



Heritage Oak School

"A Classical and Christ-centered Education"

TEACHER APPLICATION

20915 Schout Road • Tehachapi, Ca. 93561 • 661.823.0885

Your interest in Heritage Oak School is very appreciated. Leadership on the part of teachers is essential for Heritage Oak School to carry out its mission. We seek and are grateful for teachers who by the pattern of their lives in and out of the classroom exemplify Christ; who love and know children, and who are equipped to teach.

We look forward to receiving your application soon. If it appears that you may be qualified for one of our openings, a personal interview will be arranged.

PLEASE NOTE: The following materials should be submitted with this application:

1. A copy of your complete college transcript.
2. A one-two page written or typed evaluation of "The Lost Tools of Learning." (Provided)
3. Any applicable personal file, including any written references.
4. A recent photograph of yourself.

I. PERSONAL INFORMATION

Date of submission of application: _____

Your full name: _____

Current address: _____

Phone: () _____ Cell Phone: _____

Email address: _____

Date of birth: ____/____/____

Social Security number: _____

Are you a citizen of the United States? _____

Marital status: (Check one) Married Single Divorced Separated Widow Widower

If married, spouse's name: _____

Spouse's occupation: _____

Children's names and ages: _____

General state of your health: _____ Do you have any reoccurring illnesses or other difficulties that may, at any time, affect your teaching ability? _____ If so, please explain:

Have you ever been arrested or convicted for any criminal act? Yes No If so, please explain on a separate sheet of paper.

II. CHRISTIAN BACKGROUND/TRAINING

On a separate sheet of paper please describe the following:

- a. A brief version of your own testimony (including approximate date of conversion).
- b. The authority the scriptures have in the world and in your life.

- c. The unique function of a Christian school.
- d. Your reasons for seeking a position in a Christian school.

What is your denominational preference, if any? _____

If non-denominational, what type of church would/do you attend in the local area? (It is a policy of Heritage Oak School that all teachers regularly attend a local Christian church.) _____ Have you read the entire Bible? _____ If not, why not? _____

Have you had any formal training in the Scriptures (Bible classes, correspondence, Navigators series, etc.) or in Christian education course work? Please describe:

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

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

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?

Describe your routine of personal Bible study and prayer.

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

III. PROFESSIONAL QUALIFICATIONS

A. TRAINING

What degree(s) do you hold:

Bachelor's _____ Major _____ Minor _____

Master's _____ Major _____

Doctoral _____ Field _____

List the institutions from which you have received degrees:

Bachelor's _____

Master's _____

Doctoral _____

List institutions attended, but no degree received (include dates attended):

B. CREDENTIALS

Do you have a state-issued teaching certificate? _____

If so, what is it for and from which state? _____

Is it currently valid? _____ Expiration date? _____

Do you have any other teaching credentials? _____ If so, please describe them and the issuing authority: _____

If you are seeking an **elementary** position, what grade would you prefer to teach? _____ What other grades and/or specialized subjects do you believe you are qualified to teach in the elementary range?

(Order of preference) _____

If you are seeking a **secondary** (7th - 12th grade) position, what courses do you believe you are qualified to teach? _____

Extracurricular activities? _____

For any position, are you interested in full-time or part-time work? _____

C. EXPERIENCE

List all your teaching experience (include student teaching):

LOCATION	CO URSE/GRADE	# MONTHS/YEARS
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

What was your most recent non-teaching work position? _____

Inclusive dates worked and reason for leaving: _____

D. REFERENCES

Please give the names of individuals who can attest to your character and teaching abilities. Include a pastor, principal (if prior teaching experience), and a supervisor from a previous non-teaching job. Be sure at least one of these references was a direct supervisor overseeing your work, in whatever capacity.

NAME	POSITION	PHONE NUMBER
1. _____	_____	_____
2. _____	_____	_____
3. _____	_____	_____
4. _____	_____	_____

IV. INDIVIDUAL EDUCATION

Please describe any non-teaching experiences or training that you believe would enhance your ability to teach at Heritage Oak School: _____

Please list your hobbies, interests, and clubs : _____

Approximately how many hours do you spend per week reading for pleasure (vs .required reading):

Please list the titles of any five books you have selected to read in the past year: _____

Have you had any military and/or travel experiences? If so, please briefly describe them:

V. PERSONAL PHILOSOPHY / PERSONAL GOALS

On a separate paper, please label and succinctly answer in one or two short, essay-style paragraphs each of the following questions:

A. Why do you wish to teach in a Christian school?

- B. What is your understanding of Classical Education?
- C. What do you consider to be the proper classroom atmosphere for learning?
- D. What is your philosophy of discipline? Your attitude toward physical punishment?
- E. What do you feel are your strengths (Areas of spiritual gifts, personality temperament, character qualities)?
Weaknesses?
- F. What do you believe about the origin of the earth and mankind?
- G. Lord willing, where do you hope/plan to be in five years?
- H. Please summarize any additional information that you would like to present regarding your candidacy for this position.

VI. EMPLOYMENT HISTORY

Please start with your current or most recent employer and work backwards for the past ten years. If necessary, you may copy 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 _____

3. 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 already signed a contract for next year with any other educational institution?

VII. STATEMENT OF FAITH

This is a statement of the primary doctrines Heritage Oak School embraces and teaches. If it is also the statement of your basic Christian convictions, please indicate this by your signature. If at any point you disagree or have questions, please state your view or questions on the back of this application.

As a Christian School, the following statement of faith expresses the basics of our beliefs:

We recognize and believe in the authority of the Bible as the Word of God. We do not recognize creeds issued by man as authoritative and binding, but we do offer in humility and sincerity the following statement of doctrine:

1. **The Scriptures.** Old and New Testaments, are the divinely inspired Word of God and infallible in their original writings. They are perfect and complete, the only written Revelation of God to man and authoritative in all matters. II Timothy 3:16-17; II Peter 1:20-21; Galatians 1:11-12; II Peter 1:10-12; Luke 24:44.

2. There is only one **God** who as Creator of the universe manifest Himself in three persons: God the Father, God the Son and God the Holy Spirit. Genesis 1:1-2,26; Deuteronomy 6:4; Ephesians 4:6.

God the Father. He is omnipotent, omnipresent and omniscient. He reveals Himself as a merciful and loving Father seeking fellowship with mankind. John 5:19-26; II Corinthians 6:18; Revelation 21:3.

God the Son. He is revealed as Jesus Christ, the only begotten Son of God; born of a virgin, He is both God and man sent to seek and to save that which was lost. Luke 19:10; John 1:1-2,14,18; 3:16; Luke 1:35; Matthew 1:18-21.

God the Holy Spirit. He is sent forth from the Father to indwell the saints, to be their counselor and comforter, to empower them for service, and to seal them to Himself. His work is to convict the world of sin, of righteousness and of judgement. He bestows spiritual gifts upon the believers for perfecting of the saints. John 16:5-16; Acts 1:8, Ephesians 1:13-14; 4:7-14

3. **Man** was created in the image of God without sin. He voluntarily fell from his sinless state and sin has been passed on to all of mankind alienating all from God resulting in physical and spiritual death. Genesis 1:27; 2:7; 3:1-19; Psalm 14:1-3; Jeremiah 17:9; Romans 3:23; 6:23; Revelation 20:11-15.

4. Because mankind is hopelessly lost, we are in need of a Savior. **Salvation** has been provided through substitutionary death of Jesus upon the cross. Through the shedding of His blood we have the forgiveness of sin. Salvation is a gift entirely by the grace of God. Through repentance and faith in His death and resurrection, we have a living hope and through faith are shielded by God's power until the coming of salvation that is ready to be revealed in the last time. **Please Note: Salvation comes by grace alone, through faith alone, on the merits of Christ alone, and not through the merit or works of man. The grace that saves does not come through acts of obedience or church sacraments.** I Peter 1:3-5; I John 1:7-9; 5:10-13; Hebrews 10:5-25; Revelation 1:5-6; 5:9-10.

5. Christ's **Church** is composed of all born-again believers in Him. Matthew 16:15-19; Ephesians 4:1-16; Colossians 1:24-27.

This local church is that body of believers who are voluntarily united together for:

- a. **Worshipping God.** John 4:23-24; Hebrews 10:25.
- b. **Ministering to the saints.** Galatians 6:2; John 13:14; I Peter 4:10.
- c. **Evangelizing and discipling.** John 21:15-17; I Corinthians 11:23-25; Acts 1:8.
- d. **Keeping the ordinances of baptism and the Lord's Supper.** Matthew 28:18-20; I Corinthians 11:24-26.

6. At the **close of this age**, all of mankind will be judged. The believers will be rewarded for their acts of righteousness and the unbelievers will be judged for their deeds and unbelief. Christ was sacrificed once to take away the sins of many people; and He will appear a second time, not to bear sin, but to bring salvation to those who are waiting for Him. Hebrews 9:28; Daniel 12:1-3; I Corinthians 3:9-17; Revelation 20:11-21:8.

7. Marriage is an ordinance of the Church that has been established and instituted by God from the dawn of the human race, as described in the early chapters of Genesis. It has been codified in the Mosaic Law, and the Old Testament prophets compared it to the relationship between God and His people.

Jesus Christ our Lord explained the original intention and core elements of marriage. When quoting the writings of Moses, Christ reminded us that "a man shall leave his father and his mother, and cleave unto

his wife, that the two shall become one flesh.” The Apostles give explicit instructions on this union, teaching that marriage is a typology of Christ and His Bride, the Church. As such, the Church views marriage as a profound spiritual institution established by God.

In accordance with the Holy Scripture, Country Oaks Baptist Church defines “marriage” as the exclusive union of one man and one woman in which such a union is a lifetime commitment, as described in the Scriptures. A civil government’s sanction of a union will be recognized as a legitimate marriage by this Church only to the extent that it is consistent with the definition of “marriage” found in these By-Laws and Statement of Doctrine.

Ref: Genesis 1:27; 2:18-24; Malachi 2:13-16; Matthew 19:3-12; I Corinthians 7:1-40; Ephesians 5:21-33; I Peter 3:1-7

8. Human Sexuality – Legitimate sexual relations are exercised solely within marriage as described in Holy Scriptures. Hence, sexual activity outside of marriage (referred to in the New Testament as “porneia” in Greek) including, but not limited to adultery, premarital sex (fornication), homosexuality, and pedophilia are inconsistent with the Bible and the Church. Further, lascivious conduct, transgender behavior, and the creation, distribution, and/or viewing of pornography are incompatible with the Biblical witness and the teachings of the Church. Reference: Exodus 22:16-19; I Corinthians 6:9-11 and 15-20; 7:1-12; Ephesians 2:1-3; 4:17-19; 5:1-7; Hebrews 13:4; 1 Peter 1:13-16; 4:1-5.

9. Affirmation – Every pastor, elder, member, ministry leader or worker, volunteer, or employee shall affirm the Country Oaks Baptist Church Statement of Doctrine, and shall conduct themselves in a manner that is consistent therewith.

Your signature: _____ Date: _____

VIII. APPLICANT'S CERTIFICATION AND AGREEMENT

I understand that Heritage Oak School 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 will receive benefits only through the day of release.

I authorize Heritage Oak School to thoroughly interview the primary references which I have listed, any secondary references mentioned through interview with primary references, 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 reference 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 record check. I understand and agree that any offer of employment that I may receive from the school is conditional 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 to 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.

If employed, I understand that I would be required to attend summer training/conference, quarterly teacher in-service days, weekly teacher meetings, our Parenting Course, and complete all required reading.

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

Signature of Applicant

Date