



**HOPE Christian Academy**  
**1125 N. Dobson Road**  
**Chandler, AZ 85224**  
**(480) 722-1445**

*"Those who hope in the LORD.....will soar on wings like eagles..." Isaiah 40:31*

## **Classroom Teacher Employment Application**

Your interest in HOPE Christian Academy is appreciated. Please fill out this application and return it to the school office or scan the document and email it to [HCA@hope-eagles.com](mailto:HCA@hope-eagles.com). We realize that the key to a successful Christian School is its staff and are seeking applicants who are professionally qualified, who really love children, and who, by the pattern of their lives, are Christian role models. (Luke 6:40). Please note that we may contact your references before or after the interview. 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.

### **APPLICANT'S NAME AND ADDRESS**

Full Name: \_\_\_\_\_

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

Date Available: \_\_\_\_\_ / \_\_\_\_\_ / \_\_\_\_\_

Present Address:

\_\_\_\_\_

Phone: Home (    ) \_\_\_\_\_ Mobile (    ) \_\_\_\_\_

Email:

Birthday:

Social Security Number:

Best time to call you? \_\_\_\_\_ How long have you lived at the above address? \_\_\_\_\_

Grade Level Preference:

Please indicate 1, 2, 3 choices in the parenthesis.

(    ) Kindergarten (    ) 5<sup>th</sup> Grade

(    ) 1<sup>st</sup> Grade (    ) 6<sup>th</sup> Grade

(    ) 2<sup>nd</sup> Grade (    ) 7<sup>th</sup> Grade

(    ) 3<sup>rd</sup> Grade (    ) 8<sup>th</sup> Grade

(    ) 4<sup>th</sup> Grade

How did you learn about the position for which you are applying?

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

## **HOPE Christian Academy**

### **Mission Statement & Educational Structure:**

The purpose of HOPE CHRISTIAN ACADEMY (HCA) is to partner with families to equip their children spiritually, academically, physically, and emotionally so that they may impact their community and world for Christ.

HCA utilizes a unique combination of classroom and home instruction. Students are taught in the classroom on Tuesdays, Thursdays, and Fridays. HCA teachers typically introduce new concepts on these days. Students then take work home for additional reinforcement and learning on Mondays and Wednesdays. A parent or guardian is expected to instruct and oversee the work done on the home-based learning days.

### **Philosophy of Education:**

- Teach a Biblical worldview (see Statement of Faith)
- Teach everything in light and through the filter of Scripture
- Uphold the behavioral and character standards of a godly home
- Respect the parents' role as the God-ordained trainers of their children
- Provide godly role models whose lives are strong in character and personal discipline
- Provide positive peer influence, with older children demonstrating spiritual growth
- Instill a love of learning both spiritually and educationally

### **Statement of Faith**

1. We believe the Bible to be the inspired, infallible, authoritative, and inerrant Word of God (2 Timothy 3:16-17; 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, John 1:1, 2 Corinthians 3:17, Acts 5:3-4, Luke 4:1-2, Acts 1:4-9).
3. We believe in the deity of Christ (John 1:1-3, Colossians 2:9, Hebrews 1:3, John 8:58, John 10:33, John 20:28, Philippians 2:6), His virgin birth (Isaiah 7:14; Matthew 1:23; Luke 1:34-35), His sinless life (Hebrews 4:15; 7:26), His miracles (John 2:11, John 20:30-31), 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, 2 Thessalonians 1:7-10).
4. We believe in the absolute necessity of regeneration by the Holy Spirit for salvation, because of the exceeding sinfulness of human nature; that men are justified only by 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; those who are saved receive eternal life and those who are lost receive eternal condemnation (John 5:28-29).
6. We believe in the spiritual unity of believers in our Lord Jesus Christ (Romans 8:9; 1 Corinthians 2:12-13; 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. POSITION ON CRITICAL ISSUES: HCA is a biblically-based school, holding to the biblical standards of morality. As such, we will abide by those moral standards regardless of current social norms. We will continue to strive to communicate this to employees and families will expect that both employees and families who are part of HCA will support the school and its teaching of these biblically based beliefs.

9. STATEMENT OF MARRIAGE, GENDER & SEXUALITY: We believe that God wonderfully and immutably creates each person as male or female. The two distinct, complementary genders together reflect the image and nature of God. (Gen. 1:26-27) Rejection of one's biological sex is a rejection of the image of God within that person. 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. (Gen. 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 Cor 6:18, 7:2-5; Heb 13:4) We believe that God has commanded that no intimate sexual activity be engaged in outside of a marriage between a man and a woman. We believe that any form of sexual immorality (including adultery, fornication, homosexual behavior, bisexual conduct, transgender, bestiality, incest, and use of pornography) is sinful and offensive to God. (Matt. 15:18-20; 1 Cor 6:9-10.) We believe that in order to preserve the function and integrity of HOPE Christian Academy as a local Body of Christ, and to provide a biblical role model to the HOPE Academy community, it is imperative that all persons employed by HOPE Christian Academy in any capacity, or who serve as volunteers, agree to and abide by this Statement on Marriage, Gender, and Sexuality. (Matt 5:16; Phil 2:14-16; 1 Thess 5:22). 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 or the doctrines of HOPE Christian Academy.

#### Statement of Lifestyle

The Bible is the ultimate and final source for determining our personal, professional, and public morality. As a follower of Christ, we each submit our will to God in accordance with the Bible.

Please carefully read HOPE Christian Academy's Mission Statement, Educational Structure, Philosophy of Education, Statement of Faith and Statement of Lifestyle and indicate below your degree of support.

\_\_\_\_\_ Yes, I fully support the Statement as written without mental reservations.

\_\_\_\_\_ Yes, I support the Statement except for the area(s) listed and explained on a separate paper. The exceptions represent either disagreements or items for which I have not yet formed an opinion or conviction.

---

Signature

---

Date

## Personal Faith

On a separate paper briefly write your Christian testimony. ( ) Check here to indicate testimony is attached.

## Church Engagement

Denominational Preference: \_\_\_\_\_

What is your local church affiliation? \_\_\_\_\_

Are you presently a member in good standing? \_\_\_\_\_ Years: \_\_\_\_\_

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

\_\_\_\_\_

What other types of Christian service are you involved in?

\_\_\_\_\_

What is your attitude toward working with those of other races and other denominational beliefs?

\_\_\_\_\_

## Devotional Life

Describe your routine of personal Bible study and prayer.

\_\_\_\_\_

\_\_\_\_\_

What books have you read recently which have helped you spiritually?

\_\_\_\_\_

\_\_\_\_\_

## Professional Qualifications

• Please attach your resume and photocopies of all your college transcripts. Should you be offered a position, official transcripts will be required for inclusion in your personnel file.

What are important components of effective instruction?

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

What is essential to managing a classroom?

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Describe how teacher evaluation has been helpful to you.

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

List any books or articles you have read recently that have helped you to grow professionally.

---

---

List any professional conferences or seminars that you have led or participated in:

---

---

---

### Teaching Credentials

Teaching Certificate Information:

State: \_\_\_\_\_ Approved Area(s): \_\_\_\_\_ Expiration: \_\_\_\_\_

Do you have an ACSI Teaching Certificate? \_\_\_\_\_ Expiration: \_\_\_\_\_

### 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.

Have you had courses giving specific training for Christian schools? \_\_\_\_\_

If yes, please give details:

---

---

### Personal and Professional Philosophy

On separate paper please label and succinctly answer in one or two paragraphs each of the questions below.

A. Why do you wish to be a teacher at HOPE?

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 is your behavior modification philosophy?

E. What areas do you feel are your strengths and weaknesses?

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

## PERSONAL REFERENCES

Please do not list family members or relatives for references.

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

Name

Email

Phone

Position

---

---

---

Give three references who are qualified to speak of your professional training and experience. List your current or most recent supervisor first. (These may overlap with the previous list).

Name

Email

Phone

Position

---

---

---

## EMPLOYMENT HISTORY *(If not listed on resume)*

Please start with your current or most recent employer and work backwards for the past ten years. If necessary, you may make copies of this page or, following the same format, use the reverse side.

1. Employer

Position \_\_\_\_\_ Dates of Employment \_\_\_\_\_

Address \_\_\_\_\_

Supervisor's Name and Phone Number \_\_\_\_\_

Reason for leaving \_\_\_\_\_

2. Employer

Position \_\_\_\_\_ Dates of Employment \_\_\_\_\_

Address \_\_\_\_\_

Supervisor's Name and Phone Number \_\_\_\_\_

Reason for leaving \_\_\_\_\_

Have you ever worked under a different name for any of the employers you have listed? \_\_\_\_\_

If so, what was the name or names? \_\_\_\_\_

Have you ever been involuntarily terminated for cause from any position: Yes \_\_\_\_\_ No \_\_\_\_\_

If yes, please specify: \_\_\_\_\_

---

---

Have you ever been convicted of a felony or a crime?

Yes \_\_\_\_\_ No \_\_\_\_\_

If yes, please specify: \_\_\_\_\_

---

---

#### APPLICANT'S CERTIFICATION AND AGREEMENT

I understand that HOPE Christian Academy does not discriminate in its employment practices against any person because of race, color, national or ethnic origin, gender, age, or disability.

I hereby certify that the facts set forth in this initial application are true and complete to the best of my knowledge. I understand that discovery of 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 that I will be paid only through the day of release.

I authorize HOPE Christian Academy to thoroughly investigate references, work records, evaluations, education, and other matters related to my suitability for employment.

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 HOPE Christian Academy, 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 HOPE Christian Academy.

As an employed teacher in the state of Arizona working with children, I understand that it is my responsibility to keep current a Level One (IVP) Fingerprint Clearance Card through application to the Arizona Department of Public Safety and supply a copy of such to the school. I understand and agree that any offer of employment that I may receive from the school is conditioned upon the receipt of this background information, including criminal background information. I agree to fully cooperate in providing and recording as many sets of my fingerprints as necessary for such an investigation. I authorize HOPE Christian Academy to conduct a criminal records check.

The school may refuse employment or terminate conditional employment if the school deems any background information unfavorable or to reflect adversely on the school or on me as a Christian role model.

I understand that this is an 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

---

Date