

THE CHRISTIAN SCHOOL AT CASTLE HILLS

2216 N.W. Military Highway San Antonio, Texas 78213

(210) 878-1000 ♦ Fax: (210) 878-1099

Email: superintendent@castlehills.school ♦ Website: www.castlehills.school

Administration Employment Application

POSITION FOR WHICH YOU ARE APPLYING

Please indicate below the position(s) for which you are applying.

☐ Superintendent

☐ Principal

☐ Assistant Principal

☐ Curriculum Director

☐ Dean of Students

☐ Guidance Counselor

☐ Admissions Director

☐ Athletic Director

☐ Preschool Director

☐ Preschool Asst. Director

EDUCATION EXPERIENCE

Years in Classroom: _____ Years in Administration: _____

PERSONAL DATA

Name: _____
Last First Middle

Cell Phone Number: _____ Home Phone: _____ Business Phone: _____

Social Security Number: _____

Email: _____

Drivers License number: _____ State: _____

Street Address: _____ City: _____

State: _____ Zip Code: _____ How long have you lived at this address? _____

Emergency Contact: Name: _____ Cell phone: _____ Work Phone: _____

Are you currently under contract for the upcoming year? ☐ Yes ☐ No

What was your most recent annual salary? _____ Date Available for Interview? _____

Referred By: _____ When Are You Available to Begin Work? _____

FOR OFFICE USE ONLY

Superintendent Approval:

Date: _____

EDUCATION

College or University	City/ State	Degree	Major	Dates Attended	Overall GPA

Note: Copies of all College and/or University transcripts, both undergraduate and graduate, must be filed with your application or soon after it has been submitted.

CERTIFICATION

Do you hold teacher's certification? ☐ Yes ☐ No

If yes, date issued: _____ (Please attach a copy)

Type: _____ State or Organization: _____

Expiration Date: _____ If no, date applied: _____

Certified Areas/Subjects	TX or Other (Please Specify)	Class	Expiration Date

Please attach photocopies of any certificate held.

Are you currently certified in CPR? ☐ Yes ☐ No

Certified in First Aid? ☐ Yes ☐ No

STUDENT TEACHING

If student teaching was completed within the last three years, send us your college placement file and supply the following information:

School: _____ Grade/Subject: _____

Address: _____

Cooperating Teacher: _____ Telephone: _____

College Supervisor: _____ Telephone: _____

TEACHING OR INSTRUCTIONAL EXPERIENCE

Beginning with your most recent position, list all teaching or instructional support experience for which you have been or are being paid. If you have additional teaching experience attach your resume.

1. Name of School: _____ From: _____ To: _____

Address: _____ Phone: _____

Job Title/Grade(s) and/or Subject Taught: _____

Reason for Leaving: _____

Name and Title of Supervisor: _____ May we contact? ☐ Yes ☐ No

2. Name of School: _____ From: _____ To: _____

Address: _____ Phone: _____

Job Title/Grade(s) and/or Subject Taught: _____

Reason for Leaving: _____

Name and Title of Supervisor: _____ May we contact? ☐ Yes ☐ No

ADMINISTRATION EXPERIENCE

Please list below your non-teaching work experience beginning with the most recent.

1. Name of School: _____ From: _____ To: _____

Address: _____ Phone: _____

Job Title/Grade(s) and/or Subject Taught: _____

Reason for Leaving: _____

Name and Title of Supervisor: _____ May we contact? ☐ Yes ☐ No

Total Years Full-Time (or full-time equivalent) Teaching Experience: Public ____ Private ____

2. Name of School: _____ From: _____ To: _____

Address: _____

Phone: _____ Your Position/Title: _____

Reason for Leaving: _____

Name and Title of Supervisor: _____ May we contact? ☐ Yes ☐ No

REFERENCES

List former employers, pastors, supervisors, or instructors who have first hand knowledge of your professional preparation and competence and your spiritual maturity. A minimum of three references is requested.

Incomplete/inaccurate reference information (i.e., names, addresses, zip codes, phone numbers, etc.) may make it difficult for your application to be given further consideration

Name: _____ Title: _____ School/Company: _____

Address: _____

Work Phone: _____ Home Phone: _____ Cell Phone: _____

Name: _____ Title: _____ School/Company: _____

Address: _____

Work Phone: _____ Home Phone: _____ Cell Phone: _____

Name: _____ Title: _____ School/Company: _____

Address: _____

Work Phone: _____ Home Phone: _____ Cell Phone: _____

PERSONAL HISTORY

Do you have any physical condition or handicap that may limit your ability to perform the job for which you are applying? ☐ Yes ☐ No

If so, please describe. _____

Have you ever been charged or convicted of domestic violence or a crime against a child (under 12) or minor (under 18)? ☐ Yes ☐ No

If so, please describe. _____

List all criminal charges that have been filed against you and how the charges were resolved. _____

Has your teaching license or certificate ever been revoked? ☐ Yes ☐ No

If yes, give the reason. _____

LIFE EXPERIENCES

List memberships, offices, and honors obtained in

High School: _____

College: _____

List your hobbies and personal interests.

List any organizations or life experiences that add to your role in school leadership:

EDUCATIONAL PHILOSOPHY

(If needed, use a separate sheet of paper for your answers)

Make a brief statement on why you want to serve at The Christian School at Castle Hills:

List in order of priority what you consider to be the three most important goals of Christian education:

1. _____

2. _____

3. _____

Identify your leadership and administrative strengths:

What is your philosophy of classroom management and discipline?

What personal qualities characterize or distinguish your leadership style?

1. _____

2. _____

3. _____

For the position that you are applying, what would you hope to accomplish in your role with staff and students?

What is one significant project or initiative you have led that impacted a school where you have led?

Briefly state your philosophy of Christian education.

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 class or training? ☐ Yes ☐ No

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

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

Give an example of a challenge in leadership you have faced and how you positively addressed and overcame that situation or issue:

CHRISTIAN BACKGROUND

When and where were you when you accepted Christ as your Lord and Savior? _____
How would you respond if you were standing at the gate to heaven and God asked, "Why should I let you come in?" _____

What is your denominational preference? _____

What is your local church affiliation? _____

What is your pastor's name? _____

Are you presently a member in good standing? ☐ Yes ☐ No If yes, number of years? _____

Are you active in your church? ☐ Yes ☐ No How often do you attend services? _____

How often do you attend Sunday School or Bible Study? _____

List any areas of service or leadership you have been part of in your church _____

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

Describe your routine of personal Bible study and prayer. _____

Do you believe the Bible to be the inspired Word of God and infallible, our final authority in all matters of faith, conduct, and truth? ☐ Yes ☐ No

List any books or articles that you have read recently that have helped you grow spiritually. _____

What do you believe about the origin of the earth and mankind?

ANY INTENTIONAL FALSIFICATION OF ANY PORTION OF THIS APPLICATION WILL BE GROUNDS FOR IMMEDIATE DISMISSAL.

I verify that all of the above information is true and correct. I understand that any intentional falsification of any portion of this application will be grounds for immediate dismissal.

Applicant's Signature: _____ Date: _____

STATEMENT OF FAITH

The Christian School at Castle Hills (CSCH) has adopted the Baptist Faith and Message (A Statement adopted by the Southern Baptist Convention June 14, 2000) as their Statement of Faith:

The focus of CSCH is to minister to families who support conservative Bible-believing evangelical theology and life practices. Specifically, we adhere to the following:

- a. We believe the Bible to be the inspired, infallible, authoritative, inerrant Word of God (2 Timothy 3:16; 2 Peter 1:21).
- b. 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).
- c. We believe in the deity of Christ (Matthew 3:17), His virgin birth (Isaiah 7:14; Matthew 1:23), His sinless life (Hebrews 4:15; 7:26), His miracles (John 2:11), His vicarious and atoning death (1 Corinthians 15:3; Ephesians 1:7), His bodily resurrection (John 11:25; 1 Corinthians 15:4), His ascension to the right hand of the Father (Mark 16:18), and His personal return in power and glory (Acts 1:11; Revelation 19:11).
- d. 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 single ground of faith in the shed blood of Christ. Only by God's grace and through faith alone we are saved (John 3:16-19; John 5:24; Romans 3:23; 5:8-9; Ephesians 2:8-10; Titus 3:5).
- e. 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 punishment (John 5:28-29).
- f. We believe that man was created by a direct act of God in His image, not from previously existing life (Genesis 1:1, 22, 27; 1 Corinthians 112:7; James 3:9).
- g. We believe in the spiritual unity of believers in our Lord Jesus Christ (Romans 8:9; 1 Corinthians 12:12-13; Galatians 3:26-28).
- h. We believe in the indwelling ministry of the Holy Spirit by whose presence the Christian is enabled to live a godly life (Romans 8:13-14; 1 Corinthians 3:16; 1 Corinthians 6:19-20; Ephesians 4:30; 5:18).
- i. We believe that every person must be afforded compassion, love, kindness, respect, and dignity. (Mark 12:28-31; Luke 6:31). Hateful and harassing behavior or attitudes directed toward any individual are to be repudiated and are not in accord with Scripture nor the beliefs of CSCH.
- j. We believe that all human life is sacred and created by God in His image. Human life is of inestimable worth in all of its dimensions. We are therefore called to defend, protect and value all human life (Psalms 139).

I HAVE READ AND FULLY SUBSCRIBE TO AND SUPPORT THE STATEMENT OF FAITH OF THE CHRISTIAN SCHOOL AT CASTLE HILLS AND PROMISE THAT WHEN I CAN NO LONGER DO SO, I WILL RESIGN MY POSITION OR WILL CONSIDER MY CONTRACT NULL AND VOID.

Applicant's Signature: _____

Date: _____

STAFF COVENANT

I believe that a call to serve on the staff of The Christian School at Castle Hills is a call from God, and as such should not be accepted lightly or thoughtlessly, but earnestly and prayerfully, and that this position carries with it authority, responsibility and privileges. Thus to help develop and maintain the highest possible standards of administrative and teaching efficiency, I cheerfully and wholeheartedly subscribe to and enter into the following covenant:

1. I believe in the Lord Jesus Christ and have received Him as my personal Savior, and desire Him to be the Lord of my Life.
2. Realizing my responsibility both to God and to the students, I pledge myself to a disciplined devotional life, seeking time daily for prayer and Bible study. I also pledge myself to holy living, maintaining a consistent Christian testimony, avoiding all appearance of evil, praying for those qualities of chastity and virtue which will make my life the best possible influence upon those I lead and which magnify the Lord.
3. As a Christian leader, I will seek every opportunity, in partnership with the family, to lead each unsaved student to Christ and to help those who are saved to grow in grace and understanding of God's Word. I will diligently lead students to use and time, talent, and treasure.
4. Realizing my responsibility, and the witness and example I am to my students, their parents, and my fellow workers, I will be regular in attendance at a Christ centered, biblically founded church. If for any reason my attendance becomes irregular, or I anticipate changing my membership or attendance to another church, I will bring this to the attention of the Superintendent. I realize that my contract is dependent in part on my commitment to a local church.
5. I subscribe to the above standards and to the school's Statement of Faith, and will earnestly seek to live out these beliefs and standards for Christian life.

If you agree with the statements above, please sign below. If you do not agree on every point, please state your differences at the bottom of this page, or with an attachment.

Applicant's Signature: _____

Date: _____

DECLARATION OF MORAL INTEGRITY

Our school expects all of its employees and its volunteers with unsupervised access to children to model the same Christian values and lifestyle that it seeks to inculcate in its students. As an applicant for a ministry position as an employee or as a volunteer at this school,

I (print name) _____ recognize, understand, and agree to live by the Christian moral standards of the school.

I declare that during the past year I have not engaged in, at the current time I am not engaging in, and promise that I will not during the term of my employment or volunteering, engage in inappropriate sexual conduct. Inappropriate conduct includes, *but is not limited to*, such behaviors as the following: heterosexual activity outside of marriage (e.g., premarital sex, cohabitation, extramarital sex), homosexual or lesbian sexual activity, sexual harassment, use or viewing of pornographic material or websites, or sexual abuse or improprieties toward minors as defined by Scripture and federal or state law.

I declare that the above statement is factual and true. My signature below indicates that I meet the moral integrity standards and Christian role model lifestyle requirements of this Christian school.

Applicant's signature: _____ Date: _____

"Honor marriage, and guard the sacredness of sexual intimacy between wife and husband. God draws a firm line against casual and illicit sex." Hebrews 13:4 The Message

"A pupil is not superior to his teacher, but every one [when he is] completely trained—readjusted, restored, set to rights, and perfected—will be like his teacher." Luke 6:40 The Amplified Bible

APPLICANT'S CERTIFICATION AND AGREEMENT

I have made application for a position as a _____ with The Christian School at Castle Hills.
(position)

I understand that The Christian School at Castle Hills does not discriminate in its employment practices against any person because of race, color, national or ethnic origin, gender, age, or qualified 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 The Christian School at Castle Hills to thoroughly interview the primary references which 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 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 may be submitted 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 is 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 conditioned 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 that it could 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. I agree that a photocopy or facsimile copy of this document and any signature shall be considered for all purposes as the original signed release on file.

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

Applicant's Name (print): _____ Date: _____

Applicant's Signature: _____ Social Security Number: _____

CRIMINAL RECORD SEARCH REQUEST FORM
THE CHRISTIAN SCHOOL AT CASTLE HILLS - PH. 210-878-1003 FAX 210-878-1099
[TO BE COMPLETED IN BLACK INK ONLY]

I, _____ ☐ Employee or ☐ Volunteer, do hereby authorize The Christian School at Castle Hills to perform current and subsequent background investigations pertaining to my criminal background and social security verification. I do hereby authorize the release of any information which pertains to any record of convictions or criminal activity concerning me whether local, state or national. I hereby release any organization from any and all liability resulting in such disclosure.

Signature: _____

Date: _____

Print Name

Print Maiden Name, if applicable

Print other names used

Complete address history for the last 7 years:

Address City State Zip

Birth date

Birthplace: City State County

Social Security Number

Driver's License Number and State

CRIMINAL HISTORY (This information will be verified)

Have you ever been convicted of a crime? _____ No _____ Yes

Have you ever entered a plea of guilty to a crime? _____ No _____ Yes

Have you ever pleaded "no contest" to a crime? _____ No _____ Yes

Have you ever been place on deferred adjudication? _____ No _____ Yes

If yes, please explain:

DATE	CHARGE	CITY/STATE	FINAL DISPOSITION

For Office Use Only:

This individual is clear of criminal records _____ Date: ____ / ____ / ____

Signature

This individual is not clear of criminal records _____ Date: ____ / ____ / ____

Signature

SPIS Investigations ~ Paul S. Baker, Investigator
19141 Stone Oak Pkwy., Ste. 104-36, San Antonio, TX 78258
Phone (888) 867.9069 Fax (866) 294.4555
September 2016

THE CHRISTIAN SCHOOL AT CASTLE HILLS

2216 N.W. Military Highway

San Antonio, Texas 78213

(210) 878-1000 ♦ Fax: (210) 878-1099

Email: superintendent@castlehills ♦ Web Site: www.castlehills.school

INSTRUCTIONAL REFERENCE FORM FROM PREVIOUS OR CURRENT EMPLOYER

Applicant's Name: _____ Date: _____

I have filed my application for an instructional position at The Christian School at Castle Hills. I am applying for the following position: _____.

I am requesting that you complete this confidential reference form and mail directly to The Christian School at Castle Hills.

OFFICIAL CONFIDENTIAL INFORMATION

	SUPERIOR	STRONG	AVERAGE	FAIR	POOR
ADEQUACY OF PROFESSIONAL TRAINING evidence of being up to date professionally					
INSTRUCTIONAL EFFECTIVENESS					
KNOWLEDGE OF SUBJECTS					
CLASSROOM MANAGEMENT					
RELATIONSHIP WITH STUDENTS					
PARENT COMMUNICATION					
tone of voice					
EMOTIONAL STABILITY					
ETHICS/INTEGRITY					
RESPONSIBILITIES OUTSIDE CLASS					
GENERAL HEALTH					

How long have you known the applicant? _____ In what capacity? _____

Has this applicant demonstrated a real commitment to Christian living both on and off campus? _____

Is he/she a strong role model for students? _____

List the applicant's instructional strengths. _____

Are there character or personality weaknesses that diminish this applicant's effectiveness as an effective teacher?

How would you rank this person as compared to others you have supervised?

☐ Top 5% ☐ Next 20% ☐ Middle 50% ☐ Low 25%

Would you employ the above applicant as a classroom instructor for the position for which he/she is applying? ☐ Yes ☐ No

COMMENTS: _____

NAME OF REFERENCE: _____ TITLE OR POSITION: _____

SCHOOL/ORGANIZATION: _____

CITY: _____ STATE: _____ EMAIL: _____