

CrossPointe Preparatory

TEACHER APPLICATION

We appreciate your interest in CrossPointe Preparatory. Please complete this initial application and return it to the school office. If you qualify for an opening, an interview will be scheduled, and your references will also be contacted. The quality of the teaching staff is critical to the successful operation of a Christian School. We want teachers who are professionally qualified, who really love children, and who, by the pattern of their lives, exemplify Christ. Thank you for your interest in CrossPointe Preparatory. It is our prayer that God will fulfill His perfect will in the lives of all applicants.

Application Date: ___/___/___

Date Available: ___/___/___

SECTION I: PERSONAL INFORMATION

Full Name _____

Date of Birth ___/___/___

Social Security Number _____ Driver's License # _____

Phone: (Days) (___) _____ (Evenings) (___) _____

Email: _____

Present Address _____

Street City State Zip

How long have you lived at the above address? _____

Please list additional addresses where you have resided within the past 5 years

SECTION 2: ACADEMIC QUALIFICATIONS

University/College City/State	Degree	Date Received	Area(s) of Emphasis	Cumulative GPA
			Major(s): Minor(s):	
			Major(s): Minor(s):	
			Major(s): Minor(s):	

SECTION 3: TEACHING EXPERIENCE

Name and Address of School	Dates of Service	Grade(s)	Name of Administrator & His/Her Title	Telephone Number

1. Total years of teaching experience: Public ____ Private ____ Private Christian ____

2. List subject areas that you have taught

3. Circle any of the following for which you have special training or experience:

Art	Band/Music	Logic
Drama	Science/Fair	Athletic/Sports
Computer/Technology	Latin	_____ (specify)
Gifted	Spanish	Other _____
Dance	French	

SECTION 4: OTHER EMPLOYMENT HISTORY

Please make sure that your resume includes at least a ten (10) year employment/work history. The following information should be included for each position/job held.

- | | |
|---|---|
| <ul style="list-style-type: none"> • Name of present or last employer • Address • Name of Supervisor & Title • Phone # • Dates of Employment | <ul style="list-style-type: none"> • Job Title & Description of responsibilities • Final salary or hourly pay • Reason for Leaving |
|---|---|

SECTION 5: TEACHING PREFERENCES

1. Would you like to teach ____ Full Time ____ Part time ____ Substitute

2. List grade level preferences (in order of preference)

3. List subject areas that you are interested in teaching

SECTION 6: TEACHING CREDENTIALS OR CERTIFICATES

1. Are you certified as a teacher with Arkansas Professional Licensure System? _____
 Grade Levels & Subject Areas: _____
 Expiration Date: _____
2. If you are not a certified teacher in Arkansas, would you be interested in securing certification? _____
3. Please list any other valid state teaching certificates that you currently hold.

4. Have you taken a Philosophy of Christian Education course? _____
5. Do you have any Bible classes on your transcript? Please list those classes below.

SECTION 7: REFERENCES

Give three (3) references who can testify as to your Christian service and character. List your current preacher first.

Name	Position	Address	Phone

Give three (3) references who are qualified to speak of your professional training and experience. List your current or most recent principal or supervisor.

Name	Position	Address	Phone

SECTION 8: PERSONAL PHILOSOPHY

On a separate paper, write a short essay about your personal philosophy on Christian education. Include the following:

- Your reason for teaching in a Christian school
- How to establish a proper atmosphere for learning
- Classroom discipline strategy
- Your strengths/weaknesses as a teacher
- Any other additional pertinent information

SECTION 9: CHRISTIAN BACKGROUND

On a separate paper, write a brief essay about your Christian experience.

Please include the following:

- Salvation experience
- Local church affiliation
- Church activities and frequency of participation
- Daily devotional practices
- Books recently read that have helped you grow spiritually

Please Attach to this Application:

- Essays on Christian Experience and Philosophy of Christian Education
- Resume
- Copy of Teaching Certificate(s)
- Copy of Transcript(s) **(If hired, an official transcript(s) will be needed)**
- Signed Agreement on the Applicant's Certification and Agreement; CrossPointe Preparatory Acknowledgement of Statements and Positions
- Employee Reference Forms

**SEND TO:
CROSSPOINTE PREPARATORY
P.O. BOX 1112
Searcy, Arkansas 72145-1112**

APPLICANT'S CERTIFICATION AND AGREEMENT

I understand that CrossPointe Preparatory 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 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 receive benefits only through the day of release.

I authorize CrossPointe Preparatory 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 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 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 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.

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

Applicant's Signature

Date

CrossPointe Preparatory

EMPLOYEE REFERENCE FORM

TYPE OF REFERENCE (please circle one): Personal Professional Church-Related

To the applicant: Please print in ink or type all information in this section and forward this form to the school office. (Make copies as needed)

Applicant's Name _____

Applicant's Address _____

Street City State Zip

Position for which you are applying _____

I hereby waive my right to have access to this evaluation form, when completed, and understand that this confidential recommendation is to be used only in consideration of my application for employment at CrossPointe Preparatory. I also give my permission to the individual named in the document as a reference, to release his or her personal information and opinions of me to CrossPointe Preparatory.

I hereby release, discharge, and hold harmless CrossPointe Preparatory, its agents or representatives, and the individual named in this document as a reference, from any and all liability of every nature and kind arising out of the furnishing, inspection, and use of such personal information and opinions. _____

Signature of Applicant

Date

To the Reference: Thank you for taking the time to give your honest evaluation of this applicant. It will help the Administration and/or Faculty Development Committee understand the applicant's potential qualifications for employment at CP. Please feel free to call the school at (501) 230-6490 if you have any question regarding this form. You are welcome to provide further statements or explanations on a separate sheet of paper. We sincerely appreciate your timely attention to this matter.

Name _____ Date _____

Address _____

Street City State Zip

Phone (____) _____ Title or Position _____

**Please send this form to:
Crosspointe Preparatory
P.O. Box 1112
Searcy, Arkansas 72145-1112
ATTN: Administration**

Position(s) held by applicant: _____

Dates of service: _____ Full time ___ Part time ___

Reason for leaving: _____

Is there a performance evaluation for this individual? What are the ratings on the form? Are any problems noted? _____

Did this individual ever receive a written or verbal employment warning?

___ Yes ___ No

Because we put such a high priority on the safety of our students, we ask some pretty direct questions regarding misconduct. We ask these questions on all reference checks.

Are you aware of any instance in which the applicant sexually harassed another individual or was accused of doing so?

___ Yes ___ No

Has anyone ever brought or discussed bringing a civil or criminal claim against the applicant alleging physical or sexual abuse by him/her? ___ Yes ___ No

Did you, as his/her employer, ever discipline or reprimand him/her for any reason related to physical or sexual abuse, or sexual impropriety? ___ Yes ___ No

Do you have any reason to believe that he/she should not be working around children, those in need of counsel, or any other individual? ___ Yes ___ No

Do you have any reason to believe that he/she is not totally honest or that he/she cannot be trusted in handling funds? ___ Yes ___ No

For reasons that you may prefer to keep confidential, should we enlarge our search beyond this particular applicant? ___ Yes ___ No

REFERENCES: Please provide the name and address of an additional individual who knows the applicant and may be able to provide information about him or her.

PLEASE RANK THE APPLICANT ON THE FOLLOWING AREAS:

	No Basis for Judgment	Below Average	Average	Good	(Top 10%) Excellent
Character					
Flexibility					
Relationship: Students, Teachers, Administration					
Knowledge of subject matter					
Professional Ethics					
Is prompt in responding to communications					
Responsibility					
Punctuality					
Responsiveness to legitimate authority					
Record-keeping skills					
Sound Judgment					
Displays emotional stability					
Professional Loyalty					
Teachable and general interest in professional growth					
Initiative					
Uses a variety of teaching techniques and resources					
Positive disposition					

PLEASE RANK THE APPLICANT ON CLASSROOM MANAGEMENT SKILLS:

	No Basis for Judgment	Below Average	Average	Good	(Top 10%) Excellent
Classroom management (overall)					
<ul style="list-style-type: none"> • Is fair, firm and consistent with students 					
<ul style="list-style-type: none"> • Maintains effective classroom control 					
<ul style="list-style-type: none"> • Provides a well-organized classroom 					
<ul style="list-style-type: none"> • Maintains voice control in the classroom 					
<ul style="list-style-type: none"> • Develops appropriate relationships with students 					
<ul style="list-style-type: none"> • Ability to motivate students and stimulate intellectual growth 					
<ul style="list-style-type: none"> • Understands and relates effectively to student needs/maturity 					

- 1. How long have you known the applicant?**
- 2. In what capacity have you known the applicant?**
- 3. What three adjectives best describe this applicant?**
- 4. If given the opportunity, would you hire this teacher?**
- 5. How would you describe the applicant's skills in relating to elementary/secondary students?**
- 6. Do you believe that this applicant demonstrated a real commitment to Christian living both on and off the job site? Would he/she be a good Christian role model for our students?**
- 7. Please list main character and personality strengths and weaknesses.**
- 8. Are there any other general comments you would like to make regarding this applicant's character, personality, or abilities that would have a bearing on the probable quality of his or her ministry in a Biblically-centered Christian school.**

CrossPointe Preparatory

Acknowledgement of Statements and Positions

I acknowledge that CrossPointe Preparatory is committed to providing its students and parents with a Christian environment that is conducive to the Christian growth and maturity of the student and support of the family. I understand that the following statements define CrossPointe Preparatory and its staff, and their purpose and core beliefs. I agree with this position for the purpose of unity and fairness to each student and understand that other doctrinal issues will be referred back to the Bible and family for final authority. As a part of CrossPointe Preparatory, I desire to remain united in the salvation and love of Christ, avoiding any dissension that may be caused by denominational distinctions.

Vision Statement

The vision of *CrossPointe Preparatory, Inc.* is to help parents prepare college-worthy, character witnesses of Christ for the next generation.

Mission Statement/Purpose

CrossPointe Preparatory, Inc. exists:

- to love and glorify God,
 - to foster parental involvement in the educational and spiritual discipleship of their children,
 - to inculcate students with a biblical worldview,
 - to educate with excellence,
 - to prepare students for the rigors of a lifetime of learning,
 - to train students in the articulation and defense of their faith in Christ,
 - to intentionally empower and build Christian families thus laying the foundation for stronger communities, and
 - to encourage the start-up of other Christian-based schools wherever parents and educators demonstrate interest.
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Spiritual Objectives

General:

1. The Spiritual Objective of *CrossPointe Preparatory, Inc.* is to encourage its students, families, and staff members to live and work whole-heartedly for the Lord and for the building of His body, the Church.
2. We further wish to encourage all associated with *CrossPointe Preparatory, Inc.* to live in ever increasing obedience to Him by bringing all facets of their lives under His control and authority (Matthew 22:37-40).
3. Parents, staff, and board members, therefore, must be in agreement with the by-laws' Philosophy Statement, the Statement of Non-Affiliation, and the Denominationally-Unbiased Position.

Philosophy/Statement of Faith

1. The guiding philosophy of *CrossPointe Preparatory, Inc.* centers on the belief that God delivered the Holy Scriptures by the inspiration of His Holy Spirit.
2. We believe this was done for the purpose of proving His wisdom through the sacrifice of His only begotten son, Jesus of Nazareth.
3. We further believe this Jesus is the proven Christ by His resurrection from the dead
 - a. according to fulfilled prophecies contained in the Scriptures and
 - b. that this wisdom is evidenced to the principalities and powers in heavenly places by the Church,
 - c. which consists of those saved to eternal salvation according to the will of God as expressed in the Scriptures (2nd Timothy 3:16-17; Acts 2:30-31; Ephesians 3:10).
4. *CrossPointe Preparatory, Inc.* accepts the following writings as the authoritative, inerrant, and complete Word of God on all matters pertaining to life and godliness (2nd Peter 1:3):

Genesis, Exodus, Leviticus, Numbers, Deuteronomy, Joshua, Judges, Ruth, 1st & 2nd Samuel, 1st & 2nd Kings, 1st & 2nd Chronicles, Ezra, Nehemiah, Esther, Job, Psalms, Proverbs, Ecclesiastes, Song of Solomon, Isaiah, Jeremiah, Lamentations, Ezekiel, Daniel, Hosea, Joel, Amos, Obadiah, Jonah, Micah, Nahum, Habakkuk, Zephaniah, Haggai, Zechariah, Malachi, Matthew, Mark, Luke and John, Acts, Romans, 1st & 2nd Corinthians, Galatians, Ephesians, Philippians, Colossians, 1st & 2nd Thessalonians, 1st & 2nd Timothy, Titus, Philemon, Hebrews, James, 1st & 2nd Peter, 1st & 2nd & 3rd John, Jude, and Revelation.

5. Finally, we believe it is the divinely appointed role of the parent to spiritually raise the children entrusted them by God.
 - a. While teachers are given the freedom to cite passages as relates to matters outside the topic of doctrine (e.g., science, mathematics, social studies, character-development, etc.), the function of *CrossPointe Preparatory, Inc.* in answering any questions of faith students may pose is to encourage students to search the Scriptures with their parents for answers.
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Denominationally-Unbiased Position

1. The Philosophy Statement of *CrossPointe Preparatory, Inc.* is fundamental to basic Christian tenets and contains those concepts to which we unreservedly adhere and teach.
 2. It is our desire to maintain this position and to do so in all fairness to each family.
 3. In honoring this desire concerning the outreach of *CrossPointe Preparatory, Inc.* there shall be no attempt made by parents, staff, or school board members to promote or disparage any doctrinal or denominational beliefs, practices, or positions regarding issues upon which *CrossPointe Preparatory, Inc.* itself has assumed no official stance.
 4. We desire to remain united in the salvation and love of Christ, avoiding the dissension that may be caused by denominational distinctions.
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Non-Discriminatory Policy

CrossPointe Preparatory, Inc. admits students of any race, color, national and ethnic origin to all the rights, privileges, programs, and activities generally accorded or made available to students at the school. It does not discriminate on the basis of race, color, national and ethnic origin in administration of its educational policies, admissions, policies, scholarship and loan programs, and athletic and other school-administered programs.

Public Release

I agree to allow CrossPointe Preparatory to publish the following information for school purposes only: home phone, mailing address, email address, teacher photo/video.

Christian Conciliation Service Requirement

All staff members at CrossPointe Preparatory are required to sign a statement indicating that they agree to the following Christian arbitration agreement:

The parties to the agreement are Christians and believe that the Bible commands them to make every effort to live in peace and to resolve disputes with each other in private or within the Christian community in conformity with the Biblical injunctions of 1Corinthians 6:1-8, Matthew 5:23-24, and Matthew 18:15-20. Therefore, the parties agree that any claim or dispute arising out of, or related to, this agreement or to any aspect of the school relationship, including any claim or statutory claims, shall be settled by Biblically-based mediation.

If resolution of the dispute and reconciliation do not result from mediation, the matter shall then be submitted to an independent and objective arbitrator for binding arbitration. The parties agree that the mediation and arbitration process will be conducted in accordance with the "Rules of Procedure for Christian Conciliation" ("Rules") contained in the Peacemaker Ministries booklet Guidelines for Christian Conciliation. Consistent of these "Rules," each party to the agreement shall agree to the selection of the arbitrator. The parties agree that if there is an impasse in the selection of the arbitrator, the Institute of Christian Conciliation division of Peacemaker Ministries in Billings, Montana (406-256-1583), shall be asked to provide the name of a qualified person who will serve in that capacity. Consistent with the "Rules," the arbitrator shall issue a written opinion within a reasonable time.

THE PARTIES AGREE THAT THESE METHODS SHALL BE THE SOLE REMEDY FOR ANY CONTROVERSY OR CLAIM ARISING OUT OF THE SCHOOL RELATIONSHIP OR THIS AGREEMENT AND EXPRESSLY WAIVE THEIR RIGHT TO FILE A LAWSUIT AGAINST ONE ANOTHER IN ANY CIVIL COURT FOR SUCH DISPUTES, EXCEPT TO ENFORCE A LEGALLY BINDING ARBITRATION DECISION.

AGREEMENT TO STATEMENTS AND POSITIONS

Parents, staff, and school board members must be in agreement with the above statements. Please sign below if you are in agreement with all statements and positions included in this document.

Signature of applicant

Date