrection of both the saved and the lost; those who are saved unto the resurrection of eternal life, and those that are lost unto the resurrection of condemnation.

We believe in the spiritual unity of all believers in our Lord Jesus Christ.

We believe the creation of the universe and man was a unique, designed act of God and that man was made in the image and likeness of God.

We believe that God wonderfully and immutably creates each person as male or female, and that these two distinct, complementary genders together reflect the image and nature of God.

We believe that God created marriage to be exclusively the union of one man and one woman, and that intimate sexual activity is to occur exclusively within that union.

We believe that all human life is sacred and created by God in His image. Human life is of inestimable worth in all its dimensions, including pre-born babies, the aged, the physically or mentally challenged, and every other stage or condition from conception through natural death.

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 Stillwater Christian School's faith, doctrine, practice, policy, and discipline, our Board of Directors is Stillwater Christian School's final interpretive authority on the Bible's meaning and application.

*Approved by Board, Oct 2015*

## J. APPLICANT'S CERTIFICATION AND AGREEMENT

I understand that **Stillwater 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 authorize **Stillwater 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 may be requested 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 as many sets of my fingerprints as are necessary for such an investigation. I authorize the school to conduct a criminal and motor vehicle records check. I understand and agree that any offer of employment that I may receive from the school is conditional upon the receipt of 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.

In compliance with the Immigration Reform Control Act, all personnel hired after 11/1/86 must show documents that establish identity (e.g., driver's license) and employment eligibility (e.g., Social Security card). If hired, I will need to produce the proper documents within 3 days from the date of hire, or I will not be allowed to continue to work for Stillwater Christian School.

I certify that I have carefully read and do understand the above statements.

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Signature of Applicant

Date

02/07

## **Requirements of Teacher Candidates**

The following are the requirements for an individual to hold a teaching position at SCS. Any candidate who does not meet the stated qualifications, but believes there may be special circumstances surrounding their situation may feel free to continue with the application process. Discussion of these circumstances may be pursued as part of the interview process.

### ***Spiritual Requirements:***

A candidate must:

1. Evidence their commitment to Christ as their personal Savior and declare their unconditional dependence on Him
2. Be living an exemplary life in obedience to the Word of God
3. Feel a definite calling from the Lord to Christian education
4. Be a member of a church whose doctrine is in agreement with the school's "Statement of Faith"
5. Understand that they will serve as a Christian role model

### ***Academic Requirements:***

A candidate must:

1. Hold a Bachelor's degree in the appropriate field of responsibility
2. Be willing to pursue further education and continue programs in career development
3. Hold, or acquire an ACSI Teacher Certification

**Special Note:** Candidates who are near completion of their degree may be considered for a position if there are no other viable candidates.

### ***Hiring Procedure:***

1. Return completed application.
2. Have an initial informal interview to discuss the position and view the school.
3. Select candidates will have a formal interview with a hiring committee comprised of teachers, parents and the school superintendent.
4. Notification of hiring decision will be made to applicants.