

Dear Fellow Laborer,

Thank you for your interest in becoming a part of the faculty at Providence School of Tifton. We are excited for our kickoff year and the many years to come. Enclosed is a faculty application. Before beginning, we want you to understand that we are looking for three primary qualities in our teachers:

1. All employees of Providence should be a professing Christian, in word and deed, as is detailed in our statement of faith. Applicants should show outward signs of maturity in the fruits of the Spirit, increasing literacy of the entire Bible, and continuing to grow in their relationship with Christ and others.
2. All teachers should be a lifelong learner. As a first year classical and Christian school, it is imperative that our teachers are willing and eager to receive continued training, including, but not limited to:
 - A. one 7-hour *Foundations of Classical Christian Excellence* local training, which will have you on track to receive Level 1 FCCE Certification as a classical teacher through the Association of Classical and Christian Schools,
 - B. two-day trauma/Equipping Minds *Professional Development* local training, and
 - C. attend *Repairing the Ruins 2020*, June 16-20, 2020 (lodging, transportation, and conference ticket will be paid).
3. Teachers must be proficient, and increasing in knowledge, in their field.

We feel that communicating our vision for the classical and Christian educational model is an essential part of our hiring process. Therefore, we ask interested educators to read all enclosed information, including the attached articles and our statement of faith. We recommend waiting to complete this application until reading these materials. After your application has been received and reviewed, you will be contacted to schedule an interview. Please be prepared to discuss the above articles and this application during your interview.

We look forward to hearing from you and welcome your application. If you have any questions about the school or the application process, feel free to e-mail Victoria Harris, Head of School, at vharris@providencetift.com.

In His Service,

Victoria Harris,

Head of School

Providence School of Tifton

Nourishing Mind and Soul

Teacher Application

Your interest in Providence is appreciated. Leadership on the part of teachers is essential for Providence 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.

Primary Information

First Name: _____

Last Name: _____

Social Security Number (for background checks only): _____

Driver's License Number: _____

Current Address: _____

City: _____ State: _____ Zip: _____

Email Address: _____

Primary Phone Number: _____

What is the best way to contact you? _____

Position Applying For

Title: _____

Salary Desired: _____

Date available: _____ Referred by: _____

Education

Did you graduate or receive a GED? _____

High School (Name, City, State) _____

What degree(s) do you hold? List the institution from which you have received degrees:

1. _____

Bachelor's _____ Major _____ Minor _____

Master's _____ Major _____

Doctoral _____ Field _____

2. _____

Bachelor's _____ Major _____ Minor _____

Master's _____ Major _____

Doctoral _____ Field _____

3. _____

Bachelor's _____ Major _____ Minor _____

Master's _____ Major _____

Doctoral _____ Field _____

List additional institutions attended, area of study, and degree received.

References

List name and telephone number of the following three references (non-relatives). If not applicable, list three school or personal references (non-relatives).

Supervisor Business/Work Reference

Name: _____

Telephone: _____

Relationship: _____

Years Known: _____

College/Co-worker Reference

Name: _____

Telephone: _____

Relationship: _____

Years Known: _____

Pastoral Reference

Name: _____

Telephone: _____

Relationship: _____

Years Known: _____

Employment History

Please list employment history starting with most current to oldest.

Employer: _____

Address: _____

Job Title: _____

Immediate supervisor and title: _____

Reason for leaving: _____

May we contact for a reference? Yes No. If not, reason: _____

Dates employed: _____

Starting hourly rate/salary: _____ Final hourly rate/salary: _____

Summarize the nature of work performed and job responsibilities.

Employer: _____

Address: _____

Job Title: _____

Immediate supervisor and title: _____

Reason for leaving: _____

May we contact for a reference? Yes No. If not, reason: _____

Dates employed: _____

Starting hourly rate/salary: _____ Final hourly rate/salary: _____

Summarize the nature of work performed and job responsibilities.

Please include explanation of any gaps in employment that were not voluntary.

Skills & Qualifications

Summarize any special training, skills, licenses, certifications, and/or characteristics that may qualify you as being able to perform job related functions of the position for which you are applying.

Other Information

1. Are you able to perform the tasks of the job for which you are applying without reasonable accommodations? Yes No If “No” then please explain.

2. Can you provide proof of eligibility to work in the U.S. after hiring?

Yes No

Do you foresee any long-term absences in the future?

Yes No If “Yes” then please explain.

3. How many days did you miss from work (or school) in the past year? _____

Is there any reason why you cannot be on the job by 7:30 a.m.?

Yes No If “Yes” then please explain.

4. Have you ever been fired or involuntarily terminated based on work-performance or a work-related event? Yes No If “Yes” then please explain.

5. Have you ever been convicted, pleaded guilty, no contest, received probation, or deferred adjudication of any crime other than routine traffic violations?

Yes No If “Yes” then please explain. Such occurrences are not automatic grounds for rejection.

Teaching Interests

1. Please list the grade level(s) you prefer to teach.

2. Please list the subjects you are prepared to teach.

3. Please list the teaching certificates that you hold. Include the state, or issuing organization, and limitations.

4. What inspired you to pursue a career in teaching?

5. What motivates you to continue teaching?

6. What honors or special recognitions have you received?

7. What hobbies or interests do you have? How do these influence your teaching?

8. How many books did you read last year? Please list titles and authors. Which were most stimulating and why?

9. If you taught only one subject, what would it be and why?

Personal Religious Beliefs

1. Briefly describe your salvation experience and relationship with God.

2. Name of Church Attending: _____

Pastor's Name: _____

Are you a member in good standing? Yes No

3. In terms of church attendance, how often do you attend and with what ministries are you involved?

4. What in your opinion is a Christian world and life view?

5. How would you communicate a Christian world view to a student?

6. What is your understanding of the authority of the Bible, and how do you understand the doctrine of the inerrancy of the Bible?

8. What is your view of abortion? Please explain your view in 1 to 2 sentences.

9. What is your view of homosexuality? Please explain your view in 1 to 2 sentences.

11. Do you have any biblical/theological training? If so, please explain.

12. List any additional information you would like us to consider.

13. Have you read the By-laws, including the Providence School of Tifton Philosophy of Education and complete Statement of Faith? Yes No

If not, why not? _____

If so, do you agree with them in their entirety? Yes No.

If not, why not? _____

14. Have you read the Bible in its entirety? Yes No

If not, why not? _____

PLEASE NOTE: The following materials (available on our website, www.providencetift.com, under the “What is Classical Christian Education” tab) should be read and ready to be discussed during your interview:

1. “Why Classical Education?” by Fritz Hinrichs

2. “Multum Non Multa” by Andrew Campbell
3. “The Lost Tools of Learning” by Dorothy Sayers

Also be prepared to discuss the following during your interview:

- a. Why do you wish to teach at Providence School of Tifton?
- b. What are your greatest strengths as a teacher? What would you consider to be a weakness?
- c. As a first year Classical & Christian school we are in a significant growth/learning phase. What about that either excites or concerns you?
- d. What are your thoughts on classroom order and discipline?
- e. You will be required to attend one, three-day summer training annually, read and respond to teacher summer reading requirements, and fulfill continuing education classes so as to best serve your students and keep in harmony with the values and philosophies of Providence. Can you commit to this?
- f. Have you read *The Seven Laws of Teaching*, as referred to in the job description? If so, how does this affect your teaching? If not, are you willing to read it in preparation for the new ministry journey that lies ahead?

I give Providence School of Tifton the right to investigate all references and to secure background check information about me. I hereby release from liability Providence and its representatives for seeking such information and all other persons, corporations, or organizations for furnishing such information. It is understood and agreed upon that any misrepresentation by me on this application will be sufficient cause for cancellation of this application and/or separation from the employment of Providence if I have been employed. Governmental occupation licensing or registration entities,

business or personal references, and any other source required to verify information that I have voluntarily supplied. I understand that I may request a complete and accurate disclosure of the nature and scope of the background verification; to the extent such investigation includes information bearing on my character, general reputation, personal characteristics, or mode of living.

Providence School of Tifton is an Equal Opportunity Employer, except to discriminate based on religion as allowed by law. For all other items, Providence does not discriminate in employment and no question on this application is used for the purpose of limiting or excusing any applicant's consideration for employment on a basis prohibited by local, state or federal law.

This application is current for one year. At the conclusion of this time, if I have not heard from Providence and still wish to be considered for the employment, it will be necessary to fill out a new application.

DATE: _____

SIGNATURE OF APPLICANT: _____