

Calvin Christian School

528 E. 161st Place
South Holland, IL 60473
Phone: (708) 331-5027



Faith. Learning. For *life*.

APPLICATION FOR FACULTY POSITION

Name _____ Date _____

Address _____

Preferred Contact Number/s _____

E-mail Address _____

Church & Denominational Affiliation _____

Church Address _____

Are you a member? Yes No Baptized? Yes No Profession of Faith? Yes No

High School _____

Graduation __/__/__

College/s _____

Graduation __/__/__

Graduation __/__/__

Position Desired:

- Administrative Position (specify type: _____)
- Teacher (grade/s and/or discipline: _____)
- Paraprofessional/Support Staff: _____
- Bus Driver
- Coach (sport/s: _____)
- Substitute Teacher
- Other: _____

References (at least one church leader – pastor or elder – and one professional)

Name	Relationship to You	Email, Contact Number

Please return the above information via email to Randy Moes, Principal at rmoes@calvinschool.org along with all supporting documentation.

Supporting documentation can include:

- Resume
- Post-high school educational transcripts
- Copy of your current teaching license (for teacher applicants)
- Prospective Faculty/Staff Reference Form (completed by 3 references)
- Application question responses
- Portfolio items or examples of teaching practice

Applicant Questions

On a separate sheet of paper, briefly answer the following questions:

Related to Faith

- Describe your relationship with Jesus Christ. Explain how your faith impacts your work as a teacher and your life as a follower of Jesus.
- What is the Bible and how is it different than other books or authorities?
- Describe God's sovereignty.
- How has sin affected humanity and the world?
- How are people saved? Once saved, how do Christians live and why?
- What is the Holy Spirit's role and the Christian's role in the restoration of creation?

Related to Teaching and Learning (for teaching applicants)

- Describe a situation where you were involved in the discipline of a student.
- Describe a situation where you had a part in the spiritual growth of a student.
- Describe a specific lesson in which you utilized technology and its effect on student learning.
- Describe the tensions and textures within identity groups.
- What positive growth have you been gifted through experience with a wide range of students?
- Have you experienced privilege?
- Describe the 5 most important, specific objectives that will be accomplished in your classroom by the end of the year. Tailor this question to the position for which you are applying.

For all applicants: What additional gifts, passions, interests, abilities do you have that would enhance Calvin Christian School?

Non-Discrimination Statement

Calvin Christian School (CCS) is open to students from homes where Christ is honored and served. CCS does not discriminate with respect to legally protected classes of persons in its hiring, retention, admissions, or enrollment policies. Notably, CCS has the legal right to make religion-based decisions in its employment, admissions, and other operational practices, in order to fulfill its religious mission. All employee positions are critical to fulfillment of this mission. Consequently, CCS expects all employees to live out the Biblical standards as set forth in CCS governance and operational materials and otherwise as interpreted by the CCS leadership. Among other things, this means that CCS may take employment-related action against an employee based on his or her noncompliance with the religious beliefs, policies, and practices of CCS, including employment termination. In addition, CCS may refuse to hire applicants based on their religious beliefs and practices. Any decisions made by CCS regarding the application of its religious standards for all employees shall be final, based on CCS' legally protected religious freedom.

Calvin Christian School

Foundational Beliefs, Objectives, Mission and Parental Responsibilities

Foundational Beliefs of Calvin Christian School

Calvin Christian School seeks to educate children of parents who share these basic Biblical beliefs: only when home and school are in agreement can education succeed.

1. The Bible is the divinely inspired, infallible written Word of God, the only rule of faith and life.
2. God reveals Himself in Scripture as undividedly Triune – Father, Son and Holy Spirit.
3. God is Creator of the heavens and the earth: the entire universe bears His fingerprints, and He continues to uphold His creation by His eternal power and providence.
4. God is eternal, completely sovereign, all-knowing, everywhere present, supremely just, the overflowing fountain of all that is good.
5. God created mankind in His own image, reflecting Himself in righteousness and holiness, as well as granting natural endowments such as speech, creativity, knowledge, and authority to rule.
6. Mankind died spiritually by sinning against God, and physical death came into the world as a result. Every human comes into the world with the corrupt nature received from our first parents, Adam and Eve, condemnable in God's sight, inclined by nature to hate both God and neighbor. Unless the sinner is reconciled with God, that sinner will perish, enduring eternal punishment.
7. God graciously chose to save from the fallen human race those He gave to His Son, Jesus Christ, by sending Him into the world to redeem fallen human beings from sin and its consequences. Jesus Christ, the eternal and divine Word of God, took on a sinless human nature at His incarnation, lived a life on behalf of His people which fulfilled all the righteous requirements of the law of God, and died on the cross to atone for their sins. He was then raised for their justification.
8. God graciously grants faith to believe in Jesus Christ and so to receive His saving benefits. Only through belief in the finished work of Jesus Christ can we be made right with God; nothing we do can make us acceptable before God. Therefore, we say that we are justified by *grace alone through faith alone*.
9. In the life of a believer, good works are the necessary result of saving faith in Jesus Christ. Christians are called to live holy lives of gratitude to God for His great salvation.
10. God regards children of believers as holy, and distinguishes them from children of unbelievers (I Corinthians 7:14). God's promises are for the children as well as their believing parents. [This is the basis upon which children of believers were circumcised under the Old Covenant and are baptized under the New Covenant. See Genesis 7:17; Acts 2:39; Colossians 2:11-12]
11. Whether in the Old Testament or New, God saves sinners in the same way – through Jesus Christ and faith in Him. The revelation of His plan in Jesus Christ became increasingly clearer as history moved from the Old Testament into the New (Romans 4:3,6)
12. At the end of history, Jesus Christ will return to judge the living and dead; all will give account before God. Only those who have been saved by Jesus Christ and made righteous through His atoning blood will escape eternal condemnation and live forever with Him.

Objectives of Calvin Christian School

Calvin Christian School holds to the following objectives:

1. That the Holy Bible is the foundation of Calvin's educational program.
2. That the primary aim of Christian parents in seeking Christian education is to equip each child to live a Christian life as a member of the Christian community in society.
3. That CCS shall be a living challenge by word and deed in this community, whereby all students and teachers demonstrate that the Kingdom of God comes first in their lives.
4. That the Bible is pertinent to all ages, and that CCS shall teach so that the Bible becomes meaningful to the student in the time in which he/she lives and in the place God has placed him/her.
5. That CCS shall meet or exceed the academic standards of the state with respect to the faculty and administration and the basic curriculum.

Mission Statement

Calvin Christian School exists to educate God's children to boldly follow Christ for kingdom service.

APPLICANT’S STATEMENT:

I hereby certify that I have read and agree with the *Foundational Beliefs of Calvin Christian School*, the *Objectives of Calvin Christian School*, and the *Mission Statement of Calvin Christian School*, and do affirm that my beliefs are consistent with those stated. I furthermore accept the conditions and requirements of all other official employment policies and procedures of Calvin Christian School.

Date Signature

If there are any statements or beliefs with which you do not agree, please identify them below in the section designated “Exceptions.” Employment is possible even if you do not agree with everything set forth above, though some principles, including, but not limited to, belief in the Trinity, the infallibility of the Bible, and salvation through Jesus Christ alone, are essential.

Exceptions:

Calvin Christian School

528 E. 161st Place
South Holland, IL 60473
(708) 331-5027
Fax (708) 331-8728

PROSPECTIVE FACULTY/STAFF REFERENCE FORM

Dear _____

I am an applicant for a faculty/staff position at Calvin Christian School and have given your name as a reference. Will you kindly give your honest and confidential evaluation of me as a member of the faculty/staff of this school? **In accordance with the Family Education Rights and Privacy Act of 1974, I hereby waive / do not waive (please circle) my right to have access to this evaluation form as an applicant to Calvin Christian School.** I sincerely appreciate your cooperation in this matter.

Candidate Signature

All responses will be held in strict confidence.

Please use the following scale to rate the candidate in each area.

5 = always 4 = often 3 = sometimes 2 = rarely 1 = never

- ___ Genuinely compliments or praises others without hesitation.
- ___ Easily admits when mistakes are made.
- ___ Willing to take on lower-level work for the good of the team/organization.
- ___ Gladly shares credit for team/organizations accomplishments.
- ___ Readily acknowledges weaknesses.
- ___ Offers and receive apologies graciously.
- ___ Does more than is required in their job.
- ___ Has a passion for the "mission" of the team/organization.
- ___ Feels a sense of personal responsibility for the overall success of the team/organization.
- ___ Willing to contribute to and think about work outside of office hours.
- ___ Willing and eager to take on tedious and challenging tasks when necessary.
- ___ Looks for opportunities to contribute outside area of responsibility.
- ___ Seems to know what colleagues are feeling during meetings and interactions.
- ___ Shows empathy to others in the organization, on the team.
- ___ Demonstrates an interest in the lives of colleagues.
- ___ Is an attentive listener.
- ___ Aware of how words and actions impact others in the organization, on the team.
- ___ Good at adjusting their behavior and style to fit the nature of a conversation or relationship.

Comment/s:

Please indicate your evaluation of the applicant by placing a X in the appropriate column.

	Excellent	Good	Average	Fair	Poor	No Data
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General Standards

Health	_____	_____	_____	_____	_____	_____
Personal Neatness	_____	_____	_____	_____	_____	_____
Organizational Abilities	_____	_____	_____	_____	_____	_____
Efficiency/Work Ethic	_____	_____	_____	_____	_____	_____
Dependability	_____	_____	_____	_____	_____	_____
Attitude toward Supervisor(s)	_____	_____	_____	_____	_____	_____
Sets/Maintains High Standards	_____	_____	_____	_____	_____	_____
Leadership among Colleagues	_____	_____	_____	_____	_____	_____
Spiritual Depth	_____	_____	_____	_____	_____	_____
Christian Role Model	_____	_____	_____	_____	_____	_____
Knowledge of Reformed Standards	_____	_____	_____	_____	_____	_____

Standards for Teacher Applicants Only

Classroom Discipline/Control	_____	_____	_____	_____	_____	_____
Motivation of Students	_____	_____	_____	_____	_____	_____
Rapport with Students	_____	_____	_____	_____	_____	_____
Creativity in Teaching	_____	_____	_____	_____	_____	_____
Work with Parents	_____	_____	_____	_____	_____	_____
Personal Scholarship	_____	_____	_____	_____	_____	_____

Additional Comments

Do you personally believe that this person would be a good addition to a Christian school teaching staff?

(____) Yes (____) No (____) No opinion

Name of Evaluator _____ Date _____

Signature of Evaluator _____

Relationship to Applicant _____

Evaluator Address _____

Evaluator Phone _____ E-mail Address _____

Please send this form to: Administrative Office
 CALVIN CHRISTIAN SCHOOL
 528 E. 161st Place
 South Holland, IL 60473

Randy Moes, Principal
 rmoes@calvinschool.org