

# **TEACHER APPLICATION**

**Stockdale Christian School**  
4901 California Avenue - Bakersfield, CA 93309  
(661) 327-3927 FAX (661)327-9802

Your interest in Stockdale Christian School is appreciated. We invite you to fill out this initial application and return it to our school office. If an opening occurs for which you may qualify, we will notify 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 arrange for a personal interview.

We realize that the key to a successful Christian School is its staff. We 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.

We look forward to receiving your initial application. 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: \_\_\_\_\_

Application date: \_\_\_\_\_/\_\_\_\_\_/\_\_\_\_\_ Date available: \_\_\_\_\_/\_\_\_\_\_/\_\_\_\_\_

Present address: \_\_\_\_\_ Zip: \_\_\_\_\_

Length of time at this address: \_\_\_\_\_

Home Phone: (\_\_\_\_) \_\_\_\_\_ Cell Phone: (\_\_\_\_) \_\_\_\_\_

Best time to call you: \_\_\_\_\_ Email: \_\_\_\_\_

Permanent address and phone number if different than present address:

\_\_\_\_\_

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

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

**B. POSITION DESIRED**

Please indicate 1st, 2nd, and 3rd choice in the parenthesis. Then to the right please indicate the grades or subjects in order of preference:

( ) Kindergarten ( ) Elementary \_\_\_\_\_

( ) Junior High \_\_\_\_\_

Full time \_\_\_ Part time \_\_\_ Substitute \_\_\_ Days Available \_\_\_\_\_

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

\_\_\_\_\_

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

Please list activities or sports for which you would be capable and willing to direct, sponsor, or coach. (Indicate grade or ability levels).

\_\_\_\_\_

Are you holding or have you already signed a contract for next year with any other educational institution? Yes \_\_\_ No \_\_\_

What would you like to be doing five years from now?

\_\_\_\_\_

**C. CHRISTIAN BACKGROUND**

**\* In your own handwriting, on separate paper, briefly give your Christian testimony. A lined page has been attached to the end of the application for this purpose.**

Please carefully read our Statement of Faith and indicate your degree of support.

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

\_\_\_ 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.

Do you believe the Bible to be the ONLY inspired and infallible Word of God, our final authority in all matters of faith, truth and conduct? Yes \_\_\_ No \_\_\_

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 Christian service have you done since becoming a Christian?

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Are you capable of teaching a Bible class? \_\_\_\_ If yes, what would be your subject preferences?

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To what extent do you believe you should become involved in Sunday and other weekday ministries of the sponsoring church or the church of which you are a member?

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Describe your routine of personal Bible study and prayer.

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

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#### **D. PROFESSIONAL QUALIFICATIONS**

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

What degree or degrees do you hold?

Degree

Date Received

Issuing Institution

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Your Major(s)

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Your Minor(s)

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Cumulative grade point average Bachelor's \_\_\_\_\_ Graduate work \_\_\_\_\_

Total (circle one) semester or quarter units **after** date of Bachelor's degree \_\_\_\_\_

Sequentially list your teaching experience with most recent first.

School's Name

Grades or Subjects

Dates

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- 4. Have you ever been convicted of a felony?  Yes  No
- 5. Have you ever entered a plea of No Contest or Guilty to a misdemeanor?  Yes  No
- 6. Have you ever entered a plea of No Contest or Guilty to a felony?  Yes  No

A conviction will not necessarily disqualify you from employment. Each prospective employee must undergo a background clearance through the Department of Justice prior to employment. Fingerprint clearance is pursuant to Education Code Section 45125(a) as amended by AB 1610, Stats 1997.

Have you had any courses in the Christian Philosophy of Education? If so, where and when?

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If not, would you be willing to take such a course by correspondence or otherwise? \_\_\_\_\_

**\* Attach a typed copy of your personal Christian philosophy of education and how you would implement it in the classroom.**

Have you had other courses giving specific training for Christian day schools? Give details.

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List any conferences or seminars that you have led or participated in recently.

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Describe how teacher evaluation has been helpful to you.

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### **E. PERSONAL PHILOSOPHY**

**\* On separate paper please label and succinctly answer in one or two paragraphs each of the questions below. A lined page has been attached to the end of the application for this purpose.**

- A. Why do you wish 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 the past ten years. If necessary, you may follow the same format on the reverse.

1. Place of Employment \_\_\_\_\_ Dates \_\_\_\_\_

Position \_\_\_\_\_

Address \_\_\_\_\_

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

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

\_\_\_\_\_

2. Place of Employment \_\_\_\_\_ Dates \_\_\_\_\_

Position \_\_\_\_\_

Address \_\_\_\_\_

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

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

\_\_\_\_\_

3. Place of Employment \_\_\_\_\_ Dates \_\_\_\_\_

Position \_\_\_\_\_

Address \_\_\_\_\_

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

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

\_\_\_\_\_

4. Place of Employment \_\_\_\_\_ Dates \_\_\_\_\_

Position \_\_\_\_\_

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?

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Have you served in the military? Yes \_\_\_ No \_\_\_. If yes, what type of training or education did you receive?

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### **G. PERSONAL REFERENCES**

Do not list family members or relatives for references. You will also need to sign the **Reference Release Form** that is attached and return it with this application.

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

Name/Complete Address	Phone	Position
1. _____		
_____		
2. _____		
_____		
3. _____		
_____		

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

Name/Complete Address	Phone	Position
1. _____		
_____		
2. _____		
_____		
3. _____		
_____		

# Mission, Core Values, Objectives, and Vision

SCS is committed to carrying out its *mission statement*:

Stockdale Christian Schools exist to educate students from Christian families to believe in Jesus Christ, achieve excellence, and serve others.

Through following the *core values* of:

Teaching spiritual and moral development (Believe)  
Providing the tools for excellence intellectually and physically (Achieve)  
Developing students' character and passion for service (Serve)

To accomplish the following *objectives*:

## ***Spiritual and Moral***

- To develop a spiritual awareness that will lead to acceptance of Jesus Christ as personal Lord and Savior
- To teach the Bible as the only inspired and authoritative Word of God
- To develop a practical knowledge of God's Word
- To develop a desire to know and obey the will of God as revealed in the Scriptures
- To develop a submissive will toward God and all others in authority
- To help the student develop a Christian world view and teach proper stewardship of talents and resources
- To impart an understanding of each Christian's place in the church and world-wide task of witnessing and evangelism

## ***Achievement***

- To equip all students with the basic skills necessary to ensure that they attain their God-given potential
- To equip all students with the skills needed to ensure their ability to reason and make logical, intelligent decisions
- To develop creative and critical thinking skills with proper use of biblical criteria for evaluation
- To develop the ability to research, organize, synthesize and evaluate information through proper use of resource and reference materials
- To produce an understanding and appreciation for God's world, and awareness of our role in the environment and our God-given responsibility to properly preserve it
- To help all students gain a thorough understanding and command of the processes used in communicating and dealing with others
- To promote good citizenship through developing an understanding and an appreciation of our Christian/American heritage of freedom, human dignity, and respect for authority
- To stimulate interest in the arts and other activities which are Christ-honoring
- To promote physical fitness, good health habits, and wise use of the body as the temple of God



### ***Character and Service***

- To develop in each student a proper understanding of themselves as a unique individual created in the image of God
- To develop biblical attitudes toward material things and encourage individual responsibility in using them for God's glory
- To develop a biblical understanding of rights, privileges, and obligations of all citizens
- To develop an understanding of the God-instituted responsibility of the family unit for the individual and society
- To develop attitudes and abilities which will enable all students to properly understand their role as Christians living in a secular and materialistic culture
- To develop students with compassion for others who give of their resources and time for service

### **Vision for the present and the future**

Stockdale Christian School's vision is to educate students for eternity. With the spiritual and academic foundation that students receive at SCS, it is our vision to produce students who know Christ as their personal savior and can defend their faith, are academically ready for the challenges of high school, and know how to impact their world for Christ through service. Our prayer is that as adults they will impact their sphere of influence in the workplace, community, churches, and their families. Our vision for our facilities and programs is to continue to change as needed to provide high quality and relevant educational experiences that prepare students for the future.

## **Stockdale Christian School Statement of Faith**

1. We believe the bible is the only inspired, infallible, authoritative Word of God, and is considered to be the guideline for daily Christian living.
2. We believe there is one God, eternally existent in three persons: Father, Son, and Holy Spirit.
3. We affirm Faith in the deity of our Lord Jesus Christ, in His virgin birth, in His sinless life, in His miracles, in His vicarious and atoning death through His shed Blood, in His bodily resurrection, and His ascension to the right hand of the Father and His ultimate personal return to this world in power and glory to rule over the nations.
4. We believe that salvation is received through repentance of sin and regeneration by the Holy Spirit, and through personal faith in the Lord Jesus Christ. (Romans 3:23, John 3:15, Titus 3:5-7) Regeneration is absolutely essential for personal salvation.
5. We believe in the present ministry of the Holy Spirit by whose indwelling the Christian is enabled to live a Godly life.
6. We believe the Scriptures teach a life of holiness.
7. We believe there will be a resurrection of those who have fallen asleep in Christ together with those who are alive and remain. This is the imminent and blessed hope of the church. (I Thessalonians 4:16, 17; Romans 8:4, 5; Titus 2:13; I Corinthians 15:51,52)
8. We believe that Christ's death on the cross provides healing for the human body, in answer to believing prayer. (Isaiah 53:4; Matthew 8:16, 17; James 5:14-16).
9. We believe the second coming of Christ includes the rapture of the saints, which is our blessed hope, followed by the visible return of Christ with His saints to rule on the earth for a thousand years. This millennial reign will bring the salvation of National Israel and establish universal peace. (Revelation 1:7, Zechariah 14:5; Matthew 24:27; Revelation 19:20; 20:11-15; 21:8)
10. We believe there will be a final judgment in which the wicked dead will be raised and judged according to their works. Whoever is not found written in the Book of Life will be consigned to everlasting punishment, which is the second death. (Matthew 25:46; Mark 9:34-48; Revelation 19:20; 20:11-15; 21:8)
11. We believe everlasting life through Jesus Christ is the promise to all who believe in Him. The wicked dead together with the devil and his angels, will be consigned to everlasting punishment, which is the second death. (Matthew 25:46; Mark 9:43-48; Revelation 19:20; Revelation 20:15-18).
12. We affirm faith in the spiritual unity of believers in Jesus Christ. The Church is the Body of Christ, the habitation of God through the Spirit, with divine appointments for the fulfillment of her great commission. Each believer, born of the Spirit, is an integral part of the General Assembly and Church of the Firstborn, which are written in heaven. (Ephesians 1:22, 23; 2:22; Hebrews 12:23).

<p style="text-align: center;"><b>STOCKDALE CHRISTIAN SCHOOL STATEMENT OF PHILOSOPHY</b></p>
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The Christian Philosophy of Education is unique in contrast to all other philosophies. Most philosophies of education place man at the center and are humanistic. The Christian philosophy places God at the center and seeks to view life in every dimension from His perspective. He is the Creator of all things, and "...in Him we live and move and have our being" (Acts 17:28). We believe that God is the author of all truth and that reality is only understood through a personal saving knowledge of Jesus Christ. (John 14:6)

We believe that man was created in God's image, but has had that image tainted through the sin of Adam. Man is spiritually dead and needs to be re-born into a right relationship with God. One of our primary objectives is to encourage each student to restore this proper relationship by receiving Christ as personal Lord and Savior. This is followed by developing an understanding of one's dependence upon the indwelling of God's Holy Spirit to empower each student to live a holy life that conforms to God's will.

We further believe that the Bible is the only authoritative written revelation to man. This bibliocentric view should encompass all aspects of a student's education experience: spiritually, physically, mentally and socially. Therefore, every attempt is made to integrate the principles of faith and learning so that each student will develop a viable Christian worldview and educational competencies that will enable them to live a life that brings glory and honor to God. In keeping with these convictions, Stockdale Christian School seeks to keep Christ central in all educational programs through Christian faculty who present all curricula from a biblical viewpoint. "...for in Him are hid all the treasures of wisdom and knowledge." (Colossians 2:3)

We believe that the Bible is explicit in regard to the educational responsibilities of parents, "...to bring up their children in the fear and admonition of the Lord" (Ephesians 6:4). A primary objective of Stockdale Christian School is to reinforce and support traditional Christian values. For the school to truly function in this capacity, there must be continuous cooperation and communication between the school, the home, and the church. The Bible says that a cord of three strands is not easily broken. Each entity needs to complement and be in harmony with the other, committed to Christ and under the Holy Spirit's control. With the school, the home and the church working as partners, each student will be afforded the maximum benefits of a truly Christ-centered education. "...that in all things He might have the pre-eminence." (Colossians 1:18)

We also believe it is vital that parents model a lifestyle for their children that is biblically and morally upright at all times, especially in regard to sexual purity and marriage. 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; Mark 10:6-9). 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, bestiality, incest, and use of pornography) is sinful and offensive to God (Matt.

15:18-20; 1 Cor. 6:9-10). 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; 1 John 1:9).

We believe that God wonderfully foreordained and immutably creates each person as either male or female in conformity with their biological sex. These 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.

Therefore, student restrooms and locker rooms that are designated for one biological sex shall only be used by members of that biological sex. In other school facilities or settings where a student may be in a state of undress in the presence of other students (i.e. changing costumes during school theatrical productions), school personnel shall provide separate, private areas designated for use by students according to their biological sex.

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 the philosophy of SCS.

Finally, we believe that in order to preserve the function and integrity of SCS as a Christian community, and to provide a biblical role model for our students and the community, it is imperative that all persons employed by SCS in any capacity, or who serve as volunteers, agree to abide by our Statement of Philosophy (Matt. 5:16; Phil. 2:14-16; 1 Thess. 5:22).

# Standards of Employment

Ministry at Stockdale Christian School is a high calling that carries with it certain obligations and responsibilities. We rejoice that God has brought you to us as a “fellow laborer” in this ministry. The standards listed below provide a framework of these obligations and responsibilities to assure the orderly operation of an exemplary program.

## STANDARDS OF EMPLOYMENT

1. The employee affirms that, as a part of the qualifications for this position, he/she is a “*Born Again*” Christian who knows the Lord Jesus Christ as Savior. (John 3:3, I Peter 1:23)
2. The employee will manifest, by precept and example, the highest Christian virtue and personal decorum, serving as a *Christian role model* to support students, parents, and faculty members both in and out of school. It is expected that the employee will limit his/her personal Christian liberty by refraining from the abuse of intoxicants or other abusive substances, which could cause harm to God’s temple or be a stumbling block to others.  
(Luke 6:40, Romans 14:13-15 & 20-21, I Cor. 8:13, I Cor. 10:23, Col. 3:17, I Tim. 4:12, I Thess. 5:22-23, James 3:1)
3. The employee will faithfully attend and support a local church whose fundamental beliefs are in agreement with the Statement of Faith of this school.
4. The employee accepts, without verbal or mental reservations, the Mission Statement, Core values and Objectives, Statement of Faith, and the Statement of Philosophy of Stockdale Christian School and is committed to upholding them.
5. The employee will strive at all times to understand, appreciate, love, and serve the pupils entrusted to him/her and will, to the best of his/her ability, provide for their fullest spiritual, intellectual, physical, and emotional development.
6. The employee agrees to follow the Biblical pattern of Matthew 18:15-17 and Galatians 6:1 and always give a good report. All differences are to be resolved by employing Biblical principles. Stockdale Christian School makes every effort to live at peace and to resolve disputes according to the biblical injunctions of I Corinthians 6:1-8, Matthew 5:23-24, and Matthew 18:15-20. Therefore, all employees resolve disputes through biblically based mediation or Christian Conciliation Services, and not through the legal system.
7. Appropriate confidentiality will be observed in regard to pupils, parent, and school matters. (Titus 3:2, Galatians 5:15 TBL)

8. The employee agrees that the Scripture dictates standards of sexual behavior. Any promiscuity, homosexuality, or other deviant sexual behavior is forbidden and as such violates the bona fide requirement of being a Christian role model. The unique roles of the male and female are clearly defined in Scripture. Romans 1:24-32 states that God recognizes homosexuals and other deviants as perverted. Such deviation from Scriptural standards is grounds for dismissal from employment. (Romans 12:1-2, I Cor. 6:9-20, Ephesians 4:1-11, 5:3-5, I Thess. 4:3-8, I Tim. 4:12, II Tim. 2:19-22, I Peter 1:15-16, 2:15-17, I John 3:1-3).
  
9. The Board may terminate employment, provided that the employee has been informed, in writing, of discharge and has been given an opportunity to respond to them prior to final termination. Failure to request a hearing with the Board within seven days of delivery of the termination notice, shall waive the employee's right to such a hearing and the termination is final. Dismissal may be immediate or with longer notice depending upon the reason for dismissal. Compensation must be paid within 24 hours of the last working day.
  
10. *Stockdale Christian School* has been classified as a 501 (c) (3) non-profit church-related organization and has chosen not to participate in the Federal Unemployment Tax Act. Therefore, upon termination of employment, regardless of the reason(s), unemployment benefits are not available. *Stockdale Christian School* also does not provide disability benefits.

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I have read, understand, and will abide by the responsibilities and the standards stated above at *Stockdale Christian School*.

\_\_\_\_\_  
Applicant's signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Position

\_\_\_\_\_  
Date

\_\_\_\_\_  
Head of School signature

\_\_\_\_\_  
Date

**Bakersfield's First Assembly of God**  
***Stockdale Christian School***  
*4901 California Avenue*  
*Bakersfield, CA 93309*  
*(661) 327-3927*

**H. APPLICANT'S CERTIFICATION AND AGREEMENT**

I understand that **Stockdale 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 **Stockdale 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 other matters related to my suitability for the position.

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 understand that I must submit to a fingerprint check by the FBI and possibly other federal and state authorities. I agree to fully cooperate in providing and recording as many sets of my fingerprints as are necessary for such an investigation. 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.

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Signature of Applicant

Date





