

Date Received _____

_____ Pastor Reference	_____ Transcripts
_____ Supervisor Ref.	_____ Résumé
_____ Colleague Ref.	_____ Secondary References
_____ Personal Reference	_____ Criminal Background Check
_____ Admin 1	_____ Admin 2



SUBSTITUTE TEACHER APPLICATION

Please print or type. Complete all information on this application and return it to the attention of the:
Administrator, Westlake Christian Academy, 275 South Lake St., Grayslake, IL 60030

Name _____ Date _____

Phone/cell phone # _____ Social Security # _____

Present Address _____
Street City State Zip

E-mail Address _____

Position(s) applying for: _____

EMPLOYEE PROFILE

Westlake Christian Academy is both a Christian ministry and a school. As such, individuals who work at Westlake must possess all the traits necessary to be an effective minister for Christ as well as the technical skills of an educator. The following are minimum standards of employment at Westlake Christian Academy:

1. A born-again Christian with a mature walk of faith, whose lifestyle, convictions, and beliefs are in line with Biblical mandates, and the Holy Spirit of God.
2. One who is faithful in attendance and is actively involved in their own local, evangelical church.
3. Is able to clearly articulate the Biblical components of salvation, citing appropriate scripture passages, and able to lead a child to a saving knowledge of Jesus Christ.
4. Is in agreement and support of the school's Statement of Faith and Standards of Conduct
5. One who is committed to the tenets of the philosophy of Christian school education.
6. A person who can implement the school's Mission Statement through their work.
7. Can obtain four references – one pastoral reference, and three professional including one from a recent supervisor and then two other professional references.
8. Is willing to submit to a state police criminal background check.
9. One who recognizes their personal calling of God into ministry.
10. Has a minimum of a bachelor's degree in education.
11. Currently holds, or is eligible to receive, an ACSI Teaching Certificate.
12. An individual naturally gifted in teaching, who possesses Christ-like qualities of a teacher.

If you believe you meet the qualifications of the above employee profile for Westlake Christian Academy, please complete the remainder of this application.

OUR MISSION:
 To provide for Christian families a Christ-centered education that disciples our students
 to honor Jesus Christ in thought, word and deed.

PERSONAL

Are you a born-again Christian? _____ How long have you had this assurance? _____

Denominational affiliation _____

Name of church where member/attender _____

Are you currently attending weekly? _____ How long? _____

Name of Pastor _____ Phone # _____

If applicable: Spouse's name _____

Is spouse supportive of your ministering in a Christian school? Yes No Uncertain

Is spouse a born-again Christian? Yes No Uncertain

Marital Status: single married divorced remarried

Names and current grades of children and/or dependents:

Area(s) applying for: Early Childhood Lower Elementary Upper Elementary

Junior High: Content Area _____

High School: Content Area _____

Other _____

Do you subscribe without reservation to our Statement of Faith? Yes No

Can you work with other Christians who may differ from you in a point of doctrine? Yes No

Will you abstain from any form of gambling, tobacco use, intoxication, and illegal use of drugs while employed at Westlake Christian Academy? Yes No

Have you ever: Been discharged/disciplined in a previous job? Yes No

Been arrested? Yes No

Had your court record expunged? Yes No

If you answered "yes" in this question, please explain on separate paper.

If selected for employment, when would you be available to begin? _____

PERSONAL STATEMENTS

Using additional paper, please respond to the following statements/questions:

- 1) Give a brief account of your Christian conversion explaining how you know you are a born again Christian and describe your personal plan for continued spiritual growth.
- 2) How would you respond to a student asking the question, "How do I become a Christian?"
- 3) Why do you want to be a teacher?
- 4) What do you believe are the qualities of an effective teacher?
- 5) What evidence do you have that would make you believe that you possess these qualities?
- 6) Provide a statement of your philosophy of Christian Education including its main tenets and distinct characteristics of its educational practices. Give evidence of your commitment to Christian education.
- 7) What do you think should be the distinctive characteristics of a Christian school?
- 8) How would your teaching of subject matter differ in a Christian school from a non-Christian school?
- 9) As a teacher in a Christian school, on what basis would you require obedience from your pupils?
- 10) What are your feelings about the use of corporal punishment in school?
- 11) How has the Lord led you to Christian education?
- 12) State why you are interested in becoming a member of this ministry team and give specifics of how you would implement the school's Mission Statement through your teaching.
- 13) If you currently have school age children would you desire that they attend WCA? Why or why not?
- 14) What do you believe concerning homosexuality?
- 15) Why do you think we ask that our employees abstain from any form of gambling, tobacco use, intoxication, and illegal use of drugs while employed at Westlake Christian Academy?
- 16) State any additional information you believe may be helpful to us in considering your application.

PROFESSIONAL PREPARATION & EXPERIENCE

Please include a résumé with this application including a list of the following information:

- 1) All colleges, universities, or trade schools attended including name and location, dates attended, major, any minors, degrees earned.
- 2) All professional experiences beginning with your most recent full- or part-time jobs including name and location, dates of employment, position held, immediate supervisor's name, and telephone number(s). List your total years working in the field of Education and your total years of classroom experience.
- 3) Any special courses or training including Bible training and courses in Christian Education philosophy.
- 4) Any awards, achievements, or recognition.
- 5) Any professional educational organization memberships, past and present.
- 6) All teaching certificates/licenses, their types (standard, special ed., etc.), and expiration dates.
- 7) Any special skills or talents including hobbies.

STATEMENT OF FAITH

- A. We believe the Bible to be the inspired and only infallible, authoritative, written word of God. (II Timothy 3:16, 17)
- B. We believe that there is one God, eternally existent in three persons; Father, Son, and Holy Spirit. (Matthew 28:19, II Corinthians 13:14)
- C. We believe that the universe originated by the creative act of God as revealed in Holy Scripture, and that the form of every kind of life was fixed at the time of its creation. (Genesis 1:1, John 1:1-3)
- D. We believe in the true deity and true humanity of our Lord Jesus Christ, His pre-existence, His virgin birth, His sinless life, His miracles, His vicarious and atoning death through His shed blood, His bodily resurrection, His ascension to the right hand of the Father, and His future visible return in power and glory. (Colossians 1:13-20)
- E. We believe that the Lord Jesus Christ is the only mediator between God and man. (I Timothy 2:5)
- F. We believe that all men are lost and sinful, and that salvation is received through personal faith in the Lord Jesus Christ and by the act of regeneration of life by the Holy Spirit of God. (Romans 3:23-26; Titus 3:5)
- G. We believe that by the present indwelling ministry of the Holy Spirit, the Christian is enabled to live a godly life, and that every believer should practice the holiness which God requires.
- H. 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 damnation. (John 5:24-25, 28-29)
- I. We believe in the spiritual unity of believers in our Lord Jesus Christ. (I Cor. 12:12-13; John 17:20-23)
- J. We believe the support of and participation in the task of fulfilling the Great Commission is an obligation of all believers in our Lord Jesus Christ. (Matthew 28: 19-20)
- K. We recognize that there are other doctrines held by various Christian believers which they believe to be consistent with the above. However, such teachings shall not be incorporated as approved by the school.

APPLICANT'S CERTIFICATION AND AGREEMENT

I understand that Westlake 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 and receive benefits only through the day of release.

I authorize Westlake Christian Academy to thoroughly interview the primary references which I have listed, any secondary references acquired, or other individuals which 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 job.

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 office of employment that I may receive from the school is conditioned upon the receipt of background information. 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.

STANDARDS OF CONDUCT

The personal conduct of any Westlake Christian Academy employee should always be consistent with biblical standards. Actions that could bring dishonor or disgrace to the Lord Jesus Christ or the school will not be acceptable and may be grounds for termination. While an employee of the school, I shall abstain from any form of gambling, tobacco use, intoxication, and the illegal use of drugs.

I agree to do my part to keep sectarianism and denominationalism out of the school at all times because I understand the school's non-denominational position.

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.

Signed _____ Date _____

REFERENCES

Included with this application are four reference forms; three professional and one pastoral. These forms need to be given to your pastor, your most recent supervisor, a recent colleague, and another individual who could comment on your ability to be successful at Westlake Christian Academy. It is the responsibility of the applicant to disseminate all reference forms to these individuals. No application will be considered without receipt of all four reference forms. Please note that a waiver has been offered to you at the top of each reference form.

Please initial here indicating your awareness of this waiver information. _____

Non-Discrimination Statement

Westlake Christian Academy does not discriminate in its hiring and admission practices on the basis of race, color, national or ethnic origin. It does not discriminate on the basis of race, color, national or ethnic origin in the administration of its educational policies, admissions policies, tuition assistance, athletic policies, personnel policies, or other school administered programs.

www.WestlakeChristian.org
Westlake Christian Academy * 275 S. Lake Street * Grayslake, IL 60030
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