

Thank you for your interest in substituting for Foothills Community Christian School. We are always looking for qualified substitutes.

Your interest in Foothills Community Christian School is appreciated. We invite you to fill out this initial application and return it to our school office. **There is a reference form enclosed. Please make copies for a total of three forms. Fill out the top portion of each form and sign. Give the forms to your references to complete and return to Foothills Community Christian School.** We prefer to have two professional references and one character reference.

We realize that the key to a successful Christian School is its staff. We are grateful for those who are professionally qualified, who really love children, and who, by the pattern of their lives, are Christian role models. Luke 6:40.

FCCS is a unique educational institution committed to quality Christian education. **The driving passion behind the school has been this: to neither sacrifice excellent academics in the name of a Christian biblical framework nor to sacrifice a Christian biblical framework in the name of academic excellence.** The mission of FCCS is assisting parents in providing a Christ-centered education that values exceptional academics, strong moral character, and service to others.

The mission is best defined in our prayer that our communities would be the wonderful beneficiaries of students who can *truly* think, live, love, and lead as Christians in all areas of their lives.

The truths of God are intentionally integrated in the curriculum, to present students with a Christian worldview. We are training young people to *think* like Christians.

Our pupil to teacher ratio is significantly lower than that of public school. Discipline is maintained among the students. We are training young people to *live* like Christians.

The Staff and faculty model their faith daily. The staff is intentional in providing opportunities for students to demonstrate Christian compassion. We are training young people to *love* like Christians.

Our students are average to above average in ability and character. The staff is committed to intentionally instilling the foundation for godly leadership. We encourage and involve the students in participating in leadership and extracurricular activities. We are training young people to *lead* like Christians.

We look forward to receiving your initial 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.

Foothills Community Christian School

2210 5th Avenue North
Great Falls, MT 59401

406-452-5276

406-452-8606 FAX

fccs@foothillschristian.org

www.foothillschristian.org



APPLICATION FOR SUBSTITUTE TEACHER

Leadership is essential for Foothills Community Christian School. We are grateful for substitutes who are professionally qualified, who love and know children, and who by the pattern of their lives in the classroom exemplify Christ. We look forward to receiving your application.

Date of Application: _____ Date Available for an Interview: _____

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

PERSONAL DATA

Name: _____
Last *First* *Middle*

Social Security Number: _____ Home/Cell Phone: _____ Business Phone: _____

Email: _____ Drivers License number: _____ State: _____

Street Address: _____ City: _____

State: _____ Zip Code: _____ Birthdate: Day _____ Month _____ Year _____

Marital Status: Married Divorced Single Engaged Separated Remarried Widower

Do you smoke? Yes No

Do you drink? Yes No

CERTIFICATION

Do you hold teacher's certification? Yes No If yes, date issued: _____

Type: _____ State or organization: _____

Expiration date: _____

EXPERIENCE

Teaching/Work experience (list most recent first):

1. _____ Years: _____
2. _____ Years: _____
3. _____ Years: _____

EDUCATION

High School or College	City/State	Degree	Major	Dates Attended	Overall GPA

REFERENCES

List persons, such as former employers, pastors, supervisors, and instructors, who have first hand knowledge of your professional preparation and competence, and your spiritual maturity.

Name: _____ Title: _____ School/Company: _____

Work Phone: _____ Home Phone: _____

Name: _____ Title: _____ School/Company: _____

Work Phone: _____ Home 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:

Would you be willing to provide and submit to a criminal background check? Yes No

Have you been a victim of child abuse? Yes No

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 you have had filed against you that could have resulted in more than a 60 day imprisonment:

If you have a teaching license, has your teaching license or certificate ever been revoked? Yes No

RELIGIOUS AND EDUCATIONAL PHILOSOPHY

Have you had any courses in the Christian Philosophy of Education? Yes No

Have you had other courses giving specific training for Christian Day Schools? Yes No

What do you consider to be the proper classroom atmosphere for learning?

What is your philosophy of discipline?

Briefly describe the role of the teacher in the classroom:

List and explain the subjects in which you have the most confidence to teach.

In what way(s) do you model for your students Christian attitudes toward family, church, social, and authority structures?

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

1. _____

2. _____

3. _____

What do you believe is the unique function of the Christian school program?

CHRISTIAN BACKGROUND

What is your denominational preference? _____

What is your local church affiliation? _____

Pastor's name: _____

Are you presently a member in good standing? Yes No Years? _____

Are you active in your church? Yes No

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

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

Describe your routine of personal Bible study and prayer.

Give your own definition of a Christian:

What was your life like before receiving Christ?

How did you realize you needed Christ?

How did you receive Christ and become a Christian?

How is Christ helping you day by day?

STATEMENT OF FAITH

Foothills Community Christian School's (FCCS) Statement of Faith expresses its foundational life view and direction for the present and future and our understanding of the past.

We ask that you read over it and sign below:

We believe the Bible to be the inspired, the only infallible, authoritative, inerrant Word of God. (II Timothy 3:16 - 17, II Peter 1:21)

We believe there is only one God, eternally existent in three persons - Father, Son, and Holy Spirit. (Genesis 1:1, Matthew 28:19)

We believe in the deity of Christ (John 10:33), His virgin birth (Isaiah 7:14, Matthew 1:23, Luke 1:35), His sinless life (Hebrews 4:15, 7:26), His miracles (John 2:11), His vicarious and atoning death (I Corinthians 15:3 - 4, Ephesians 1:7, Hebrews 2:9), His resurrection (John 11:25, I Corinthians 15:3), His ascension to the right hand of the Father (Mark 16:19), His personal return in power and glory (Acts 1:11, Revelation 19:11).

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 and that only by God's grace and through faith alone we are saved (John 3:3, 3:16 - 19, 5:24, Romans 3:23, 5:8 - 9, Ephesians 2:9 - 10, Titus 3:5).

We believe in the resurrection of both the saved and the lost - that they that are saved unto the resurrection of life, and they that are lost unto the resurrection of damnation (John 5:28 -29).

We believe in the spiritual unity of believers in our Lord Jesus Christ (Romans 8:9, I Corinthians 12:12, Galatians 3:26 - 28, Philippians 2:1 - 2).

We believe in the present ministry of the Holy Spirit by whose indwelling the Christian is enabled to live a godly life (John 7:37 - 39, 14:16 - 17, Romans 8:9 - 14, I Corinthians 3:16, 6:19 - 20).

We believe in the creation of man by God in His own image (Genesis 1:26 - 28, 5:1 - 2, Matthew 19:4, Ephesians 2:10).

We believe that God wonderfully and immutably creates each person as male or female, and that these two distinct, complementary genders together reflect the image and nature of God (Genesis 1:26-27, Mark 10:6).

We believe that God created marriage to be exclusively the union of one man and one woman, and that intimate sexual activity is to occur exclusively within that union (Genesis 2:18-25, Romans 1:21-27, 1 Corinthians 6:9-10;18, 7:2-5, Hebrews 13:4).

We believe that all human life is sacred and created by God in His image. Human life is of inestimable worth in all its dimensions, including pre-born babies, the aged, the physically or mentally challenged, and every other stage or condition from conception through natural death (Psalm 139:14-16).

Final Authority for Matters of Belief and Conduct

The statement of faith does not exhaust the extent of our beliefs. The Bible itself, as the inspired and infallible Word of God that speaks with final authority concerning truth, morality, and the proper conduct of mankind, is the sole and final source of all that we believe. For purposes of Foothills Community Christian School's faith, doctrine, practice, policy, and discipline, our Board of Directors is Foothills Community Christian School's final interpretive authority on the Bible's meaning and application.

I HAVE READ AND FULLY SUBSCRIBE TO AND SUPPORT THE STATEMENT OF FAITH OF FOOTHILLS COMMUNITY CHRISTIAN SCHOOL 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: _____

APPLICANT'S CERTIFICATION AND AGREEMENT

I have made application for a position as a substitute teacher with Foothills Community Christian School.

I understand that Foothills Community Christian School 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 Foothills Community Christian School 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 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 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: _____

Applicant's Social Security Number: _____

I waive the right to ever personally view any references given to Foothills Community Christian School.

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.

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.

“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

I declare that I do not use tobacco products of any nature and I do not abuse alcoholic beverages or engage in the sale or distribution of those products.

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: _____

Administrator’s signature after discussion with applicant/volunteer: _____

Date: _____

“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

STAFF COVENANT

I believe that a call to serve on the staff of Foothills Community Christian School 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 and Will. I will diligently lead the students by word and example to godly use and stewardship of 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 Head of School.
5. I realize that my contract is dependent in part on my commitment to a local church.
6. Earnestly seeking that God may guide, bless and use me in the work of the school, I subscribe to the above standards and to the school's Statement of Faith, trusting in His grace for their fulfillment.

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.

Date

Signature

APPLICANT'S CERTIFICATION AND AGREEMENT

I have made application for a position as a _____ with Foothills Community Christian School.

I understand that Foothills Community Christian School 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 Foothills Community Christian School 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 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 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: _____

Applicant's Social Security Number: _____

I waive the right to ever personally view any references given to Foothills Community Christian School.

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.

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., adultery, fornication, homosexual behavior, lesbian behavior, bisexual conduct, incest, cohabitation, use of pornography, viewing of pornographic material or websites, sexual harassment, sexual abuse, sexual improprieties toward minors, and bestiality) as defined by Scripture.

“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

I declare that I do not use tobacco products of any nature and I do not abuse alcoholic beverages or engage in the sale or distribution of those products.

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: _____

Administrator’s signature after discussion with applicant/volunteer: _____

Date: _____

“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



Foothills Community Christian School

2210 5th Avenue North
Great Falls, MT 59401

406-452-5276

406-452-8606 FAX

fccs@foothillschristian.org

www.foothillschristian.org



SUBSTITUTE REFERENCE FORM

I, _____ have filed my application for a position at Foothills Community Christian School.

I have asked for assignment as a substitute teacher.

I shall appreciate it very much if you will fill in the blanks below and mail direct to Foothills Community Christian School.

Sincerely,

APPLICANT'S SIGNATURE: _____

OFFICIAL CONFIDENTIAL INFORMATION

	SUPERIOR	STRONG	AVERAGE	FAIR	POOR
GENERAL APPEARANCE acceptable, attractive, neat					
PHYSICAL FITNESS free from chronic ailments					
PERSONALITY wholesome, pleasing					
SOCIAL QUALITIES evidence of social maturity					
ETHICS professional relationships					
EMOTIONAL STABILITY self-control, possesses spiritual convictions					
CITIZENSHIP community and personal standing					
VOICE pleasing and modulated					
USE OF ENGLISH acceptable in conversation and speech					
INTELLECTUAL CAPACITY alert, responsive, adequate					
ATTITUDE TOWARD CHILDREN recognizes the needs of children					
ADEQUACY OF PROFESSIONAL TRAINING evidence of being up to date professionally					
SUCCESS AS AN INSTRUCTOR works to capacity with maximum results					
GENERAL RATING					

OVER

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 good role model for students?

List principle character and personality strengths.

Are there character or personality weaknesses that diminish this applicant's effectiveness as a role model?

Are there family factors that might help or hinder the applicant's success at this school?

Have you noted depth of convictions as demonstrated by honesty, fairness, respect for authority, diligence, compassion, tact, and other Christian virtues?

Do you consider the applicant a self-starter, willing to do extra tasks if needed?

EMPLOYER

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 an instructor? Yes No

COMMENTS: (If you prefer you may call me 1-406-452-5276)

SIGNATURE OF REFERENCE: _____

NAME OF REFERENCE: _____

TITLE OR POSITION: _____

ORGANIZATION: _____

ADDRESS: _____

CITY, STATE ZIP

AREA CODE PHONE