



# **Teacher Application**

# CERTIFICATION AND AGREEMENT

Subject to the United States Constitution, and all applicable state and federal laws, Valor Christian High School does not discriminate in its employment practices. 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, if offered/eligible, only through the day of release. I authorize Valor Christian High 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 Valor Christian High 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 Valor Christian High 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 Valor Christian High School. Since I will be working with children, I understand that I may be asked 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 is necessary for such investigation. I authorize Valor Christian High School to conduct a criminal records check. I understand and agree that any offer of employment that I may receive from the school is conditioned upon the receipt of background information, including criminal background information. Valor Christian High School may refuse employment or terminate conditional employment if it 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 formal agreement is being offered at this time. I certify that I have carefully read and do understand the above statements.

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Last Name                      First Name                      Middle Name                      Maiden Name

List all other names or aliases you use or have used in the past: -----

List all addresses you have lived at over the past five years.

1. -----
2. -----
3. -----
4. -----

- I have been convicted of, or am under pending indictment for, the following crimes (include a separate document with the dates, location/jurisdiction, circumstances, and outcome):
- I have not been convicted of, nor am I under pending indictment for, any crimes.

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Applicant's Signature

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Date

# PERSONAL INFORMATION

Full Name: \_\_\_\_\_ Social Security Number: \_\_\_\_\_

Application Date: \_\_\_\_\_ Address: \_\_\_\_\_

Date of Birth: \_\_\_\_\_ Sex: \_\_\_\_\_ Phone Number: \_\_\_\_\_

Email Address: \_\_\_\_\_ Facebook Account: \_\_\_\_\_

Marital Status: \_\_\_\_\_ If Married, Spouse's Name: \_\_\_\_\_

Spouse's Occupation: \_\_\_\_\_

Children's Names and Ages: \_\_\_\_\_

What church do you attend? \_\_\_\_\_ Are you a member? \_\_\_\_\_

Are you a citizen of the United States? \_\_\_\_\_ Do you have a teaching certificate? \_\_\_\_\_ State: \_\_\_\_\_

List any other teaching credentials: \_\_\_\_\_

What classes and grades are you most qualified and interested in teaching?

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

Are you interested in full-time or part-time? \_\_\_\_\_

List any interests, hobbies, and clubs of which you are a part:

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

Have you read the entire Bible? \_\_\_\_\_ -If not, why?

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

Where do you hope/plan to be in five years - what would you like to be doing, Lord willing?

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

Education: List coursework and institutions attended (most recent first).

Dates	Name of Institution	Degree or Level Completed	Major/Minor	GPA
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_____	_____	_____	_____	_____
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____

# ATTACHMENTS

Your interest in Valor Christian High School is very much appreciated. Leadership on the part of teachers is essential for Valor Christian High School to carry out its mission. We seek and are grateful for teachers who by the pattern of their lives in and out of the classroom exemplify Christ; who love and understand children, and who are equipped to teach. We look forward to receiving your application soon. If it appears that you may be qualified for one of our openings, a personal interview will be arranged.

Please complete the following steps:

- Please send a "friend request" to Dustin Smith from your Facebook and/or Instagram account.
- All staff members serve as models of adult Christians to the students. Therefore, the appearance and dress of staff members is to be professional and modest. Staff members are to have a solid grasp of the student dress code requirements and to dress in such a way as to lead by example (skirt length, tightness of blouses, piercings, tattoos, etc.). Read over the dress code guidelines in the Parent/Student Handbook (email the school office for a copy).

Please submit the following materials:

- a completed teacher application;
- a resume that includes teaching experience and at least three references (pastor, principal, supervisor, etc.) with contact information for each;
- a copy of any written references, confidential or public;
- a copy of your complete college transcript;
- a copy of a recent teacher evaluation (if you are a current teacher);
- a recent photograph of yourself;
- Valor Christian High School Worldview Test (attached).
- separate responses on the following topics:
  1. Include a brief testimony of God's saving and continued grace in your life.
  2. What is the authority of the Scriptures in the world and your life?
  3. What is the state of your marriage and family? Is your marriage healthy? Are your children walking with the Lord? If there are any challenges here, please explain.
  4. What is your basic doctrinal outlook? Given that Valor Christian High School is an evangelical school serving a broad array of churches, would you anticipate any difficulty working with parents or teachers who did not share that same outlook?
  5. With the understanding that all of us are sinners, is there anything in your life or background that would prove an embarrassment or scandal to Valor Christian High School if it were to come out after you were hired?
  6. Valor teaches a young-earth, 6 literal-day creation account. What are your thoughts on this?
  7. What is your position on same-sex marriage?
  8. What is your position on abortion?
  9. What is your position on gender?
  10. Do you have any concerns with your ability to lead in the area of the Valor student / staff dress code?
  11. After reviewing our statement of faith, mission, core values and other information from our website what would you say we are fighting for at Valor Christian High School?
  12. What are your reasons for seeking a position at Valor Christian High School?
  13. Please explain any illness or other difficulties you might have that may affect your teaching.

# STATEMENT OF FAITH

The following is the foundation of beliefs on which Valor Christian High School is based. They are also the key elements of Protestant Christianity that will be unapologetically taught in various ways through all grade levels.

1. We believe the Bible alone to be the Word of God, the ultimate and infallible authority for faith and practice.
2. We believe that there is one God, eternally existent in three persons: Father, Son, and Holy Spirit. He is omnipotent; that is, He can do all things. He is omnipresent; that is, He is present to all creation, and has under His immediate authority all things which are in Heaven, in the earth, and under the earth. He is omniscient; that is, He knows all things. He readily exercises His power which is present everywhere, and to Him there is nothing that is impossible or unknown, that is, He knows what has been from eternity, what now takes place everywhere, and what will be to all eternity.
3. We believe in the deity of our Lord Jesus Christ, in His virgin birth, in His sinless life, in His miracles, in His vicarious and atoning death through His shed blood, in His bodily resurrection, in His ascension to the right hand of the Father, and in His personal return in power and glory.
4. We believe that, for the salvation of lost and sinful men, regeneration by the Holy Spirit is absolutely necessary.
5. We believe that salvation is by grace through faith alone.
6. We believe that faith without works is dead.
7. We believe in the present ministry of the Holy Spirit, by whose indwelling the Christian is enabled to live a godly life.
8. We believe in the resurrection of both the saved and the lost; they that are saved to the resurrection of life, and they that are lost to the resurrection of damnation.
9. We believe in the spiritual unity of all believers in our Lord Jesus Christ.
10. We believe that God wonderfully and immutably created each person as distinctly male or female (Gen. 1:26-31; 2:18-25; 5:1, 2). These two distinct and complementary genders together reflect the image and nature of God. To reject one's biological gender is a rejection of the image of God within that person and is a sin against God.
11. We believe that marriage was created and sanctioned by God in which God joins one man and one woman in a single and exclusive union. (Gen. 2:24; Matt. 19:4-6)
12. We believe that God intends sexual intimacy to occur only between a man and a woman who are married to each other. Any form of sexual intimacy outside of marriage is immoral and is a sin against God. (1 Cor. 6:15-7:6; Eph. 5:3-7) Sexual immorality includes, but is not limited to adultery, fornication, homosexual conduct, and pornography.
13. 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. We are therefore called to defend, protect, and value all human life. (Ps. 139.)

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 final source of all that we believe. For purposes of Valor Christian High School's faith, doctrine, practice, policy, and discipline, our board is the final interpretive authority on the Bible's application.

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Applicant's Signature

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Date

# VALOR CHRISTIAN HIGH SCHOOL

## WORLDVIEW TEST

1. The Bible is the infallible Word of God, inerrant in all that it teaches, and is the ultimate standard for evaluating all questions of love, justice, mercy, truth, and hatred.

Agree      Disagree      Unsure

2. On the third day after His crucifixion, Jesus rose from the dead, according to the Scriptures.

Agree      Disagree      Unsure

3. Abortion is the unlawful/immoral taking of a human life and should be banned from the moment of conception.

Agree      Disagree      Unsure

4. Homosexual "marriages" should be legal and treated just the same as a marriage between a man and a woman.

Agree      Disagree      Unsure

5. Assessments of beauty are personal and subjective (there is no ultimate standard).

Agree      Disagree      Unsure

6. Sexual relations are only appropriate within the bounds of a biblically defined marriage.

Agree      Disagree      Unsure

7. A person's gender is assigned to him or her by God at conception and can be identified by means of genetics.

Agree      Disagree      Unsure

8. Truth is an absolute, grounded in the nature of God Himself.

Agree      Disagree      Unsure

9. God used evolution as His means of creating life.

Agree      Disagree      Unsure

10. In the military and police, women should serve in combat roles just as men do.

Agree      Disagree      Unsure

11. The government should ensure that every person has a minimal, decent income.

Agree      Disagree      Unsure

12. Ethics are relative. There is no such thing as absolute good or evil, right or wrong.

Agree      Disagree      Unsure

13. Traditional sex roles in the family, with the man as the main breadwinner and the woman as the keeper of the house, are valuable and should be preserved.

Agree      Disagree      Unsure

14. Pornography is relatively harmless.

Agree      Disagree      Unsure

15. God has a purpose in life for every person.

Agree      Disagree      Unsure

16. I have read/listened to the entire Bible.

Agree      Disagree      Unsure

17. Young people in their teens should make a special point of honoring and obeying their parents.

Agree      Disagree      Unsure

18. Regardless of the lyrics, God doesn't care what your music sounds like.

Agree      Disagree      Unsure

19. Racial hatred and racial pride are sins.

Agree      Disagree      Unsure

20. When the gospel has done its work in a culture over centuries, one of the results is that the culture concerned is more greatly blessed than other cultures.

Agree      Disagree      Unsure

21. The cultural mandate in Genesis means that mankind is responsible for exercising dominion over the earth.

Agree      Disagree      Unsure

22. If a person lives a good life (i.e. does good works), God rewards them by admitting them into Heaven.

Agree      Disagree      Unsure

23. It is possible for you to know now whether you will go to heaven or hell when you die.

Agree      Disagree      Unsure

24. The gospel is the message of the death, burial, and resurrection of Jesus Christ, followed by a summons to repent and believe.

Agree      Disagree      Unsure