



Teacher Application

Thank you for applying for a position at Calvary Day School. Please follow the directions below carefully. Your application is complete when all forms are received in the Head of School's Office. Only complete applications will be pursued.

Download and complete the **Teacher Application**. Be sure to use separate pages where indicated with an asterisk (*) and provide copies of your transcript(s), teaching credentials, and Christian testimony. You may attach a resume further detailing your education and experience.

Personal Reference Forms: Give one form to your pastor and one to someone not related to you who is qualified to speak to your spiritual experience and Christian service. These forms may be mailed, faxed, or sent by email to the Head of School's Office.

Professional Reference Forms: Give these forms to three people who are qualified to speak to your professional training and experience. These forms may be mailed, faxed, or sent by email to the Head of School's Office.

Email, fax, mail or bring the entire application to:

Calvary Day School
Attn: Brenda Lidbom
134 S. Peace Haven Road
Winston-Salem, NC 27104

Phone: 336-765-5546 • Fax: 336-714-5577

Email: blidbom@calvaryday.school

Website www.calvaryday.school



Teacher Application for Calvary Day School

Position desired: _____ Full time: _____ Part time: _____
 Application date: _____ Date available: _____

Applicant's Name and Address

Full name: Miss Mrs. Ms. Mr. _____

Present Address: _____
Street address / PO Box / Apt. City State Zip code

Phone: Day _____ Evening: _____ Cell: _____

Email _____

Personal Information	
Marital Status	<input type="checkbox"/> Single <input type="checkbox"/> Engaged <input type="checkbox"/> Married <input type="checkbox"/> Separated <input type="checkbox"/> Divorced <input type="checkbox"/> Remarried <input type="checkbox"/> Widow(er) <i>* Please attach explanation if divorced or remarried.</i> Spouse's name: _____ Occupation: _____ Years married: _____ Number of children/ages: _____
Finances	What was your most recent annual salary? _____
Position Desired (please check)	<input type="checkbox"/> Early Education <input type="checkbox"/> Kindergarten <input type="checkbox"/> 1 st Grade <input type="checkbox"/> 2 nd Grade <input type="checkbox"/> 3 rd Grade <input type="checkbox"/> 4 th Grade <input type="checkbox"/> 5 th Grade <input type="checkbox"/> 6 th -8 th Grades <input type="checkbox"/> High School Subject: _____ Other: _____
Special Abilities	Please list activities or sports you would be capable of and willing to direct, sponsor, advise, or coach. (Indicate grade or ability levels.)

Christian Background:

Bible: 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

Signature: _____

Statement of Faith and Lifestyle Statement: Please carefully read the Statement of Faith and the Lifestyle Statement (located within this document) and indicate below your degree of support.

_____ I fully support the Statements as written without mental reservations.

Signature _____

_____ I support the Statements except for the area(s) listed and explained on a separate paper.

Signature _____

Christian Background (continued)

In what church do you hold membership? _____

Are you presently a member in good standing? _____ Years _____

List name and address of other churches you have attended regularly during the past five years.

When did you make your profession of faith in Christ? _____

When were you baptized? _____

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

Describe your routine of personal Bible study and prayer.

*** On separate paper, briefly give your Christian testimony.**

Professional Qualifications:

Please attach photocopies of all your college transcripts. Should you be offered a position, official copies of your college transcripts will be required to be submitted for inclusion in your personnel files.

Educational Background

Degree (BA, BS, MA, etc.)	Dates Attended	Institution
Your major:	Your minor:	Undergraduate GPA: _____ Graduate GPA _____
High School:	Location:	Graduation Year:

Work Experience (Sequentially list your teaching experience with most recent first)

Place	Grades or Subjects	Dates	Phone Number

Years of full-time experience teaching in Public School ____ Christian School ____ Private School ____

Teaching Credentials:

Do you have an ACSI Teaching Certificate? _____ If yes, what level? _____

Expiration date _____

Attach a copy of your ACSI certificate to this application.

Do you have a state teaching license? _____ If yes, what state _____
What kind? _____ Expiration date _____

Endorsement(s) : _____

Attach a copy of your license to this application.

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

Other Certifications or Experience including instructional technology skills (CDL, CPR, etc.):

Personal References:

*Give two references that are qualified to speak of your spiritual experience and Christian service. List your current pastor first. Provide these references with the **Personal Reference Form** and ask them to return it to CDS.*

Name	Complete Address	Phone	Position
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Professional References:

*Give three references that are qualified to speak of your professional training and experience. List your current or most recent principal or supervisor first. Provide these references with the **Professional Reference Form** and ask them to return it to CDS.*

Name	Complete Address	Phone	Position
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Additional Information:

List your hobbies and personal interests:

Have you ever been investigated or under a procedure to consider your discharge for misconduct by an employer? If yes, explain.

Yes No

Have you ever been convicted of any offense involving dishonesty, breach of trust, child abuse, moral turpitude, or any other type of crime? If yes, indicate the nature of offense, date, court, and disposition.

Yes No

Personal Philosophy:

** On a separate paper, answer in one or two paragraphs each of the questions below.*

- A. Why do you wish to teach in a Christian school?
- B. What areas do you feel are your strengths? Weaknesses?
- C. What do you believe about the origin of the earth and humankind?
- D. Please summarize any additional information you would like to present regarding your candidacy for this position.

Current Issues:

We live in a pluralistic society with many conflicting beliefs and values. As a teacher, you may be asked specific questions about controversial issues by your students. We need to know the views of those that would be Christian role models for our students. Please share your personal convictions as a Christian toward:

MARRIAGE AND DIVORCE _____

SEXUAL ACTIVITY OUTSIDE MARRIAGE _____

ABORTION _____

HOMOSEXUALITY _____

USE OF ALCOHOLIC BEVERAGES _____

USE OF TOBACCO _____

USE OF MARIJUANA AND ILLEGAL DRUGS _____

USE OF SOCIAL MEDIA _____

Since your digital footprint is a part of your resume, please include your social network contact information:

APPLICANT'S CERTIFICATION AND AGREEMENT

The information contained in this application is correct to the best of my knowledge. I authorize any references or churches listed in this application to give you any information (including opinions) that they may have regarding my character and fitness for work in this ministry area. In consideration of the receipt and evaluation of this application by Calvary Day School, I hereby release any individual, church, youth organization, charity, employer, reference, or any other person or organization, including record custodians, both collectively and individually, from any and all liability for damages of whatever kind or nature which may at any time result to me, my heirs, or family, on account of compliance or any attempts to comply, with this authorization. I waive any right that I may have to inspect any information provided about me by any person or organization identified by me in this application.

I further state that I have carefully read the foregoing release and know the contents thereof and I sign this release as my own free act. This is a legally binding agreement which I have read and understand. 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.

Applicant's Signature

Date

DECLARATION OF ETHICAL AND MORAL INTEGRITY

As an applicant for employment at Calvary Day School I, _____ recognize, understand, and agree to live by the moral and ethical standards of the church and school. I further declare that with regard to my personal moral and ethical character and conduct as of this date, I am not, nor have I been in the past engaged in inappropriate conduct toward minors, nor do I have inclinations toward such conduct. (Inappropriate conduct includes the following: homosexuality, verbal, physical or sexual abuse as defined by Scripture and state law.) I do declare that the above statement is factual and true.

By affixing my signature, I declare that I meet the moral and ethical standards of Calvary Baptist Church and Calvary Day School.

If you are uncomfortable with answering any of the following four questions, you may request a private conference with the interviewer, or the Human Resources Coordinator to discuss these questions.

1. Have you ever been accused of child abuse? Yes _____ No _____
2. Were you ever subjected to abuse as a child? Yes _____ No _____
3. Is there anything in your past that could adversely affect your ability to work with children or youth? Yes _____ No _____
4. Is there anything in your past that could bring reproach upon the church and school if it became public knowledge? Yes _____ No _____

Applicant's Signature

Date

CALVARY DAY SCHOOL STATEMENT OF FAITH

Calvary Day School affirms the Association of Christian Schools International (ACSI) Statement of Faith as a member school of ACSI. Calvary Day School states as its Statement of Faith that it adheres to the doctrinal position of Calvary Baptist Church of Winston-Salem, Inc., as outlined in the Baptist Faith and Message (2000). This document may be viewed at <http://www.sbc.net/bfm2000/bfm2000.asp>.

ACSI Statement of Faith

1. We believe the Bible to be the inspired, the only infallible, authoritative, inerrant Word of God (2 Timothy 3:16, 2 Peter 1:21).
2. We believe there is 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 (1 Corinthians 15:3, Ephesians 1:7, Hebrews 2:9), His Resurrection (John 11:25, 1 Corinthians 15:4), His Ascension to the right hand of God (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 are we saved (John 3:16-19, 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 condemnation (John 5:28-29).
6. We believe in the spiritual unity of believers in our Lord Jesus Christ (Romans 8:9, 1 Corinthians 12:12-13, Galatians 3:26-28).
7. We believe in the present ministry of the Holy Spirit by whose indwelling the Christian is enabled to live a godly life (Romans 8:13-14; 1 Corinthians 3:16, 6:19-20; Ephesians 4:30, 5:18).
8. We believe that the term *marriage* has only one meaning: the uniting of one man and one woman in a single, exclusive union, as delineated in Scripture (Genesis 2:18-25). We believe that God intends sexual intimacy to occur only between a man and a woman who are married to each other (1 Corinthians 6:18, 7:2-5; Hebrews 13:4). We believe that God's command is that there be no sexual intimacy outside of or apart from marriage between a man and a woman.
9. We believe that God wonderfully foreordained and immutably created each person as either male or female in conformity with their biological sex. These two distinct yet complementary genders together reflect the image and nature of God (Genesis 1:26-27).

Calvary Day School states as its Statement of Faith that it adheres to the doctrinal position of Calvary Baptist Church of Winston-Salem, Inc., as outlined in the Baptist Faith and Message (2000). This document may be viewed at <http://www.sbc.net/bfm2000/bfm2000.asp>.

CALVARY DAY SCHOOL LIFESTYLE STATEMENT

Calvary Day School is a religious, nonprofit organization representing Jesus Christ throughout the evangelical community worldwide. Calvary Day School requires its employees to be evangelical Christians who know the Lord Jesus Christ as personal Savior and live their lives as Christian role models both in and out of school (Romans 10:9-10; 1 Timothy 4:12; Luke 6:40). Employees will conduct themselves in a way that will not raise questions regarding their Christian testimonies. A Christian lifestyle should reflect the biblical perspective of integrity and appropriate personal and family relationships, business conduct, and moral behavior. An employee is expected to demonstrate a teachable spirit, an ability to share love for others, a willingness to live contentedly under authority, and a commitment to follow the Matthew 18 principle when an issue arises with fellow employees, constituents, or administration.

CDS expects employees to maintain a lifestyle based on biblical standards of moral conduct. Moral misconduct, which violates the bona fide occupational qualification for employees to be Christian role models, includes, but is not limited to, promiscuity, homosexual behavior and/or sexual orientation, bisexuality, polygamy, transgender identity, or any other violation of the unique roles of male and female, and such activities as the misuse of alcohol and use of illicit drugs and vulgar or profane language (Exodus 20:14; Leviticus 18:7-23; 20:10-21; Deuteronomy 5:18; Matthew 5:27-28; 15:19; Romans 1:21-27; I Corinthians 6:9-20; Titus 2:7-8; I Thessalonians 2:10; James 3:17-18).

CDS believes that the term “marriage” has only one meaning: the uniting of one man and one woman in a single, exclusive covenant union, as delineated in Scripture (Genesis 2:18-25), and that God has commanded that no intimate sexual activity be engaged in outside of marriage between a man and a woman (Genesis 1:27-28; 2:21-24; Matthew 19:4-9; Mark 10:5-9; Ephesians 5:22-33).

To preserve Calvary Day School’s function and integrity its employees must be born-again Christians, living their lives as Christian role models (Romans 10:9-10; I Timothy 4:12), maintaining a lifestyle based on biblical standards of conduct. Failure to do so may result in a reprimand or, in some cases, dismissal from employment. It is the goal of Calvary Day School that each employee will have a lifestyle where “. . .He (Christ) might have the preeminence.” (Colossians 1:18)



Personal Reference Form

_____ has applied for a position with Calvary Day School and we seek your opinion on the applicant’s character, personality, and ability to fill this position. The applicant has also agreed that we have the right to keep your reference confidential. Thank you for your help.

Please complete and return to:
Calvary Day School
Attn: Brenda Lidbom
134 S. Peace Haven Road
Winston-Salem, NC 27104
Phone: 336-765-5546 • Fax: 336-714-5577
Email: blidbom@calvaryday.school

How long have you known the applicant? _____

What capacity? (e.g. Pastor, Teacher, Friend) _____

Has this applicant demonstrated a commitment to Christian living both on and off the job site?

Would this applicant be a good Christian role model for students? _____

Have you noted depth of convictions as demonstrated by honesty, fairness, respect for authority, diligence, compassion, tact, and other Christian virtues? _____

List principal character and personality strengths _____

Are there character or personality weaknesses that diminish this applicant’s effectiveness as a role model?

Do you consider this applicant a self-starter, willing to do extra tasks if needed? _____

COMMENTS? (Please list on a separate sheet)

References: Please provide the name and address of two other potential references.

- 1. _____
- 2. _____

Your Name: _____ Date _____

Your Address: _____ Phone: _____

Email: _____



Professional Reference Form

_____ has applied for a teaching position at Calvary Day School, and we seek your opinion regarding this applicant's character, personality, and professional ability to fill a teaching position. This applicant has agreed that we have the right to keep your reference report confidential. Thank you for your help.

Please complete and return to:
Calvary Day School
Attn: Brenda Lidbom
134 S. Peace Haven Road
Winston-Salem, NC 27104
Phone: 336-765-5546 • Fax: 336-714-5577
Email: blidbom@calvaryday.school

Position(s) held: _____

Dates of service: _____ Full time _____ Part time _____

Reason for leaving: _____

Would you re-employ? _____

How would you rank this person as compared to others that you have supervised?

- Top 5% Next 20% Middle 50% Low 25%

Has this applicant demonstrated a real commitment to Christian living both on and off campus?
Is he/she a good role model for students?

List the applicant's principal character and personality strengths.

Are there character or personality weaknesses that might diminish this applicant's effectiveness as a Christian role model?

Your Name _____ Position _____

Name of organization _____ Phone _____

Email _____ Date _____

Reference Form continues on reverse side.

Professional Reference Form, Page 2

Please check the column that most closely applies:

1=Outstanding 2=Above average 3= Satisfactory 4=Needs to improve 5=No opportunity to observe					
Teacher Performance	1	2	3	4	5
Provides for Biblical integration in subject areas					
Is consistently thorough in lesson planning and in securing necessary materials					
Uses a variety of teaching techniques and resources					
Demonstrates a knowledge of subject matter					
Understands and relates effectively to student needs/maturity					
Exhibits ability to arouse interest and to stimulate intellectual growth					
Is fair, firm, and consistent with students					
Maintains effective classroom control					
Develops appropriate relationships with students					
Demonstrates assertive leadership as a teacher					
Maintains voice control in the classroom					
Provides a well-organized, attractive classroom					
Professionalism	1	2	3	4	5
Follows ethical and professional practices					
Develops appropriate relationships with administration and staff					
Is assertive and authoritative as a staff member at appropriate times					
Accepts and acts upon supervisory guidance					
Follows through on assignments					
Is accurate and prompt in record keeping and in responding to communications					
Is punctual at post of duty					
Makes good decisions after considering necessary information					
Develops appropriate relationships with parents					
Is a builder of loyalty and good will to the employer					
Displays emotional stability					

References: Please provide the name, address, and phone number of two other potential references.

1. _____
2. _____