

DENBIGH BAPTIST CHRISTIAN SCHOOL

13010 Mitchell Point Road, Newport News, VA 23602-6912 ~ (757)249-2654 FAX (757)249-9480 www.dbc4christ.org

Mission Statement

To develop godly character and responsible citizenship through consistent teaching of Biblical Truth in an academic program, emphasizing scholastic excellence and intellectual integrity.



TEACHER APPLICATION

This application will be considered only if it has been completed fully and accurately. All applications, resumes, transcripts, letters of reference, placement papers, and verification of employment are a permanent part of the applicant's personal file and shall not be returned to the applicant or designee.

PLEASE PRINT ALL INFORMATION

PERSONAL CONTACT INFORMATION

Name _____ Date of Birth _____
Last First Middle

Address _____
Street City State Zip Code

Home Phone _____ Current Work Phone _____ Cell _____

FAX Number _____ Email Address _____

Marital Status _____ Spouse's Name _____

Do you have a current valid, unrestricted Virginia Driver's License? Yes _____ No _____

POSITION INFORMATION

On what date would you be available to start? _____

Are you currently employed? Yes ___ No ___ If yes, may we contact your employer? Yes ___ No ___

What is your present position? _____

Why do you wish to leave your present position? _____

Position Desired _____ Circle One: Full Time Part Time Either

POSITION INFORMATION *continued*

Preference ~ ____K4-K5 ____Elementary (1-5) ____Middle School (6-8) ____High School (9-12)

Please list in priority your teaching subject and grade preferences (i.e. English/First Grade):

Subject Preference	Grade Preference

Please list activities or sports that you would like to be able to direct, sponsor, advise, or coach. Please indicate the ability level (Middle School, Junior Varsity, or Varsity).

Activity/Sport	Level/Grade

PROFESSIONAL QUALIFICATIONS

Please attach photocopies of all your college transcripts. Should you be offered a teaching position, official copies of your college or university transcripts will be required.

Name of High School _____ Location _____

College, University, or Professional School:

<i>Name of Institution</i>	<i>Location</i>	<i>Dates Attended</i>	<i>Major/Minor</i>	<i>Degree</i>	<i>Cumulative GPA</i>

Total graduate credits (beyond BA/BS degree) ~ Semester Credits _____

Teaching credentials held ~ Please attach photocopies of a valid teaching certificates or credentials:

<i>Type</i>	<i>State</i>	<i>Expiration Date</i>	<i>Subject</i>

Total years of full time teaching experience ~ Public _____ Christian _____ Other _____

PROFESSIONAL QUALIFICATIONS *continued*

Have you completed a course in the Philosophy of Christian Education? _____

Do you hold a current ACSI Teaching Certificate? Yes_____ No_____

If yes, what level? _____ Date of expiration_____

Sequentially list your administrative/job-related employment experience, beginning with the most recent. If you need additional space, please continue on a separate sheet of paper.

<i>School</i>	<i>Location</i>	<i>Position</i>	<i>From Date</i>	<i>To Date</i>

Please list any professional organization membership, or other special mentoring, professional conference speaking and/or leadership experiences:

<i>Description</i>	<i>Location</i>	<i>Date</i>

Describe your background and use of technology_____

PERSONAL INFORMATION

What are your professional goals for the next five years?_____

Have you ever filed an application with us before? Yes_____ No_____

Have you ever been employed by us before? Yes_____ No_____

- If yes, please give dates. _____ Position held_____

Are you currently on "lay-off" status, subject to recall? Yes_____ No_____

PERSONAL INFORMATION *continued*

Have you ever had a teaching certificate suspended or revoked, or have you ever been placed on probation by the certifying agency? Yes_____ No_____

- If yes, where and when?

Have you ever been suspended without pay, or dismissed from employment or resigned while an investigation was in progress for possible disciplinary action? Yes_____ No_____

- If yes, where and when_____

Are you at this time prevented from lawfully becoming employed in this country because of Immigration Status? (Proof of citizenship or immigration status will be required upon employment) Yes_____ No_____

Have you ever been convicted of, had adjudication withheld in, pled nolo contendere (no contest) to, or entered a pre-trial intervention program for a misdemeanor or felony criminal charge, or are there currently any criminal charges pending against you? Yes_____ No_____

If you are fluent in a other languages, please state which:_____

CHRISTIAN BACKGROUND

In your own handwriting and on a separate sheet of paper, briefly give your Christian testimony.

Do you believe the Bible to be the ONLY inspired and infallible Word of God, our final authority in all matters of faith, conduct and truth? Yes_____ No_____

Please carefully read the Statement of Faith and indicate your support.

____I fully support the Statement of Faith as written without reservations.

Please carefully read the Code of Ethics and indicate your support.

____I fully support the Code of Ethics as written without reservations.

Please carefully read the administrative job description for Denbigh Baptist Christian School enclosed in this application package.

____I fully support the administrative requirements as written without reservation.

CHRISTIAN BACKGROUND *continued*

Name and address of the church you presently attend _____

Are you a member? Yes _____ No _____ Number of years _____

What church activities and/or service are you involved in and with what degree of regularity? _____

Please describe your routine of personal Bible study and prayer. _____

PERSONAL PHILOSOPHY

Please answer the following questions on a separate paper:

- Why do you want to teach in a Christian school, and specifically at Denbigh Baptist Christian School? Please comment on the mission statement of DBCS.
- What does teaching from a Christian worldview mean to you?
- What characteristics make a Christian school unique?
- Describe your teaching style and how you motivate students to learn.
- What is your philosophy of student discipline?
- What do you consider to be the three greatest needs of a student?
- What do you believe about the origin of the earth and mankind?

LETTERS OF REFERENCE

Submit at least three letters of reference as follows:

1. From your pastor
2. From a colleague (someone you currently teach or work with)
3. From your current administrator or manager (may be delayed to protect your job status, if necessary)

CHRISTIAN BACKGROUND *continued*

Please give three other references that are qualified to speak of your spiritual and professional qualifications. Do not list family members or relatives as references. **P/professional S/spiritual**

<i>Name</i>	<i>Complete Address</i>	<i>10 digit Phone#</i>	<i>P or S</i>

<i>PLEASE INDICATE YOUR RESPONSE TO EACH QUESTION BY MARKING THE APPROPRIATE BOX</i>	<i>YES</i>	<i>NO</i>
If hired, can you show proof of authorization to work in the United States?		
Do you believe that you've been called by God to be a teacher in a Christian school?		
Can you perform the essential functions of the job for which you are applying with or without reasonable accommodation? If no, please explain.*		
Can you work the hours required for the job? If not, please explain.**		
In the event of an offer for employment, would you be willing to coach a sport or become involved in an extra-curricular activity with students?		
In the event of an offer to be a teacher at Denbigh Baptist Christian School, would you be willing to provide fingerprints for a criminal background check, as required for the position?		

* Explanation _____

** Explanation _____

APPLICANT'S STATEMENT AND AUTHORIZATION CONSENT
FOR RELEASE OF INFORMATION

I _____, do hereby agree to forever release and discharge Denbigh Baptist Christian School and/or its contracted background reporting service or agent, to now or at any time while employed, conduct a verification of my education, previous employment/work history, credit history, workers' compensation injuries, motor vehicle records, and personal references. I agree to testing for the presence of drugs or alcohol, and for DBCS to receive any criminal history information pending, closed, or sealed pertaining to me that may be in the files of any federal, state, county, or local criminal justice agency. I also agree to the receipt of other information as deemed necessary by DBCS in order to fulfill the job requirements. Medical and workers compensation information will only be requested in compliance with the Federal Americans with Disabilities Act and/or any other applicable state laws. The results of this verification process will be used to determine employment eligibility. All results are confidential, and as such will only be available to responsible staff and/or ministry leaders on a need to know basis relative to the selection of the most qualified candidate.

I waive the right to ever personally view any references given to Denbigh Baptist Christian School.

I understand and acknowledge that any employment with Denbigh Baptist Christian School is verified by a signed contract. Denbigh Baptist Christian School does not offer or imply any conditions of tenure in their contracts. All contracts are for one school year.

In the event of employment, I understand that false or misleading information given in this application or in interview(s) may result in discharge. I also understand that I am required to abide by all rules and regulations governing the ethical, moral, and religious values of this organization.

This application for employment shall be considered active for a period of time not to exceed 90 days. Any applicant wishing to be considered for employment beyond this time period should contact the Office of the Administrator to reinstate the application.

Applicant's Signature _____ Date _____

SEXUAL MISCONDUCT/CHILD ABUSE STATEMENT

To properly protect our children, all those serving in ministry capacities involving children or youth should provide the following information. Please sign and date your response. All responses are confidential.

During your lifetime, have you ever been accused of child molestation, child abuse, assault, lewdness, or sex offenses of any nature? Yes _____ No _____

If yes, please explain the nature of the accusation, charge or conviction. _____

I agree that a photocopy or facsimile copy of this signed document shall be considered for all purposes as the original signed release on file.

Applicant's Signature _____ Date _____

DENBIGH BAPTIST CHRISTIAN SCHOOL
STATEMENT OF FAITH
(ATTACHMENT I)

The Inspiration of the Scripture

We believe that the whole Bible, consisting of the sixty-six books of the Old and New Testaments, is verbally inspired of God and inerrant in the original writings and is the supreme and final authority in faith and life. (II Timothy 3:16, II Peter 19-21; Revelation 22: 18, 19)

The True God

We believe in one God, eternally existing in three persons: Father, Son, and Holy Spirit. We believe that they are equal in every divine perfection, and they execute distinct but harmonious offices in the great work of redemption. (Deuteronomy 6:4, 5; Matthew 28:19, John 14:16, 17, 26; I Corinthians 8:6; Ephesians 4:6; I Timothy 1:17)

The Virgin Birth

We believe that Jesus Christ was born of the Holy Spirit in a miraculous manner; that He was born of Mary, a virgin, as no other man was ever born or can be born of a woman; and that He is both the Son God and God the Son. (Genesis 3:15; Isaiah 7:14; Matthew 1:18-25; John 1:14; Galatians 4:4; I John 5:20)

The Holy Spirit

We believe that the Holy Spirit is a divine person, equal with God the Father and God the Son, and of the same nature. It is He who convicts of sin, of righteousness, and of judgment. He is the restrainer of the Evil One until God's purpose is fulfilled. He bears witness to the truth of the Gospel and is the agent in the new birth. (Matthew 28:19; Luke 1:35; John 14:16, 17, 26; II Thessalonians 2:7; Hebrews 9:14)

The Devil or Satan

We believe that Satan was once holy and enjoyed heavenly honors, but, through pride and ambition to be as the Almighty, he fell and drew after him a host of angels; that he is now the malignant prince of the power of the air and the unholy god of this world system. We hold him to man's great tempter, the enemy of God and Christ, the accuser of the saints, the author of all false religions and the chief power behind the present apostasy. He is the Lord of the Anti-Christ and the author of all the powers of darkness; destined however, to eternal judgment in hell, a place prepared for the Devil and his angels. (Isaiah 14:12-15; Ezekiel 28:12-17; II Corinthians 11:13-15; I Thessalonians 3:5; II Thessalonians 2:8-11; I Peter 5:8; Jude 6; Revelation 19:11-20)

The Creation

We believe in the Genesis account of the creation and that it is to be accepted literally and not allegorically or figuratively, and that man was created directly in God's own image and likeness. (Genesis 1:1; Genesis 1:26, 27; John 1:1-4; Colossians 1:16, 17)

The Fall of Man

We believe that man was created in innocence under the law of his Maker but by voluntary transgression fell from his sinless and happy estate. As a result of this fall all mankind are now sinners; not by constraint, but by choice; and therefore under the just condemnation of God without defense or excuse. (Genesis 3: 1-6; Romans 3:10-19; Romans 5:12, 19; Galatians 3:22; Ephesians 2: 1-3).

Atonement for Sin

We believe that the salvation for sinners is wholly of grace through the mediatorial offices of the Son of God; that Jesus Christ, by the appointment of the Father, freely took upon Himself our nature, yet without sin; honored the divine law by His personal obedience; and by His substitutionary death, made a full and vicarious atonement for the sins of the human race. (John 3:16; Romans 3:24; Ephesians 2:8; Hebrews 7:25; I Peter 2:24; I Peter 3:18)

Freeness of Salvation

We believe in God's electing grace, which is according to foreknowledge; that the blessings of salvation are made free to all by the Gospel. It is the immediate duty of all to accept, by faith, God's offer of salvation. The only hindrance to salvation of any sinner is his own inherent depravity and present unbelief which, if continued in, merits the just condemnation of a holy God. (John 3:18, 36; Romans 8:29-30; Colossians 3:12; I Thessalonians 1:4; Titus 1:1; I Peter 1:2)

Justification

We believe that the great gospel blessing, which Christ secures to such as believe in Him, is justification. Justification includes the pardon of sin and the gift of eternal life on the principles of righteousness. We believe that His righteousness is imputed unto us solely through faith in the Redeemer's blood, not in consideration of any works of righteousness which we have done. (Acts 13:39; Romans 1:17; Romans 4:1-8; Romans 5:1, 9; Romans 8:1; Titus 3:5-7)

The Church

We believe that the Church of Jesus Christ was inaugurated at Pentecost and must be considered in two aspects: The "Church which is His Body" and the local church. The "Church which is His Body: is the entire company of believers in Christ, whether Jew or Gentile, regardless of denominational affiliation and present position in heaven or on earth. (Matthew 16:18; I Corinthians 12:12; Ephesians 1:22, 23; Ephesians 5:23-27; Colossians 1:18)

We believe that the local church is a congregation of believers associated by a covenant of faith and fellowship of the gospel, observing the ordinances of Christ and governed by His laws. We believe the true mission of the church is to follow the great commission, Matthew 28:19, 20: first, make individual disciples; second, build up the church; third instruct and teach as He has commanded. We hold that the local church has the absolute right of self government, free from any interference of any hierarchy of individuals or organizations, and that the one and only head is the Lord Jesus Christ. (Acts 2:41, 42; I Corinthians 11:2)

Baptism and the Lord's Supper

We believe that Christian baptism is the immersion of a believer into water in the name of the Father, the Son, and the Holy Spirit. This act is a solemn and beautiful demonstration of our union with our Savior in His death, burial, and resurrection.

We believe that the believer is to avail himself of the opportunity of remembering the Lord at the communion table by sacred use of the bread and cup, which commemorates the body and blood of the Lord Jesus Christ in his behalf. We believe the above ordinances are for this age. (Matthew 28:19; Acts 2:41, 42; Acts 8:36-39; Romans 6:3-5; I Corinthians 11:23-26)

STATEMENT OF FAITH *continued*

The Resurrection

We believe in the bodily resurrection of the just and the unjust, the everlasting blessedness of the saved, and the everlasting conscious punishment of the lost. (John 5:28, 29; I Corinthians 15: 22, 23; I Thessalonians 4: 14-17; Revelation 20: 4, 11-15)

The Ascension

We believe that Jesus Christ, after He arose from among the dead, ascended bodily to the throne of God. (Luke 24:51; Acts 1:9-11; Hebrews 12:2; Revelation 3:21)

The Second Coming of Christ

We believe that the return of the Lord will be in two phases. First, He shall appear prior to the Tribulation in bodily form in the air to call up the believing Church to be with Himself. (I Thessalonians 4:13-18; Titus 2:13; Revelation 3:10)

The second phase will be His return to the earth with His Church prior to the Millennium, resulting in the establishment of His kingdom on earth, and with flaming fire taking vengeance on them that know not God. (Zechariah 14: 3,4; Matthew 25:31; II Thessalonians 1: 7-9; Revelation 19: 11-16; Revelation 20:1-6)

Civil Government

We believe that civil government is of divine appointment for the interests and good order of society; that magistrates are to be prayed for, conscientiously honored, and obeyed except only in things opposed to the will of our Lord Jesus Christ Who is the only Lord of the conscience and coming Prince of Kings on the earth. (Daniel 3:17, 18; Acts 5:29; Romans 13:1-7; Philippians 2:10, 11; Titus 3:1; Revelation 1:15)

The Miraculous Gifts

We believe that certain miraculous sign gifts were only given for the apostolic age to authenticate the authority of the apostles. These gifts are:

- speaking in tongues,
- prophecy, and
- performance of healings, miracles, signs, and wonders.

Therefore, we do not believe that the general exercise of these gifts in the present day is of the Spirit of God. (Mark 16:19-20; I Corinthians 13:8-10; Hebrews 2:1-4)

DENBIGH BAPTIST CHRISTIAN SCHOOL

CODE OF ETHICS

(ATTACHMENT II)

PHILOSOPHIC PRINCIPLES

The Christian educator values the worth and dignity of every person, the pursuit of truth, devotion to excellence, acquisition of knowledge, the nurture of democratic citizenship, and the spiritual and moral growth of each student. Essential to the achievement of these standards is the freedom to learn and to teach and the guarantee of equal opportunity for all.

The Christian educator's primary professional concern will always be for the student and for the development of the student's potential. The Christian educator will therefore strive for professional growth and will seek to exercise the best professional judgment and integrity.

The Christian educator shall be aware of the importance of maintaining respect and confidence of one's colleagues, of students, of parents, and of other members of the community. The Christian educator strives to achieve and sustain the highest degree of ethical, moral, and spiritual conduct. The maintenance of a biblical Christian testimony is paramount.

PRINCIPLES OF PROFESSIONAL CONDUCT

The following disciplinary rule shall constitute the Principle of conduct for the educational profession of Denbigh Baptist Christian School, and shall apply to any Christian Educator, or individual holding a valid teaching certificate from the Association of Christian Schools International.

Violation of any of these principles shall subject the individual to a recommendation for revocation or suspension of the individual teacher's certificate, possible loss of employment in the ministry of Denbigh Baptist Christian School, and/or the other penalties as provided by law.

Obligation to the student requires that the individual:

- a) Shall make reasonable effort to protect the student from conditions harmful to learning or to health or safety.
- b) Shall not unreasonably restrain a student from independent action in pursuit of learning.
- c) Shall not unreasonably deny a student access to diverse points of view.
- d) Shall not intentionally suppress or distort subject matter relevant to a student's academic program.
- e) Shall not intentionally expose a student to unnecessary embarrassment or disparagement.
- f) Shall not intentionally violate or deny a student's legal rights.
- g) Shall not on the basis of race, color, sex, age, national or ethnic origin, political beliefs, handicapping condition of otherwise qualified, or social and family background exclude a student from participation in a program, deny a student benefits; or grant student advantages.
- h) Shall not exploit a professional relationship with a student for personal gain or advantage.
- i) Shall keep in confidence personally identifiable information obtained in the course of professional services, unless disclosure serves professional purposes or as required by law.

CODE OF ETHICS *continued*

Obligation to public requires that the individual:

- a) Shall take reasonable precautions to distinguish between personal views and those of any educational institution or organization with which individual is affiliated.
- b) Shall not intentionally distort or misrepresent facts concerning an educational matter in direct or indirect public expression.
- c) Shall not use institutional privileges for personal gain or advantage.
- d) Shall accept no gratuity, gift, or favor to obtain special advantage.
- e) Shall offer no gratuity, gift, or favor to obtain special advantage.
- f) Shall maintain a Biblical Christian testimony at all times in the classroom and in the community.
- g) Shall support and practice the philosophy of Denbigh Baptist Christian School.
- h) Shall work diligently to implement the mission of Denbigh Baptist Christian School, with particular emphasis on preparing students to serve Jesus Christ as Lord.

Obligation to the profession of education requires that the individual:

- a) Shall maintain honesty in all professional dealings.
- b) Shall not on the basis of race, color, sex, age, national or ethnic origin, political beliefs, marital status, handicapping condition if otherwise qualified, or social and family background deny to a colleague professional benefits or advantages or participation in any professional organization.
- c) Shall not interfere with a colleague's exercise of political or civil rights and responsibilities.
- d) Shall not intentionally make false or malicious statements about a colleague and shall observe Biblical principles in seeking to resolve all human relationship conflicts.
- e) Shall not use coercive means or promise special treatment to influence professional judgments of colleagues.
- f) Shall not misrepresent one's own professional activities.
- g) Shall not submit fraudulent information on any document in connection with professional activities.
- h) Shall not make any fraudulent statement or fail to disclose a material fact in one's own or another's application for a professional position.
- i) Shall not knowingly withhold information regarding a position from an applicant or misrepresent an assignment or conditions of employment.
- j) Shall not assist entry into or continuance in the profession of any person known to be unqualified in accordance with the principles of Denbigh Baptist Christian School's Code of Ethics.

I have read and carefully considered the Code of Ethics. I agree to abide by and fulfill these guidelines. I understand and agree that failure to perform these requirements will be grounds for termination.

PLEASE PRINT FIRST AND LAST NAME

SIGNATURE

DATE

DENBIGH BAPTIST CHRISTIAN SCHOOL TEACHER/STAFF REQUIREMENTS

(ATTACHMENT III)

It is expected and required that a teacher or staff member of Denbigh Baptist Christian School be:

1. A fully committed Christian.
2. Dedicated to God's will for his/her life, and totally committed to DBCS as a place of ministry.
3. A member in good standing of a Bible-teaching local church.
4. An active and positive force in marketing the school ministry in the community through maintenance of positive parental relations.
5. Consistent in maintaining and portraying a positive attitude towards DBCS staff, students, parents, administration, and School Board members.
6. Called of God to this particular place of ministry.
7. A peacemaker.
8. Called to teach and possess a working understanding of God's Word.
9. Willing to:
 - ❖ Study through formal classes, in-service sessions, and personal reading.
 - ❖ Train to develop new skills.
 - ❖ Organize classes, lesson plans, and related duties to produce the highest quality outcome.
 - ❖ Teach with a loving, caring attitude and a realization that the responsibility for learning rests with the teacher.
10. Present early (at least a half-hour before class begins).
11. Consistent in attending faculty meeting, in-service sessions, and daily faculty devotions.
12. Willing to attend clinics and conferences to improve techniques and knowledge of job, as requested.
13. Consistent in following established lines of communication as presented in the organizational chart and in scriptural guidelines for problem resolution.
14. Committed to student retention and learning as a high priority.
15. Committed to the quality of education provided by DBCS by maintaining enrollment of all school-age children in employee's family throughout the duration of employment (this is not mandatory but *strongly* encouraged).
16. Secure and maintain teacher certification with the Association of Christian Schools International.
17. Take course work necessary to meet all ACSI requirements for the field or grade level in which you are contracted.

I am a member in good standing of _____ Church.

I have read and carefully considered the Teacher/General Staff Requirements. I agree to abide by and fulfill the guidelines which are applicable to the position for which I was hired.

PLEASE PRINT FIRST AND LAST NAME

SIGNATURE

DATE