



4200 Ramsey Street
 Fayetteville, NC 28311
 (910) 822-7711

Teacher Application

Your interest in Northwood Temple Academy is appreciated. 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.

****Northwood Temple Academy does not discriminate on the basis of race, gender, national or ethnic origin.****

A. Applicants Name and Address

Full Name _____ SS# _____

Date of Birth ____-____-____ Marital Status _____ Citizenship _____

Application Date ____-____-____ Date Available ____-____-____

Present Address _____
 Address City State Zip

Email Address _____

Day Phone (____) ____-____ Cell Phone (____) ____-____ Evening Phone(____) ____-____

Permanent Address and Phone number if different than the present

Please list any additional addressed where you have resided during the past five years

B. Position Desired

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

() Preschool () Kindergarten () Elementary _____

() Junior High _____ () High School _____

_____ Full Time _____ Part Time _____ Substitute

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

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

C. Christian Background

In your own handwriting, on a separate briefly give your Christian Testimony.

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

_____ I fully support the Statement of Faith as written without mental reservations.

_____ I support the Statement of Faith 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

What is your local church affiliation? _____

Are you presently a member in good standing? _____

Do you regularly attend church? _____

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

What other Christian service have you done since becoming a Christian?

Are you capable of teaching a Bible Class? _____ YES _____ NO

If yes, what would be your subject preferences? _____

Describe your routine of personal Bible study and prayer. _____

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

D. Professional Qualities

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

What degree or degrees do you hold? _____

Degree	Date Received	Issuing Institution

Your Major(s) _____

Your Minor(s) _____

Cumulative grade point average: Bachelor's _____ Graduate Work _____

Total (circle one) semester or quarter units after date of bachelor's degree _____

To what degree are you familiar with various Christian or secular textbook series: (i.e., ACSI, Abeka, Bob Jones, Saxon math, Houghton Mifflin, Prentice Hall Literature)?

Textbook series preferences?

List any other educational advantages that you have had including opportunities for travel.

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

Do you have an ACSI Teaching Certificate? _____ YES _____ NO
What level? _____ Remains valid for _____ years

Do you have a state teaching certificate? _____ YES _____ NO
What kind? _____ State _____ Remains valid for _____ years

Please attach photocopies of any certificates held.

Have you had any courses in the Christian Philosophy of Education? _____ YES _____ NO
If so, where and when?

If not, would you be willing to take such a course by correspondence or otherwise? ____ YES ____ NO

Have you had other courses giving specific training of Christian day schools? Please give details.

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

Describe how teacher evaluation has been helpful to you. _____

E. Employment History

1. Name of Organization _____ Position _____ Date of Employment _____ Address _____ Supervisor's Name _____ Phone Number (____)_____-_____ Supervisor's Email Address _____ Reason for Leaving _____
2. Name of Organization _____ Position _____ Date of Employment _____ Address _____ Supervisor's Name _____ Phone Number (____)_____-_____ Supervisor's Email Address _____ Reason for Leaving _____
3. Name of Organization _____ Position _____ Date of Employment _____ Address _____ Supervisor's Name _____ Phone Number (____)_____-_____ Supervisor's Email Address _____ Reason for Leaving _____
4. Name of Organization _____ Position _____ Date of Employment _____ Address _____ Supervisor's Name _____ Phone Number (____)_____-_____ Supervisor's Email Address _____ Reason for Leaving _____

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

_____ YES _____ NO

If yes, what was the name or names?

Have you served in the military? _____ YES _____ NO

If yes, what type of training or education did you receive?

Are you holding or have you already signed a contract for next year with any other educational institution?

_____ YES _____ NO

F. Personal Philosophy

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

- 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 is your philosophy of discipline? What is your attitude toward physical punishment?
- E. What areas do you feel are your strengths? Weaknesses?
- F. What do you believe about the origin of the earth and humankind?
- G. Please summarize any additional information that you would like to present regarding your candidacy for this position.

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 spiritual experience and Christian service. List your pastor first.

1. Name: _____

Complete Address: _____

Position: _____

Phone: _____

Email Address: _____

2. Name: _____

Complete Address: _____

Position: _____

Phone: _____

Email Address: _____

3. Name: _____

Complete Address: _____

Position: _____

Phone: _____

Email Address: _____

H. Applicants Certification and Agreement

I understand that Northwood Temple 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 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 Northwood Temple Academy to thoroughly interview the primary reference, which I have listed, any secondary references mentioned through interviews with primary reference, 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, reference, and 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 the recording as many sets of fingerprints as necessary for such any investigation. I authorize the school do 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 back information. The school may refuse employment or terminate conditional employment if the school deems any background information unfavorable or that could reflect adversely on the school or on me as Christian role model.

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

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

Signature of Applicant _____ **Date** _____



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I. Conditions of Employment

- Northwood Temple Academy expects teachers to be “born-again” Christians who know the Lord Jesus Christ is Savior (John 3:3, I Peter 1:23). I accept without verbal or mental reservations the school’s Statement of Faith (attached). And am committed to upholding it. I also give testimony that teaching is a spiritual calling and that teaching in this Christian school is God’s direction for my life for this school year.
- Northwood Temple Academy expects teachers to exhibit the highest Christian virtue, serving as a Christian role model (I Timothy 4:12) both in and out of the school to pupils (Luke 6:40), parents and fellow employees. I agree that instruction is not only through rational explanation of formal subject material, but even more powerfully through word, deed, example, and shared experience. I agree to be a role model in judgment, dignity, respect, and Christian living. I acknowledge that this includes, but is not limited to, the refraining from such activities as the use of illicit drugs, and the use of vulgar and profane language (Col. 3:17 KJ, Titus 2:7-8 TLB, 1 Thess. 2:10 TLB, 1 Thess. 5:18, 22-23 KJ, and James 3:17-18).
- Northwood Temple Academy expects teachers to accept biblical standards for sexual behavior, that any sexual misconduct, including but not limited to, premarital, extramarital, or homosexual activity; transgenderism, bisexual, bestiality, and incest; sexual harassment; use or viewing of pornographic material or websites; and sexual abuse of children is forbidden and violates the employment requirements of being a Christian role model. I agree that such behaviors are grounds for immediate dismissal from my teaching position of ministering to children.
- Northwood Temple Academy expects teachers to believe that God wonderfully and immutably creates each person as male or female. These two distinct, complementary genders together reflect the image and nature of God. (Genesis 1:26-27.)

We believe that the unique roles of the male and female are clearly defined in Scripture, and that Romans 1 :24-32 condemns the homosexual lifestyle (Romans 12:1-2; 1 Cor. 6:9-20; Ephesians 4:1-11, 5:3-5; 1 Thessalonians 4:3-8; 1 Timothy 4:12; 2 Timothy 2:19-22; 1 Peter 1:15-16, 2:15-17; 1 John 3:1-3).

- Northwood Temple Academy expects teachers to 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 2:18-26.) 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 has commanded that no intimate sexual activity be engaged in outside of a marriage between a man and a woman.
- Northwood Temple Academy expects teachers to believe that all human life is sacred and created by God in His image. Human life is of inestimable worth in all its dimensions, including pre-born babies, the aged, the physically or mentally challenged, and every other stage or condition from conception through natural death. We are therefore called to defend, protect, and value all human life (Psalm 139).
- Northwood Temple Academy expects teachers to faithfully attend and financially support a local church whose fundamental beliefs are in agreement either with the Statement of Faith of this school (Hebrew 10:25).

- Northwood Temple Academy expects teachers to accept their assignments to rooms, grades, subject, and extracurricular duties made at the discretion of the Administrator. I agree to maintain a classroom atmosphere that is conducive to learning. This includes maintaining a professional appearance.
- Northwood Temple Academy expects teachers to understand, appreciate, love, and serve the pupils entrusted to me for instruction, and will to the best of my ability provide for their fullest spiritual, intellectual, physical, and emotional development. I agree to observe appropriate confidentiality in regard to pupil, parent, and school matters.
- Northwood Temple Academy expects teachers to be on time for faculty devotions, which begin each school day, and to remain in the building at least thirty minutes after classes have been dismissed. I also agree to be present for such meetings and conferences as may be called by the administration.
- Northwood Temple Academy expects teachers to avoid highly debatable topics as much as possible that tend to divide Christians. I agree that a student is to be referred to his/her local church if a debatable topic arises of the theological nature.
- Northwood Temple Academy expects teachers to resolve differences with others (parents, fellow-workers, administration) by following the biblical pattern of Matthew 18:15-17. Should I have unresolved issues with my employer after utilizing the Matthew 18 principle, the two parties agree to be bound by the following mediation and binding arbitration agreement in an attempt to resolve issues and bring reconciliation.
- I affirm that I have read and will abide by the teacher Job Description, the policies set forth in the Employee Handbook, and the Parent-Student Handbook. I also agree to abide any additions, changes, or deletions made to school policies at the sole discretion of the School Board without prior notice during this contract school year.

Signature _____ **Date** _____

J. Statement of Faith

1. We believe the statement of faith does not exhaust the extent of our beliefs. The Bible itself, as the inspired and infallible Word of God that speaks with final authority concerning truth, morality, and the proper conduct of mankind, is the sole and final source of all that we believe. For purposes of Northwood Temple Academy's faith, doctrine, practice, policy, and discipline, our Board of Directors is Northwood Temple Academy's final interpretive authority on the Bible's meaning and application.
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, Hebrews 7:26); His miracles (John 2:11); His vicarious and atoning death (1Corinthians 15:3, Ephesians 1:7, Hebrew 2:9); His resurrection (John 11:25, I Corinthians 15:4); His ascension to the right of Father (Mark 16:19); his personal return in power and glory (Acts 1:1, 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 ground of faith alone for salvation (John 3:16, John 5:24, Romans 3:23, Romans 5:8-9, Ephesians 2:8-10, Titus 3:5).
5. We believe in the resurrection of both the saved and the lost; those that saved unto the resurrection of life and those that are lost unto the resurrection of damnation (John 5:28-29).
6. We believe in the spiritual unity of believers in our Lord Jesus Christ (Romans 8:9, I Corinthians 12:12, Ephesians 4:30, 5:18).
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, I Corinthians 3:16, I Corinthians 6:19-20, Ephesians 4:30, 5:18).
8. We believe in the personal and imminent coming of our Lord Jesus Christ and that this "blessed hope" has a vital bearing on the personal life and service of the believer (I Thessalonians 4:13 -18).
9. We believe that God wonderfully and immutably creates each person as male or female. These two distinct, complementary genders together reflect the image and nature of God. (Genesis 1:26-27.)
10. 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 2:18-26.) We believe that God intends sexual intimacy to occur only between a man and a woman who are married to each other (1Corinthians 6:18; 7:2-5; Hebrews 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.
11. We believe that any form of sexual immorality (including adultery, fornication, homosexual behavior, transgenderism, bisexual conduct, bestiality, incest and use of all pornography) is sinful and offensive to God (Matthew 15:18-20; I Corinthians 6:9-10).
12. We believe that all human life is sacred and created by God in His image. Human life is of inestimable worth in all its dimensions, including pre-born babies, the aged, the physically or mentally challenged, and every other stage or condition from conception through natural death. We are therefore called to defend, protect, and value all human life (Psalm 139).

Signature _____ **Date** _____