



FOUNDATION ACADEMY

15304 Tilden Road  
Winter Garden, FL. 34787  
407-877-2744

**Instructional Staff Application**

Foundation Academy exists to partner with families and the church to build a firm foundation for life through Christ-centered education. Your interest in being a part of such a ministry at our school is appreciated. We invite you to fill out this application and return it to our school office. If an opening occurs for which you may qualify, we will notify you to discuss next steps. If we have continued interest in your candidacy, we may 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 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**

Last name \_\_\_\_\_ First name \_\_\_\_\_ Middle initial \_\_\_\_\_

Position applied for \_\_\_\_\_

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

Current address: \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Phone: Days ( \_\_\_\_\_ ) \_\_\_\_\_ Evenings ( \_\_\_\_\_ ) \_\_\_\_\_

Cell phone ( \_\_\_\_\_ ) \_\_\_\_\_ E-mail \_\_\_\_\_

Best time to call? \_\_\_\_\_ Length of time at this address? \_\_\_\_\_

Permanent address and phone number if different from current address: \_\_\_\_\_  
\_\_\_\_\_

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

Can you submit verification of your legal right to work in the U.S.?  Yes  No

### **B. Christian Background**

**On a separate paper in your own handwriting, briefly give your Christian testimony.**

Please carefully read our statement of faith that follows and indicate your degree of support.

I fully support the statement as written, without mental reservations.

I support the statement except for any areas listed and explained on a separate paper. These areas represent either disagreements or items for which I have not yet formed an opinion or a conviction.

### **FOUNDATION ACADEMY STATEMENT OF FAITH**

Foundation Academy's Statement of Faith summarizes Biblical truth that has historically and doctrinally been regarded as essential to the Christian faith. We require that all our administrators and faculty be in full agreement with this statement.

#### **THE SCRIPTURES**

We believe that the Scriptures were written by men divinely inspired by God, and that both the Old and New Testaments are inerrant and are the supreme and final authority for faith and life.

#### **THE GODHEAD**

We believe in the One True and Living God who exists in three Persons: Father, Son and Holy Spirit. These three Persons are one God having precisely the same nature, attributes, and perfections.

#### **GOD THE FATHER**

We believe that God as Father reigns with providential care over His universe, His creatures, and the flow of the stream of human history according to the purposes of His grace. He is all-powerful, all loving, and all wise. God is Father in truth to those who become children of God through faith in Jesus Christ.

**GOD THE SON**

We believe that Christ is the eternal Son of God. We believe in His incarnation and Virgin Birth: His Death on the cross as the substitutionary atonement for sin; His literal, bodily Resurrection from the dead; His present ministry of intercession in heaven; and His personal, future return to earth.

**GOD THE HOLY SPIRIT**

We believe the Holy Spirit, the third person of the Trinity, convicts men of sin, regenerates, baptizes, indwells, seals, and sets apart believers unto a holy life; that He keeps and empowers believers day by day; that He is the Teacher of the Word of God and the Guide for daily living.

**MAN**

We believe that man was created innocent and pure, and Adam fell through the sin of disobedience. Therefore, all men are corrupted in body, soul, and spirit; and all men need redemption.

**SALVATION**

We believe that salvation is by grace, a free gift of God apart from works, and that salvation requires repentance, a turning from one’s own way to God’s way. Salvation is through personal faith in the Lord Jesus Christ, and all who receive Jesus Christ are regenerated by the Holy Spirit and become the children of God, and true salvation will be manifested by a changed life.

**THE FUTURE**

We believe in the personal, visible, bodily return of Jesus Christ to the earth, and in the bodily resurrection of the saved to an eternal abode in the glorious presence of the Living God, and in the bodily resurrection of the unsaved to judgment and everlasting punishment in the lake of fire.

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

What is your denominational preference? \_\_\_\_\_

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

Are you currently a member in good standing? \_\_\_\_\_ Years? \_\_\_\_\_

In what church activities are you involved?  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

To what extent would you be comfortable teaching a Bible Class?  
\_\_\_\_\_  
\_\_\_\_\_

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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**C. Questions for Instructional Personnel**

Please indicate your 1st and 2nd choices below: Then to the right please indicate the grades or subjects in order of preference:

\_\_\_ Preschool-Grade/Subject: \_\_\_\_\_

\_\_\_ Elementary-Grade/Subject: \_\_\_\_\_

\_\_\_ Middle School-Grade/Subject: \_\_\_\_\_

\_\_\_ High School-Grade/Subject: \_\_\_\_\_

\_\_\_\_\_ Full Time      \_\_\_\_\_ Part Time

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

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

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Do you have an ACSI Teaching Certificate? \_\_\_\_\_ Yes \_\_\_\_\_ No

\_\_\_\_\_ Temporary \_\_\_\_\_ Standard \_\_\_\_\_ Professional \_\_\_\_\_ Lifetime

Expiration Date: \_\_\_\_\_

Do you have a state teaching certificate? \_\_\_\_\_ Yes \_\_\_\_\_ No    State \_\_\_\_\_

\_\_\_\_\_ Temporary \_\_\_\_\_ Professional    Expiration Date \_\_\_\_\_ Subject Area \_\_\_\_\_

**Please attach photocopies of any certificates held.**

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

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List any courses you have taken in the Christian Philosophy of Education.

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Please list K–12 activities or sports that you would be capable and willing to direct, sponsor, or coach (indicate grade or ability levels): \_\_\_\_\_

**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?

<b>Degree/Major</b>	<b>Issuing Institution</b>	<b>Date Received/Cumulative GPA</b>

List any other continuing educational courses or relevant educational experiences or training:

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

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Describe your level of computer and software program skills: \_\_\_\_\_

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**E. Personal Philosophy**

On a separate paper, please type your viewpoints on the following questions, providing a one-to-two-paragraph answer for each question.

1. Why do you wish to teach in a Christian school?
2. What are the main characteristics that distinguish a Christian school from a public school?
3. What do you consider to be the proper classroom environment for learning?
4. What is your philosophy of discipline?
5. What areas in your professional life do you feel are your strengths? What areas are you working to improve?
6. What do you believe about the origin of the universe and mankind?
7. 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 backward for the past *ten* years. If necessary, use a separate paper and follow the same format for additional positions.

1. Position \_\_\_\_\_ Dates of employment \_\_\_\_\_  
Employer \_\_\_\_\_ Address \_\_\_\_\_  
\_\_\_\_\_  
Supervisor's name and phone number \_\_\_\_\_  
Reason for leaving \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

2. Position \_\_\_\_\_ Dates of employment \_\_\_\_\_  
Employer \_\_\_\_\_ Address \_\_\_\_\_  
\_\_\_\_\_  
Supervisor's name and phone number \_\_\_\_\_  
Reason for leaving \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

3. Position \_\_\_\_\_ Dates of employment \_\_\_\_\_  
Employer \_\_\_\_\_ Address \_\_\_\_\_

Supervisor's name and phone number \_\_\_\_\_

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

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

**G. Personal References**

Do not list family members or relatives for references. Give three references that are qualified to speak about your spiritual experience and Christian service. **List your current pastor *first*.**

Name	Relationship to Applicant	Phone

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

Name	School/Company	Phone

**ATTACHMENTS:**

**PHOTOCOPIES OF POSTSECONDARY TRANSCRIPTS**

**PHOTOCOPIES OF CERTIFICATES**

**PERSONAL TESTIMONY**

**PHILOSOPHY OF CHRISTIAN EDUCATION**

## **H. Lifestyle Statement:**

Foundation Academy is a non-profit Christian school representing Jesus Christ throughout the evangelical Christian community. Foundation Academy recognizes the obligation to receive employees as servants of God, to support ministry with diligent, faithful assistance and prayers, and to stand by employees in the performance of their ministry in genuine Christian love and respect. Employees acknowledge that they are Christian role models for the students and family. Foundation Academy requires its employees to be born-again Christians (John 3:3, I Peter 1:23), living their lives as Christian role models (Rom. 10:9-10; 1 Tim. 4:12). Employees will conduct themselves in a way that will not raise questions regarding their Christian testimony. 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 or administration.

Employee further certifies their commitment to the standards of conduct designated by the school includes but not limited to the Statement of Faith, educational philosophy, goals and objectives, and the mission statement. Employee will maintain their membership in a local church, whose fundamental beliefs are in agreement with the Statement of Faith of this school (Hebrews 10:25) of like faith and set an example for students, parents, and the community by faithfully attending (weekly) and actively serving in their church as God leads them. Employee promises to fulfill their responsibilities to the best of their ability. Employee will faithfully seek to present the Gospel to their students and their families. Employee will, in good faith, carry out the provisions of their contract, the Staff Handbook, and the Student Handbook.

Moral misconduct such as any promiscuity, pre-marital sex, and pre-marital coexistence with persons of the opposite sex, extra marital affair, homosexuality, or other deviant sexual behavior is forbidden and as such violates the bona fide occupational requirement of being a Christian role model. Employee acknowledges that the unique roles of male and female are clearly defined in Scripture (Romans 1:24-32; 1 Cor. 6:9-20). Deviation from Scriptural standards is grounds for termination. (Romans 12:1-2, I Corinthians 6:9-20, Ephesians 4:1-11, 5:3-5, I Thessalonians 4:3-8, I Timothy 4:12, II Timothy 2:19-22, I Peter 1:15-16, 2:15-17)

Personnel will maintain a lifestyle based on biblical standards of conduct. Failure to do so may result in a reprimand or, in some cases, dismissal from employment. There are additional grounds whereby an employee may be dismissed from Foundation Academy. It is the goal of Foundation Academy that each employee will have a lifestyle where "...Christ might have the pre-eminence" (Colossians 1:18).

I certify that I have carefully read and do understand the above statements. Further, the lifestyle described in this statement is one consistent with my own.

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Applicant signature

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Date

### **I. Applicant's Certification and Agreement**

I understand that Foundation 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 I have not knowingly withheld any information that might adversely affect my chances for employment, and 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 on the application, supporting documents, or interviews may prevent me from being hired or, if hired, may subject me to immediate dismissal regardless of when or how it was discovered. If I am released under these circumstances, I further understand and agree that I will be paid only through the day of release and that benefits terminate at the end of the last full month of active employment.

I authorize Foundation Academy to thoroughly interview the primary references that 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 my former employers and any other references 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, all other 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 conditional until the school has received the

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 application for employment is valid for no more than 120 days. After that, I must resubmit an application in order to be considered for positions at this school.

I understand that this is only an application for employment and that no employment or employment contract is being offered at this time.

I understand that failure to complete any portion of this application or to sign this application will result in rejection of my application.

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

\_\_\_\_\_  
Applicant signature

\_\_\_\_\_  
Date