

SUBSTITUTE TEACHER APPLICATION

Your interest in **Impact Christian Schools** is appreciated. We invite you to fill out this application and return it to our school office. If an opening occurs for which you may qualify, we will notify you. We will also contact your references. If we have continued interest in your candidacy, we will arrange for a personal interview with the Impact Christian Schools Committee.

We realize that the key to a successful 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.

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.

A. APPLICANT'S NAME AND ADDRESS

Full name:
Application date:/Date available:/
Present address:
E-mail address:
Phone: Days () Evenings ()
Best time to call you?Length of time at this address?
Permanent address and phone number if different than present address
Can you submit verification of your legal right to work in the US? Yes No
B. <u>CHRISTIAN BACKGROUND</u>
* On separate paper, briefly give your Christian testimony.
Please carefully read our Statement of Faith and indicate your degree of support.
I fully support the Statement as written without mental reservations.
I support the Statement 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

Denominational pref	erence?		
What is your local cl	nurch affiliation?		
Are you presently a			
Describe your routin	e of personal Bible study and p	rayer.	
	L QUALIFICATIONS		
* Please attach pho	tocopies of all your post-seco	ndary transcripts.	
What degree or degr	ees do you hold?		
Degree	Date Received	Issuing Institution	
Your Major(s)			
Your Minor(s)			
Cumulative grade po	oint average Bachelor's	Graduate work	
Total credits after da	ate of Bachelor's degree		
Sequentially list you	r teaching experience with mos	t recent first.	
School's Name		Grades or Subjects	Dates
Do you have an ACS	SI Teaching Certificate?		
What level?	Re	emains valid for	years.
Do you have a Wisco	onsin teaching certificate?		
What kind?		Expiration date?	·

D. PERSONAL PHILOSOPHY

D. I LINGUI (III I III LOGOI I	
* On separate paper please la	bel and 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 characteri	stics that distinguish a Christian school from a public school?
C. What do you consider to be to	he proper classroom atmosphere for learning?
D. What is your philosophy of o	discipline? Your attitude toward physical punishment?
E. What areas do you feel are y	our strengths? Weaknesses?
F. What do you believe about the	ne origin of the earth and mankind?
E. <u>EMPLOYMENT HISTOR</u>	<u>Y</u>
Please start with your current or follow the same format on the r	most recent employer and work backward for the past <u>ten years</u> . If necessary, you may everse.
1. PositionAddress	Dates of Employment
Reason for leaving	Number
2. Position	Dates of Employment
Supervisor's Name and Phone N Reason for leaving	Jumber
	Dates of Employment
Supervisor's Name and Phone N	Number
Reason for leaving	

Have you served in the military? Yes ____ No ____. If yes, what type of training or education did you receive?

F. 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 your experience in the following ways: Name/Complete Address Phone Position
Spiritual - 1.
Professional - 2.
With children-3
G. PERSONAL INFORMATION
[If you answer "Yes" to any of the questions in the following section, please attach a separate sheet indicating the nature of the suit, offense, date, court, and disposition or other appropriate explanation. A conviction record will no automatically be a bar to employment. Factors such as your age at the time of the crime, seriousness and nature of the violation, time elapsed since the crime, job relatedness, and subsequent rehabilitation will be considered.]
Are you presently being investigated or under a procedure to consider your discharge for misconduct by your prese employer? Yes No
Has any employer ever subjected you to disciplinary action, suspended, terminated, or asked you to leave a job volunteer position on the grounds of any unlawful sexual behavior, or violation of an employer's sexual misconduct charassment policy? Yes No Have you ever been charged in civil or criminal proceedings with improprieties regarding children? Yes No
Have you ever entered a plea of guilty, a plea of "no contest" (nolo contendere), or has any court ever deferred further proceedings without entering a finding of guilty and placed you on probation or in a public service or education prografor any crime other than a minor traffic offense? Yes No
Have you ever been suspended, discharged, or resigned in lieu of discharge from any position? Yes No
You have read the job description and essential functions for this position. Is there any reason why you might be unable perform the essential duties and responsibilities of the position for which you are applying? Yes No If yes, pleasexplain.
If you answered "yes" to above question, is there anything that the school can do to reasonably accommodate your need so that you would be qualified to perform the duties and responsibilities of this position?
List any experience, skills, or qualifications that you believe would especially fit you for work with our school.
Do you understand that this is an application for employment and that no employment contract is being offered at this

H. APPLICANT'S CERTIFICATION AND AGREEMENT

I understand that **Impact Christian Schools** 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 **Impact Christian Schools** 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 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 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	contract is being offered at this ti	ime		
I certify that I have carefully rea	ad and do understand	I the above statements.		
Signature of Applicant	Date			