



ESCONDIDO CHRISTIAN SCHOOL
 923 Idaho Avenue
 Escondido, California 92025
 INITIAL TEACHER APPLICATION

a ministry of Escondido Christian Center

Position desired: _____ Full-time _____ Part-time _____
 Application date: _____ Date Available: _____
 Social Security Number _____

A. APPLICANT'S NAME AND ADDRESS

Full name: Miss () Mrs. () Mr. () _____

Address: _____ Phone: Day _____
 _____ Evening _____

B. POSITION DESIRED

Preference: () Preschool Please circle age: 3 4 5
 () Kindergarten () Elementary () Junior High () Other _____

Grade or Subject in order of preference (if applicable):
 1st _____ 2nd _____
 3rd _____ 4th _____

Future Plans: What would you like to be doing 5 years from now? _____

C. CHRISTIAN BACKGROUND

*In your own handwriting on a separate paper, briefly give your Christian testimony and describe your routine of personal Bible study and prayer.

Please carefully read the Escondido Christian Center, "What We Believe" and indicate below your degree of support.

_____ I fully support the Statement as written without mental reservations.
 Signature: _____

_____ 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.
 Signature: _____

Church: What is your local church affiliation? _____
 Are you presently a member in good standing? _____ Years? _____

D. EDUCATION

School	Name & Location	Certificate/Degree
High School		
Colleges/Universities		

Additional Certificates pertaining to field of education: _____

List any conferences in which you have participated or seminars which you have led:

Have you had any courses in Christian Philosophy of Education? If so, where and when?

College	Course Title	No. of Units

If not, would you be willing to take such a course by correspondence or otherwise? _____

E. EXPERIENCE (last job first)

Employed Month & Yr	Employer	Mailing Address	Supervisor	Job Description	Ending Salary	Reason for Leaving

Volunteer or Unpaid Experience _____

Have you ever worked under a different name for any of the employers you have listed? If so, what was the name or names? _____

F. PERSONAL REFERENCES

You will need to sign the Reference Release Form that is attached and return it with this application. Do not list family members or relatives for references.

Personal Give three references who are qualified to speak of your spiritual experience and Christian service. List your current pastor first.

Name	Complete Address	Phone	Position

School 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

G. PERSONAL PHILOSOPHY

On a 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 do you consider to be the proper classroom atmosphere for learning?
3. What is your philosophy of discipline?
4. What areas do you feel are your strengths? Weaknesses?
5. What do you believe about the origin of the earth and mankind?
6. Please summarize any additional information that you would like to present regarding your candidacy for this position.

H. PERSONAL INTEREST

List your hobbies and interests.

What periodicals do you read regularly? _____

What books have you read recently that have helped you spiritually?

I. APPLICANT'S CERTIFICATION AND AGREEMENT

I understand that Escondido Christian School does not discriminate in its employment practices against any person because of race, color, national or ethnic origin, gender, age or disability.

I hereby certify that the facts set forth in this initial application are true and complete to the best of my knowledge. I understand that discovery of falsification of any statement or 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 that I will be paid and receive benefits only through the day of release.

I authorize Escondido Christian School to thoroughly investigate references, work records, evaluations, education, and 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 Escondido 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 Escondido Christian School.

Since I will be working with children, I understand that I must 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 Escondido Christian School to conduct a criminal records check.

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 of Applicant

Date

AUTHORIZATION TO RELEASE REFERENCE INFORMATION

I have made application for a position with Escondido Christian School. I have authorized the school to thoroughly investigate references, work records, evaluations, education, and 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 Escondido 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 Escondido Christian School.

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

Applicant's Name (Print)

Applicant's Signature

Applicant's Social Security Number

Date

ESCONDIDO CHRISTIAN CENTER

WHAT WE BELIEVE

A church that is strong must understand what it believes. We share with you here a brief summary of the basic doctrinal truths that we embrace as a fellowship of believers. We feel that the Holy Spirit has led our Fellowship to an understanding of God in His dealings with men that is both Biblical and meaningful.

1. We believe that the Bible is the Word of God. As such, it is fully trustworthy in all it teaches and affirms.
2. We believe that God is our loving heavenly Father who has revealed Himself as God the Father, God the Son and God the Holy Spirit. God is therefore a Trinity, or trinity, three distinct Persons, yet of one and the same essence.
3. We believe that all men are sinners by nature and cannot be saved except through faith in the death and resurrection of Christ. Therefore, we speak of the “new birth” as a radical spiritual transformation when the old life is put away and the new life in Christ is received.
4. We believe in the personal work of the Holy Spirit in the life of the believer, equipping him for service and exalting Jesus Christ in his life. The phrase “baptism of the Holy Spirit” is used to indicate the special anointing and empowering in the life of the believer. Unknown tongues serve as the initial physical evidence that the baptism of the Holy Spirit has indeed occurred in the believer.
5. We believe in the personal and imminent return of Jesus Christ to this earth. Every believer is admonished to be prepared for and anticipate His coming.
6. We believe that the Church is the Body of Christ on earth, and Jesus Christ is its Head. The Church is comprised of all who have accepted Jesus Christ as Lord and are living a life consistent with that confession.

TEACHER APPLICATION - PART II

Personal Follow-up Questions

Applicant Name _____ Daytime Phone Number _____

You are now ready for phase two of our application process. Please arrange for your college placement file to be forwarded to our school. Please also complete and return this form. After having an opportunity to review your answers, our administrator will contact you further. Thank you.

A. PERSONAL INFORMATION

Marital Being a Christian role model in all aspects of life is a major requirement for this position. The Bible is our standard for marriage and sexual conduct. It is a bona fide occupational requirement for staff to live by those standards. Please indicate your current marital status.

Single _____ Engaged _____ Married _____ Separated _____
Divorced _____ Re-married _____ Widow(er) _____
Please attach explanation if divorced or remarried.

Spouse's name _____ Years married _____
Occupation _____
If married, please attach a statement from your spouse stating his/her feelings about your teaching in a Christian school.

Background Have you ever been dismissed, resigned to avoid being dismissed, or been asked to resign from a position? Yes _____ No _____
If yes, please explain on an attached page.

Have you ever been charged in **civil or criminal** proceedings with improprieties regarding children? Yes _____ No _____
If yes, indicate the nature of suit, offense, date, court, and disposition on an attached page.

Have you ever been convicted of any offense involving dishonesty, breach of trust, stealing, any type of moral impropriety, or any type of felony? Yes _____ No _____
If yes, indicate the nature of offense, date, court and disposition on an attached page.

Ability to Perform Essential Job Functions You have read the job description and essential functions for this position. Is there any reason why you might be unable to perform the duties and responsibilities of the position for which you are applying? Yes _____ No _____
If yes, please explain. _____

If you answered yes to above question, is there anything that the school can do to reasonably accommodate your needs so that you would be qualified to perform the duties of this position? _____

B. CURRENT ISSUES

We live in a pluralistic society with many conflicting beliefs and values. As a teacher you may be asked specific questions about controversial issues by your students. Your answers will come from your personal convictions. We need to know the views of those that would be **Christian role models** for our children. Please share your personal convictions as a Christian toward:

Wine, beer and other alcoholic beverages _____

Smoking and chewing tobacco _____

Marijuana and other drugs _____

Christian rock music _____

Premarital sex _____

Divorce and remarriage _____

Abortion _____

Homosexuality _____

Do you have a personal testimony regarding any of the above items that you would like to share? Please use an attached page.

C. ADDITIONAL ESSAY QUESTIONS

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

1. You have read our Statement of Faith. Do you strongly hold any doctrines that are not on that statement? (e.g. instrumental music should not be a part of a worship service, you should not eat pork, etc.) If yes, please list and describe.

2. Frequently Christian schools enroll children from more than one evangelical denomination. 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 than your own?

3. How well do you feel that you get along with your peers?

4. Have you ever led a child or youth to Christ?

If you are offered a position, will you be able to verify that you are legally permitted to be employed in the United States? _____

Do you understand that this is an application for employment and that no employment contract is being offered at this time? _____

D. DECLARATION OF ETHICAL AND MORAL INTEGRITY

As an applicant for employment or for a volunteer position at Escondido Christian School, and its ministries, I (print name) _____ recognize, understand, and agree to live by the moral and ethical standards of the school. I further declare that with regard to my personal moral and ethical character and conduct as of this date, I am not, nor have been in the past engaged in inappropriate conduct toward minors, nor do I have inclinations toward such conduct. Inappropriate conduct includes the following: homosexuality, verbal, physical or sexual abuse as defined by Scripture and state law. I do declare that the above statement is factual and true. By affixing my signature, I declare that I meet the moral and ethical standards of Escondido Christian School.

Applicant's signature

Date