

SHOALS CHRISTIAN SCHOOL

301 Heathrow Drive
Florence, Alabama 35633
(256) 767-7070
fax: (256) 766-5677

Faculty Application

Your interest in Shoals Christian School is appreciated. Please fill out the application and return it to our school office. If an opening occurs for which you may qualify, we will notify you and ask you to send your placement file to our office. We will also contact your references. If we have continued interest in your candidacy, we will send you follow up questions and arrange for a personal interview.

We realize that the key to a successful Christian School is its staff. We are seeking applicants who are called by the Lord to this ministry, who are professionally qualified, who love children, and who, by the pattern or their lives, are Christian role models (Luke 6:40).

Thank you for your interest in the ministry of our school. It is our prayer that God will fulfill His perfect will in the lives of all applicants.

A. APPLICANT'S NAME AND ADDRESS

Full Name: _____ Goes by: _____
Application Date: ____/____/____ Date Available: ____/____/____
Present Address: _____
City: _____ State: _____ Zip Code: _____
Phone: Home: (____) _____ Cell: (____) _____
E-mail Address _____ Social Security Number: _____
Permanent Address: (if different than present address)

B. POSITION DESIRED

Please indicate 1st, 2nd, and 3rd choices in the parenthesis. (All K-12 teachers must hold, at minimum, a bachelor's degree from an accredited college/university.) On the lines provided to the right, please indicate the grades or subjects in order of preference.

- () Preschool (certification not necessary)
() Kindergarten _____
() Elementary _____
() Junior High _____
() High School _____

Full time _____ Part time _____ Substitute _____ (Substitutes do not need to be certified.)

C. CHRISTIAN BACKGROUND

Statement of Faith: Please carefully read our Statement of Faith, Philosophy of Christian Education, Doctrinal Beliefs, and Nondiscrimination Policy located at the end of this application and indicate below your degree of support.

I fully support these Statements as written, without reservations.

Signature: _____

I support these Statements except for the area(s) listed and explained on the attached sheet. The exceptions represent either disagreements or items for which I have not yet formed an opinion or conviction.

Signature: _____

Church Service: What is your current church affiliation? _____

What was your youth (or formative/family) church affiliation? _____

Are you presently an active member? _____ Years? _____

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

Pastor's Signature _____

***In your own handwriting, on separate paper, briefly give your Christian testimony.**

D. PROFESSIONAL QUALIFICATIONS

***Please attach photocopies of all your post-secondary transcripts. Should you be offered a position, official copies of your transcripts must be provided to the school for inclusion in your personnel file.**

Formal Training: What degree or degrees do you hold?

Major(s)	Minor(s)	Date Received	Issuing Institution

Teaching Experience: Sequentially list your teaching experience with most recent first.

School's Name	Grades or Subjects	Dates

Teaching Credentials: Do you have a Teaching Certificate? _____

What kind? (State, ACSI) _____ Remains valid for _____ years.

Endorsement(s): List semester hours in endorsement area(s).

If you do not hold a certificate, what requirements do you lack?

*Please attach photocopies of any certificates held.

E. EMPLOYMENT HISTORY

Please start with your current or most recent employer and work backwards for the past ten years. If necessary, please make copies of this page or following the same format, use the reverse side. May we contact your current employer? Yes No

Work Background: 1. Employer _____

Position _____ Dates of Employment _____

Address _____

City _____ State _____ Zip Code _____

Supervisor's Name and Phone Number (____) _____

Reason for leaving _____

2. Employer _____

Position _____ Dates of Employment _____

Address _____

City _____ State _____ Zip Code _____

Supervisor's Name and Phone Number (____) _____

Reason for leaving _____

3. Employer _____
 Position _____ Dates of Employment _____
 Address _____
 City _____ State _____ Zip Code _____
 Supervisor's Name and Phone Number (____) _____
 Reason for leaving _____

4. Employer _____
 Position _____ Dates of Employment _____
 Address _____
 City _____ State _____ Zip Code _____
 Supervisor's Name and Phone Number (____) _____
 Reason for leaving _____

5. Employer _____
 Position _____ Dates of Employment _____
 Address _____
 City _____ State _____ Zip Code _____
 Supervisor's Name and Phone Number (____) _____
 Reason for leaving _____

6. Employer _____
 Position _____ Dates of Employment _____
 Address _____
 City _____ State _____ Zip Code _____
 Supervisor's Name and Phone Number (____) _____
 Reason for leaving _____

Have you already signed a contract for next year with any other employer or educational institution?

Yes No

F. CHRISTIAN EDUCATION PROFILE

Please respond to each item in this section on a separate piece of paper. Your responses can be typed or handwritten. Include personal examples if applicable.

1. Share your philosophy of Christian education. Explain how you integrate faith and learning.
2. Explain your approach to discipline in your classroom.
3. Discuss your understanding of the authority of Scripture. What does “the only, infallible, authoritative, inerrant Word of God” mean to you?
4. Discuss your convictions regarding a literal (that is ‘young earth’) interpretation of Genesis chapters 1-11 (Creation through the Flood).

G. PERSONAL REFERENCES

Do not list family members or relatives for references.

Reference: Give three references that are qualified to speak of your spiritual experience and Christian service. List your current pastor first.

1. Name _____
Position _____ Phone () _____
Address _____
City _____ State _____ Zip Code _____
2. Name _____
Position _____ Phone () _____
Address _____
City _____ State _____ Zip Code _____
3. Name _____
Position _____ Phone () _____
Address _____
City _____ State _____ Zip Code _____

Give three references who are qualified to speak of your professional training and experience. List your current or most recent principal or supervisor first.

1. Name _____
Position _____ Phone () _____

Address _____

City _____ State _____ Zip Code _____

May we contact this reference at this time? yes no

2. Name _____

Position _____ Phone (____) _____

Address _____

City _____ State _____ Zip Code _____

3. Name _____

Position _____ Phone (____) _____

Address _____

City _____ State _____ Zip Code _____

SHOALS CHRISTIAN SCHOOL

PHILOSOPHY OF CHRISTIAN EDUCATION

Shoals Christian School is not simply a school with a “Christian emphasis.” It is, first and foremost, a Christian school. “Christian”, in its most basic meaning, is “of or pertaining to CHRIST.” Since education consists of transmitting truth from one generation to the next, central to any education philosophy must be the answer to the question, “What IS truth?” At Shoals Christian, we embrace the answers that Jesus Christ Himself gave: *“I am the Way, the Truth, and the Life....” (John 14:6) and “Your Word is Truth....” (John 17:17)*

We affirm the authority of the Scripture as the highest truth. Unless we first know God, Who **is** truth, we cannot know anything correctly. At Shoals Christian School, the Bible is the infallible point of reference for our lives, the lives of our students, and the standard for all academic subjects.

At Shoals Christian, we believe that the learner is not just a social and physical being but fundamentally a spiritual being in need of reconciliation with his/her Creator. Our purpose is to encourage students toward a saving knowledge of the Lord Jesus Christ as we provide a biblically based, college-preparatory education experience. Our desire is for them to be productive, responsible citizens with a deeply ingrained Biblical worldview as the foundation of their belief system.

We take seriously the command in Deuteronomy 6:6-7: *“These commandments that I give you today are to be upon your hearts. Impress them on your children. Talk about them when you sit at home and when you walk along the road, when you lie down and when you get up”*

This truth leads us to objective methods of teaching with continuing emphasis on ethical reasoning, critical thinking skills, and personal growth in Christian character and virtues. The teacher at Shoals Christian School is seen as the primary example of this character and virtue. It is our commitment to provide a faculty who excel as educators and who model biblical truths and Christ-like character.

DOCTRINAL BELIEFS

Shoals Christian School is a ministry of the participating/sponsoring churches. While it is not our purpose to promote a particular doctrine to our students, we boldly affirm the basis of our Christian faith as stated below:

1. We believe the Bible to be the inspired; the only infallible authoritative, inerrant Word of God (II Timothy 3:15-16; II Peter 1:21).
2. We believe there is only one God, eternally existent in three persons - Father, Son, and Holy Spirit (Genesis 1:1; Matthew 28:19; John 10:30).
3. We believe in the deity of Christ (John 10:33); His virgin birth (Isaiah 7:14; Matthew 1:23; Luke 1:35); His sinless life (Hebrews 4:15; 7:26); His miracles (John 2:11); His vicarious and atoning death (I Corinthians 15:3; Ephesians 1:7; Hebrews 2:9); His resurrection (John 11:25; I Corinthians 15:4); His ascension to the right hand of the Father (Mark 16:19); His personal return in power and glory (Acts 1:11; Revelation 19:11).
4. We believe in the absolute necessity of regeneration by the Holy Spirit for salvation because of the exceeding sinfulness of human nature; and that men are justified on the single ground of faith in the shed blood of Christ and that only by God’s grace and through faith alone we are saved (John 3:15-19; 5:24; Romans 3:23; 5:8-9; Ephesians 2:8-10; Titus 3:5).
5. We believe in the resurrection of both the saved and the lost; they that are saved unto the resurrection of life, and they that are lost unto the resurrection of damnation (John 5:28-29).
6. We believe in the spiritual unity of all true believers in our Lord Jesus Christ (Romans 8:9; I Corinthians 12:12-13; Galatians 3:26-28).
7. We believe in the present ministry of the Holy Spirit whose indwelling and empowering of the Christian enables him to live a godly life (Romans 8:13-14; I Corinthians 3:16, 6:19-20; Ephesians 4:30; 5:18).

8. We believe in the sanctity of human life concerning both the born and unborn and acknowledge abortion and euthanasia are contrary to the Word of God (Exodus 20:13; Psalm 92:14-15; Jeremiah 1:5).
9. We believe man is created in God's image, male and female created He them (Genesis 1:27), and sexual deviation and homosexuality are an abomination to God and contrary to His Word (Leviticus 18:22).
10. We believe in the personality of Satan, who is the supreme supernatural adversary and is the leader of the forces of evil (I John 3:8, 4:7). Satan has been overcome by the life and atonement of Jesus but he continues to try to gain control over us (I Peter 5:8).

STATEMENT OF NON-DISCRIMINATION

Shoals Christian School admits students of any race, color, national and ethnic origin who satisfy entrance requirements to all the rights, privileges, programs, and activities made available at our school. It does not discriminate on the basis of race, color, national and ethnic origin in administration of its educational policies, admissions policies, scholarship programs, athletic programs, and other school-administered programs. We reserve the right, however, to refuse admission when parents are unwilling to fully support the Christian education programs and philosophy of SCS.

STATEMENT OF FAITH

The Bible, consisting of all the books of the Old and New Testaments, is the Word of God, a supernaturally given revelation from God Himself, divinely inspired by the Holy Spirit, concerning Himself, His being, nature, character, will and purposes; and concerning man, his nature, need and duty and destiny. The Scriptures of the Old and New Testaments are without error or misstatement in their moral and spiritual teaching and record of historical facts. They are without error or defect of any kind.

There is one God, eternally existing and manifesting Himself to us in three Persons: Father, Son and Holy Spirit.

Our Lord Jesus was supernaturally conceived by the power of the Holy Spirit and born of a virgin - Mary, a lineal descendant of David. He lived and taught and wrought mighty works and wonders and signs exactly as is recorded in the four Gospels. He was put to death by crucifixion under Pontius Pilate. God raised from the dead the body that had been nailed to the cross. The Lord Jesus after His crucifixion showed Himself to be alive to His disciples, appearing unto them by the space of 40 days. After this, the Lord Jesus ascended into heaven, and the Father caused Him to sit at His right hand in the heavenly places, far above all rule and authority and power and dominion, and every name that is named, not only in this world, but also in that which is to come, and put all things in subjection under His feet, and gave Him to be Head over all things to the Church.

The Lord Jesus, before His incarnation, existed in the form of God and of His own choice laid aside His divine glory and took upon Himself the form of a servant and was made in the likeness of men. In His pre-existent state, He was with God and was God. He is a divine person possessed of all the attributes of Deity, and should be worshiped as God by angels and man. "In Him dwelleth all the fullness of the Godhead bodily." All the words that He spoke during His earthly

life were the words of God. There is absolutely no error of any kind in them, and by the words of Jesus Christ the words of all other teachers must be tested.

The Lord Jesus became in every respect a real man, possessed of all the essential characteristics of human nature.

By His death on the cross, the Lord Jesus made a perfect and complete atonement for sin, by which the wrath of God against sinners is appeased and a ground furnished upon which God can deal in mercy and grace with sinners. He redeemed us from the curse of the law by becoming a curse in our place. He who Himself was absolutely without sin was made to be sin on our behalf that we might become the righteousness of God in Him. The Lord Jesus is coming again to his earth, personally, bodily, and visibly. The return of our Lord is the blessed hope of the believer, and in it God's purposes of grace toward mankind will find their consummation.

The Holy Spirit is a person, and is possessed of all the distinctively divine attributes. He is God.

Man was created in the image of God, after His likeness, but the whole human race fell in the fall of the first Adam. All men, until they accept the Lord Jesus as their personal Savior, are lost, darkened in their understanding, alienated from the life of God through the ignorance that is in them, hardened in heart, morally and spiritually dead through their trespasses and sins. They cannot see, nor enter the Kingdom of God until they are born again of the Holy Spirit.

Men are justified on the simple and single fact of the shed blood of Christ and upon the simple and single condition of faith in Him who shed His blood, and are born again by the quickening, renewing, cleansing work of the Holy Spirit, through the instrumentality of the Word of God, by His grace.

All those who receive Jesus Christ as their Savior and their Lord, and who confess Him as such before their fellow men, become children of God and receive eternal life. They become heirs of God and joint-heirs with Jesus Christ. At death their spirits depart to be with Christ in conscious blessedness, and at the Second Coming of Christ their bodies shall be raised and transformed into the likeness of the body of His glory.

All those who persistently reject Jesus Christ in the present life shall be raised from the dead and throughout eternity exist in the state of conscious, unutterable, endless torment of anguish.

The Church consists of all those who, in this present dispensation, truly believe in Jesus Christ. It is the body and bride of Christ, which Christ loves and for which He has given Himself.

There is a personal devil, a being of great cunning and power: "The prince of the power of the air," "The prince of this world," "The god of this age." He can exert vast power only so far as God allows him to do so. He shall ultimately be cast into the lake of fire and brimstone and shall be tormented day and night forever.

Theological Distinctives: Where “man” is used referring to the human race it includes both genders. In addition, the following theological distinctives indicate the school’s understanding of and teaching position on certain points that could be subject to various interpretations.

In fulfillment of God’s historical purpose for humanity to rule and establish God’s kingdom on earth (Gen. 1:28; Ps. 8:4-8; Matt. 6:10; Heb. 2:6-9), the Scriptures teach a millennial reign of Christ with His saints on earth following His literal return. The nation of Israel, having been redeemed, will play a central role in bringing the blessings of salvation to all nations during the millennium in fulfillment of biblical prophecies (e.g., Is. 2:1-4; 11:1-12; Jer. 23:5-6; Ezek. 37; Amos 9:9-15; Zech. 14; Matt. 19:28; Acts 1:6; 3:19-21; Rev. 20:4-6). Following the millennium, this kingdom will be merged into the eternal kingdom (I Cor. 15:22-28).

Before these millennial events, the believers will be caught up to meet the Lord in the air (I Thess. 4:13-17). The time of this “rapture” is unknown, and thus believers are to live constantly watchful and ready.

The existence and nature of the creation is due to the direct miraculous power of God. The origin of the universe, the origin of life, the origin of kinds of living things, and the origin of humans cannot be explained adequately apart from reference to that intelligent exercise of power as recorded in the book of Genesis. A proper understanding of science does not require that all phenomena in nature must be explained solely by reference to physical events, laws and chance.

Therefore creation models which seek to harmonize science and the Bible should maintain at least the following: (a) God providentially directs His creation, (b) He specially intervened in at least the above-mentioned points in the creation process, and (c) God specially created Adam and Eve (Adam’s body from non-living material, and his spiritual nature immediately from God). Inadequate origin models hold that (a) God never directly intervened in creating nature and/or (b) humans share a common physical ancestry with earlier life forms.

During the foundational era of the Church (i.e., the time of Christ and the Apostles) God gave special manifestations of the overtly supernatural and miraculous gifts (e.g., tongues, healings, miracles) as “signs” that witness to the validity of those bearing new canonical revelation (c.f. II Cor. 12:12; Heb. 2:3-4). Beyond the foundational era, God in His sovereignty may grant any spiritual gift and work miraculously for the benefit of His church at any time.

The Bible is clear in its teaching on the sanctity of life. Life begins at conception. We abhor the destruction of innocent human life through abortion on demand, infanticide or euthanasia as unbiblical and contrary to God’s will. Life is precious and in God’s hands.

Biblical marriage consists only of a faithful, heterosexual union between one genetic male and one genetic female, and biblical marriage is the only legitimate and acceptable context for a sexual relationship.