

Faculty Employment Application

I. Personal Data

Date of Application: _____ Referred By (if applicable): _____

Full Name: _____ Other Names Previously Used: _____

Phone Number: _____ Email: _____

Present Address (street, city, state, zip): _____

Do you have the legal right to remain and work permanently in the US? _____

If not, do you have legal approval to work temporarily in the US? _____

Type of Visa _____ Expiration date _____

Have you ever been convicted of a misdemeanor or felony? (You may exclude convictions for which the record has been judicially ordered sealed, expunged, dismissed, or statutorily eradicated, and/or any marijuana-related convictions more than two years old): _____

Have you ever been arrested for a crime for which you are currently on bail or pending trial? _____

If the answer to any of these questions is yes, please provide dates and relevant information. (*Conviction will not necessarily disqualify you from the position.*) _____

Are you in full agreement with Summit Christian Academy's Statement of Faith? (Below) _____

Are you in full agreement with the behavioral expectations of Summit Christian Academy faculty? (Below) _____

Can you perform the duties of the job for which you are applying? _____

II. Please list references with following information:

- The names and telephone numbers of at least two people not related to you whom we may contact for a character reference.

III. Please attach any information here that would tell us more about professional, academic, and or parental experience that will help you teach at the academy (optional and not required! A parent or adult with a heart and capability to teach is all that is necessary.):

- College or universities attended

- Majors or fields of study, including undergraduate and graduate majors, minors, and areas of concentration
- Teaching experience
- A specific listing of courses previously taught
- Any other qualifying experience, whether paid or voluntary, or other information you wish to have considered

IV. Please list all subjects and grade levels that you are interested in teaching at the Academy:

Subject _____ Grade(s) _____

Subject _____ Grade(s) _____

Subject _____ Grade(s) _____

Subject _____ Grade(s) _____

Please review the “Mission, Vision and Purpose” as we will refer to this in the interview process.

Mission Vision and Purpose

Mission

Summit Christian Academy’s mission is to partner with, support and encourage Christian families in the high calling of biblical discipleship through Christ-centered education. The academy provides an environment that promotes community, develops skills and nurtures kingdom-mindedness.

Vision

By promoting the biblical example of family sovereignty, parents are empowered to take authority over their children’s education as an extension of family discipleship. Summit Christian Academy, in partnership with parents, endeavors to train up a generation that is grounded in the faith and has the tools to affect their culture for the kingdom of God in the home, the church and the community.

Purpose

Summit Christian Academy connects parents, teachers and students around the central hub of Calvary Chapel Santee to provide affordable, Christ-centered, Socratic education that is teacher lead and parent directed. The academy provides opportunities for developing like-minded friendships and habits of scholastic and moral excellence by supporting the biblical values taught in the home and in the church.

Statement of Faith

Overall statement:

Calvary Chapel Santee has been established as a fellowship of believers in Jesus Christ. Our supreme desire is to know Christ and to be conformed to His image by the power of the Holy Spirit. We are not a denominational church, nor are we opposed to denominations. However, we do not agree with the over-emphasis of doctrinal differences, which has led to division in the body of Christ. We believe that the only true basis of Christian fellowship is Christ's (Agape) love, and without which we have no right to claim ourselves Christians.

In Depth Statement:

1. We believe that there is one living and true GOD, eternally existing in three persons: The Father, the Son, and the Holy Spirit, equal in power and glory; that this triune God created all, upholds all, and governs all things. (Genesis 1:1; Deuteronomy 6:4; Isaiah 44:8 and 48:16; Matthew 28:19-20; John 10:30; Hebrews 1:3).
2. We believe that the scriptures of the Old and New Testaments are the Word of God, fully inspired without error and the infallible rule of faith and practice. The Word of God is the foundation upon which this church operates and is the basis for which this church is governed. We believe that the Word of God supersedes any earthly law that is contrary to the Holy Scriptures. We believe that the King James Version of the Bible is the most accurate translation from the original ancient text. It is from this translation that we establish our doctrine and Statement of Faith. (Isaiah 28:13; Nehemiah 8:8; John 17:17; 2 Timothy 3:16-17; Hebrews 4:12; 1 Peter 1:23-25; 2 Peter 1:3-4 and 1:21).
3. We believe in the person of God the Father, an infinite, eternal, personal Spirit, perfect in holiness, wisdom, power and love; that He concerns Himself mercifully in the affairs of men; that He hears and answers prayer; and that He saves from sin and death all those who come to Him through Jesus Christ. (Deuteronomy 33:27; Psalms 90:2; Psalms 102:27; John 3:16 and 4:24; 1 Timothy 1:17; Titus 1:3).
4. We believe in the person of Jesus Christ, God's only begotten Son, conceived by the Holy Spirit. We believe in His virgin birth, sinless life, miracles and teachings, his substitutionary atoning death, bodily resurrection, ascension into heaven, perpetual intercession for His people and personal, visible return to earth. (Isaiah 7:14; Micah 5:2; Matthew 1:23; Mark 16:19; Luke 1:34-35; John 1:1-2, 8:58 and 11:25; 1 Corinthians 15:3-4; 1 Timothy 3:16; Hebrews 1:8; 1 John 1:2; Revelation 1:8).
5. We believe in the person of the Holy Spirit, Who came forth from the Father and Son to convict the world of sin, righteousness, and judgment, and to regenerate, sanctify and empower for ministry all who believe in Christ; (Acts 1:8; 2 Corinthians 3:18; John 16:8-11; Romans 8:26 and 15:13,16; Hebrews 9:14)
6. We believe the Holy Spirit indwells every believer in Jesus Christ and that He is an abiding helper, teacher, and guide. (John 16:13, 14:16-17 and 16:8-11; Romans 8:26)

7. We believe in the present ministry of the Holy Spirit and in the exercise of all Biblical gifts of the Spirit according to the instructions given to us in 1 Corinthians 12-14. (1 Corinthians 14)
8. We believe that all people are sinners by nature and, therefore, are under condemnation; that God saves and regenerates based upon faith by the Holy Spirit, those who repent of their sins and confess Jesus Christ as Lord. (Acts 8:15-17; Ephesians 2:1-3 and 8-9; Romans 3:23 and 5:8; Titus 3:5).
9. We believe in the universal church, the living spiritual body, of which Christ is the head and all who are born again are a part of the Body of Christ. (1 Corinthians 12:12-13; Ephesians 4:15-16)
10. We believe that the Lord Jesus Christ instituted two ordinances for the church: (a) full immersion water baptism of believers, and (b) the Lord's Supper. (Matthew 28:19; Luke 22:19-20; Acts 2:38; 1 Corinthians 11:23-26) We also believe that the Lord Jesus Christ validated the ordinance of marriage. (Matthew 19:4-5 and John 2:1-11)
11. We believe in the Second Coming of Jesus Christ which is His personal, visible return to earth and the establishment of His millennial kingdom, in the resurrection of the body, the final judgment and eternal blessing of the righteous and endless separation of the wicked. (Matthew 16:27; Acts 1:11; Revelation 19:11-16, 20:11-15)
12. We believe in a literal Heaven and a literal Hell and that all those who place their faith, hope and trust in Jesus Christ will spend eternity in Heaven with the Lord, while those who reject Jesus' free gift of salvation will spend eternity separated from the Lord. (Psalm 9:17; Matthew 5:3, 5:22, 18:9 and 25:31-34; Mark 9:42-49; Luke 12:5; John 3:18; Hebrews 12:23; 1 Peter 1:4; Revelation 14:10-11 and 20:11-15)
13. We believe in the Pre-Tribulation Rapture of the Church where all believers will meet the Lord in the air and be taken out of this world prior to the Tribulation that will come upon the earth. (Isaiah 26:20; Matthew 24:29-31; Luke 21:36; Romans 1:18, 5:9; 1 Thessalonians 1:10, 4:13-16 and 5:9; 2 Peter 2:7-9; Revelation 3:10, 5:7-10 and 7:13-14)

Code of Conduct and Expectations for Academy Teachers

Teachers should review the Student Code of Conduct form to ensure understanding of the expectations of our students. Teachers will be expected to uphold the policies expressed within the Student Code of Conduct. Additionally, teachers are expected to live a life above reproach and to adhere to the following guidelines:

(Please initial each one)

1. Teachers are expected to prepare class lessons that are intended to foster a love of learning and an atmosphere of academic excellence, as expressed in the vision statement. Teachers should come to class prepared and on time.
2. Summit Christian Academy desires to maintain a high standard of excellence in behavior and academics. The dress code for teachers is "appropriate casual" or "business casual" attire. Like

many businesses and ministries in the region, we believe this concept to be in keeping with the projection of an image suitable to a Christian ministry (1 Timothy 1:9).

3. Teachers are required to maintain a lifestyle that reflects the calling of Christian leadership and to refrain from behavior that would compromise the credibility of this ministry (2 Corinthians 6:14-7:1, Hebrews 13:4-5). Teachers must be connected to Calvary Chapel Santee (unless otherwise determined by the Academy Director) and serving in some area of ministry or connect group, which provides for spiritual growth as well as accountability (Hebrews 10: 19-39, 1 Peter 2:9-17, Hebrews 13:7, Hebrews 13:17).

4. Teachers are expected to promote an environment of charity both within the classroom and amongst fellow teachers (Psalm 133:1). Teachers must not to engage in criminal conduct, use abusive or profane language, engage in inappropriate relationships of a sexual or emotional nature (up to and including sexual harassment), or provoke physical or verbal fighting in or out of the classroom. Neither smoking nor the consumption of alcoholic beverages is permitted on any represented campus.

5. Teachers are expected to demonstrate respect for all program participants and speak to students in compassionate yet authoritative terms (relying on grace and truth). The teacher is the authority figure in the classroom space, and the teacher is accountable to both the administrative staff and the leadership of the church while teaching at the Academy. Because of their potential for exponential influence, teachers are held to the highest of behavioral standards (James 3:1, Matthew 23:1-33, Luke 20: 46-47).

6. Teachers are to display proper conduct during the class session. This includes courtesies such as refraining from unkind remarks, profanity, coarse jokes, or other language that demonstrates disrespect or a lack of charity.

7. Teachers are expected to maintain control of the classroom, helping students show respect, honor, and kindness to one another. Teachers should see their role as that of both instructor and guide, watching over the care of the class in terms of both academia and spiritual growth. However, we cannot expect a student to maintain a standard of behavior if the standard is not made clear. To this end, teachers should include a code of expected conduct in their class syllabus (an example has been provided in the sample syllabus), and this should be explained during the first day of class and then signed by each student. If a student does not respond to the godly correction of a teacher during class, and/or the student is engaging in disruptive or otherwise inappropriate behavior, the teacher will be expected to remove the student from class and notify the student's parents as well as the Site Coordinator of the incident. Forms are available at each site should this process be required.

8. Students showcase their newly acquired skills/knowledge/talents in Semester Showcase performances in May and December. Teachers are expected to be prepared to showcase student learning for the production and to attend the performance if possible. Additionally, teachers meetings will be scheduled as needed throughout the semester to make sure teachers feel supported, encouraged, and equipped for the journey.

Summit Christian Academy Student Code of Conduct

1. Students are to follow the directions of Summit Christian Academy teachers and staff at Summit Christian-sponsored events, including but not limited to field trips and performances.
2. Students are to display appropriate conduct during class session. This includes courtesies such as refraining from unkind remarks, profanity, coarse jokes, or other language that demonstrates disrespect or a lack of charity.
3. Students are to demonstrate respect and kindness to all staff and program participants. Students are not to gossip, lie, bully, or engage in physical or verbal fights with one another. Appropriate and biblical conflict management tools will be modeled, taught, and expected at Summit Christian Academy.
4. Students are expected to complete any assigned course work at home, to be on time to class, to bring the necessary class supplies, and to be prepared for the lesson. Students will not be permitted to sit in the back of the classroom and disengage. All students participate.
5. Students are encouraged to make wholesome friendships. Students should look upon one another as brothers and sisters in Christ and refrain from demonstrating romantic affection, or giving the appearance of romantic affection, at Academy functions.
6. Students are expected to demonstrate appropriateness in dress that exemplifies respect for oneself and for other students. Staff and faculty reserve the right to address the behavior of students who demonstrate a lack of awareness of the underlying principles of modesty and self-respect.
7. Summit Christian Academy students are encouraged to break the generational norms of screen/entertainment addiction. Unless the student needs to contact a parent, cell phones should be put away while the students are in class, at lunch, and on break. Friendships often develop in the margin before and after class, so students are encouraged to be engaged in the present moment and learn the art of face-to-face conversation.
8. Students are to display courtesy by remaining seated until dismissed, by treating church property with respect, and by cleaning up after themselves. Students are to respect the church facilities by taking care of the classrooms, not marking on the walls or tables, not pulling on wall displays, and by demonstrating care and respect for the buildings with which we have been blessed.
9. Students must be under the direct supervision of their parent or a Summit Christian Academy teacher at all times, including breaks, and it is the student's responsibility to be in an area that is appropriately supervised. Students will be signed in and out of class and the campus each day. Students must remain on site during lunchtime/breaks unless signed out by an approved family member.
10. Summit Christian Academy students are expected to refrain from immoral and illegal conduct. All weapons, illegal drugs, alcohol, and tobacco products are strictly prohibited from

the facilities. Stealing, lying, bullying, cutting, fighting, or other acts of aggression toward oneself or others will be grounds for immediate dismissal from the program.