

New Hope Christian School

5961 NEW HOPE ROAD
GRANTS PASS, OR 97527
541-476-4588
NHCS@NEWHOPECHRISTIAN.NET
WWW.NEWHOPECHRISTIAN.NET



We are therefore Christ's ambassadors, as though God were making His appeal through us. We implore you on Christ's behalf: Be reconciled to God. II Corinthians 5:20

SUBSTITUTE APPLICATION

Thank you for your interest in **New Hope Christian School**. We invite you to fill out this application and return it to our school office. 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 both personally and professionally qualified, who truly love children, and who, by the pattern of their lives, are Christian role models - Luke 6:40.

We look forward to receiving your application. 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: _____

Application date: ____/____/____ Date available: ____/____/____

Current home address: _____

How long at this address: _____

Phone: Days (____) _____ Evenings (____) _____

Best time to call you? _____

Permanent address and phone number if different than current address

Please list any additional addresses where you have resided at any time during the past five years:

B. POSITION DESIRED

I am willing to sub:

In the Classroom _____ As an Aide _____ Cafeteria/Recess _____ Tutoring _____

If willing to sub in the classroom, please indicate your grade level preferences

() Preschool () Kindergarten () Lower Elementary (1-2)

() Upper Elementary (3-5) () Junior High (6-8) () High School (9-12)

Can you submit verification of your legal right to work in the US? Yes _____ No _____

C. CHRISTIAN BACKGROUND

Briefly give your Christian testimony. (Use a separate piece of paper if necessary.)

Denominational preference? _____

What is your local church affiliation? _____

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

Describe your routine of personal Bible study and prayer.

D. PROFESSIONAL QUALIFICATIONS

What degree(s) do you hold?

Degree

Date Received

Issuing Institution

Your Major(s) _____

Your Minor(s) _____

Cumulative grade point average: Bachelor's _____ Graduate work _____

Sequentially list your teaching experience with most recent first:

School's Name

Grades or Subjects

Dates

List any other teaching experience you have.

Do you have an ACSI teaching certification?

What level? _____ Expiration Date _____

Do you have a state teaching credential or license? _____ State? _____

What kind? _____ Expiration Date _____

Endorsement(s) _____

E. PERSONAL PHILOSOPHY

* On separate paper, please label and succinctly answer each of the questions below.

A. Why do you want to teach in a Christian school?

B. What are the main characteristics that distinguish a Christian school from a public school?

C. What do you consider to be the proper classroom atmosphere for learning?

D. What areas do you feel are your strengths? Weaknesses?

E. Please summarize any additional information that you would like to present regarding your candidacy for this position.

F. EMPLOYMENT HISTORY

Please start with your current or most recent employer and work backwards for your last three places of employment.

1. Position _____ Dates of Employment _____
Address _____
Supervisor's Name and Phone Number _____
Reason for leaving _____

2. Position _____ Dates of Employment _____
Address _____
Supervisor's Name and Phone Number _____
Reason for leaving _____

3. Position _____ Dates of Employment _____
Address _____
Supervisor's Name and Phone Number _____
Reason for leaving _____

G. PERSONAL REFERENCES

Do not list family members or relatives for references.

Give two references who are qualified to speak of your spiritual maturity and Christian service.

Name	Phone	Position
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1. _____

2. _____

Give two references who are qualified to speak of your professional training and experience.

Name	Phone	Position
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1. _____

2. _____

H. APPLICANT'S CERTIFICATION AND AGREEMENT

I understand that **New Hope Christian School** does not discriminate in its employment practices against any person because of race, color, national or ethnic origin, gender, age, or qualified disability.

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 only through the day of release.

I authorize **New Hope Christian 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 the school to thoroughly investigate my work records and evaluations, my educational preparation, and any other matters related to my suitability for a position at NHCS.

I authorize references and my former employers to disclose to the 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 the school.

Since I will be working with children, I authorize the 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. The school may refuse employment or terminate conditional employment if the school 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 employment contract is being offered at this time.

I certify that I have carefully read and do understand the above statements.

Signature of Applicant

Date

I. FOUNDATIONAL STATEMENTS

Basis of Authority

1. The Bible, as the only inspired, infallible, authoritative Word of God, is the sole and final source of authority for all matters of truth, faith, doctrine, morality, conduct, and any other matter pertaining to NHCS.
2. For the purposes of all NHCS's beliefs, practices, and policies, our School Board of Directors is NHCS's final interpretive authority on the Bible's meaning and application.

Vision Statement

Ambassadors for Christ Armed for Kingdom Living

Mission Statement

- Arming with the Gospel of Christ (Rom. 1:16)
- Arming with the righteousness of Christ (Phil. 1:11, 3:9)
- Arming with the mind of Christ (Rom. 12:2, 1 Cor. 2:16)
- Arming one another to represent Christ (1 Thess. 5:11, Heb. 3:13)

Statement of Faith

(In summary form; complete form available in the school office)

We believe the Bible to be inspired, the only infallible, authoritative Word of God.

We believe in the historical reliability of the Bible, including the literal six-day creation, fall of man, and the global Genesis flood.

We believe in the Trinity - God the Father, the Son, and the Holy Spirit.

We believe in the deity of Christ, His virgin birth, His sinless life, His miracles, His vicarious and atoning death, His resurrection from the dead, His ascension to the right hand of the Father, and His imminent, personal return in power and glory.

We believe in the necessity of repentance and regeneration by the Holy Spirit for salvation, and that because of the sinfulness of human nature, men are justified on the single ground of faith in the shed blood of Christ. Only by God's grace and through faith are we saved.

We believe in the resurrection of both the saved and the lost - the saved to the resurrection of life and the lost to damnation.

We believe in the present ministry of the Holy Spirit, by Whose indwelling the Christian is enabled to live a Godly life.

Christian School Role Model and Moral Requirements

It is a privilege to be a Christian school staff member or "role model volunteer" helping to form lifelong attitudes and character. It is also a serious responsibility which Scripture tells us is not to be entered into lightly because of its great accountability. As a vital part of NHCS's program, all staff and volunteers are required to live a life, 24/7, that is morally pure, above reproach, reflecting Godly character, filled with the fruit of the Spirit (Gal. 5:22-26), abstaining from the works of the flesh (Gal. 5:19-21), and in obedience to the Bible. In addition, all staff and volunteers are to dress in a manner conforming to one's biological sex and use restrooms, locker rooms, and changing rooms conforming with one's biological sex.

Gender Identity Statement:

NHCS continues to recognize and teach that, from the beginning, God created a man and a woman distinct from one another, yet equal in His image and likeness. (Gen. 1:26, 27) As a result, because every man and woman reflects God uniquely and differently from the other, God intends each male and each female to remain in their same gender (biological form) throughout life. NHCS teaches that a human's DNA communicates God's original design and gender (biological form) for each person. All other choices made outside of one's specific DNA gender (biological form) is therefore considered against God's original design. Such choices prohibit any person from employment, board membership,

administrative, and any role-model staff or non-staff position since these roles place them in a position of influence to New Hope students. (Ps. 139:13-16; Mk. 10:6; Matt. 19:4)

Marriage and Sexuality Statement:

NHCS continues to recognize and teach that God instituted marriage after creating one man and one woman distinct, yet equal, in His image. (Gen. 1:27; Mt. 19:5-6; Mk. 10:6-9) God therefore intends that marriage be defined as: “One man and one woman, equal in essence, brought together by God to display Him in a loving, one-flesh (conjugal) union, making this a comprehensive relationship made possible by distinct forms with distinct, yet equally valuable functions. Because of their distinct conjugal designs, procreation is made possible and therefore serves the good of the potential children, the good of the spouses, and the common good of society.” (Gen. 2:24) God declares this union of one man and one woman “very good!” (Gen. 1:31) Those involved in non-Biblical unions and/or any sexual relationships outside of marriage are prohibited from employment, board membership, administrative, and any role-model staff or non-staff position since these roles place them in a position of influence to New Hope students. (Gen. 19:4-7; Lev. 18:22, 20:13; Jud. 19:22-23; Rom. 1:22-32; 1 Cor. 6:9-11; 1 Tim. 1:9-10)

We believe God’s plan for human sexuality and sexual activity is to be expressed only within the context of marriage, that God created man and woman as unique biological persons made to complement each other. God instituted monogamous marriage between male and female as the foundation of the family and the basic structure of human society. For this reason, we believe that marriage is exclusively the union of one genetic male and one genetic female. (Gen. 2:24; Matt. 19:5-6; Mk. 10:6-9; Rom. 1:26-27; 1 Cor. 6:9) (Adapted from Samaritan’s Purse)

Sanctity of Human Life Statement:

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. Because we are called to defend, protect, and value all human life (Ps. 139), we cannot participate in nor support any activity that does not embrace the sanctity of human life.

We believe that God offers redemption and restoration to all who confess and forsake their sin, seeking His mercy and forgiveness through Jesus Christ. (Acts 3:19-21; Rom 10:9-10; 1 Cor 6:9-11.) We believe that every person must be afforded compassion, love, kindness, respect, and dignity. (Mark 12:28-31; Luke 6:31.) Hateful and harassing behavior or attitudes directed toward any individual are to be repudiated and are not in accord with Scripture nor with the policies or practices of NHCS.

I FULLY AGREE WITH AND WILL ABIDE BY NEW HOPE’S FOUNDATIONAL STATEMENTS.

Signature

Date

Print Name