



Evangel Classical Christian School

423 Thompson Road
Alabaster, AL 35007

Phone: 205.216.0149
Fax: 205.216.0150

Dear Faculty Applicant,

Thank you for your interest in becoming a part of our faculty at Evangel Classical Christian School (ECCS)—a ministry of Evangel Church, PCA. Our school exists to glorify God by shaping the hearts and minds of covenant children through a distinctively classical and unapologetically Christian education with the goal of raising up ambassadors for Christ.

We feel that communicating our vision of the classical and Christian educational model is an essential part of our hiring process. Therefore, we ask all candidates to read Douglas Wilson's *Recovering the Lost Tools of Learning*, including Dorothy Sayers' essay, "The Lost Tools of Learning," which Wilson references as Appendix A in his aforementioned book.

If you are interested in applying for one of our openings, we would invite you to complete this teacher application and return it with unofficial copies of your college transcript(s) via email to Dr. Stacey Parham, (sparham@evangelclassical.org). If we have continued interest in pursuing your candidacy, we will contact your references and arrange for an in-person interview at which time the above readings would need to be completed.

We look forward to hearing from you and welcome 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. If you have any questions about the school or the application process, feel free to call (205) 216-0149.

In His Service,

Mr. David Long
Head of School

Dr. Stacey Parham
Associate Head

Mrs. Dawn Hensley
Grammar School Principal

Mrs. Jennifer Scott
Logic & Rhetoric Principal



Evangel Classical Christian School
Application for Employment
(please print)

Section I: Personal Information

Please feel free to replace this section in whole or in part with a resume or c.v.

Full Name: _____

Date of Application: _____ Date Available for Work: _____

Address: _____

Phone: _____ (h) _____ (c) _____ (w)

Email: _____

Married Single Spouse's Name (if applicable) _____

Name(s) and Age(s) of Child(ren)*: _____

*As an ACCS-accredited school, we would like to inform you of the following ECCS policy that is consonant with the distinctives of ACCS accreditation: Every ECCS faculty member is encouraged to enroll his/her school-age children in ECCS, unless the child has a learning or developmental disability and/or exceptionality and/or extenuating circumstance that renders ECCS to be a less sustainable and/or suitable learning environment to accommodate his/her specific academic and/or social needs.

Name of Current Employer, if applicable: _____

Reason(s) for leaving your current position:

Section II: Position Information

A. Please indicate 1, 2, 3, or 4 choices in parenthesis. Then, to the right, please indicate the grades or subjects that you would like to teach in order of your preference.

() Lower Grammar School (grades K3-1st) _____

() Upper Grammar School (grades 2nd-5th) _____

() Logic School (grades 6th – 8th) _____

() Rhetoric School (grades 9th – 12th) _____

B. Salary Requirements: _____

C. Are you particularly interested or gifted in any of the following?

() Art () Drama () Physical Education () Audio/Visual Tech () Yearbook

() Foreign Language (which language?) _____

() Music (which? vocal/instrumental/both) _____

() Competitive, Academic Teams () Other _____

Section III: Education

Please feel free to replace this section in whole or in part with a resume or c.v.

Please attach copies of all college transcripts. Should you be offered a position, official copies of your college transcripts will be required to be submitted for inclusion in your personnel file.

Formal Training: List all degrees that you have earned below:

Degree: _____ Date Received: _____ Cum GPA: _____

Issuing Institution: _____ Major / Minor(s): _____

Degree: _____ Date Received: _____ Cum GPA: _____

Issuing Institution: _____ Major / Minor(s): _____

Degree: _____ Date Received: _____ Cum GPA: _____

Issuing Institution: _____ Major / Minor(s): _____

Other Training: Please describe any other educational advantages you have had that you feel are pertinent to your application:

Section IV: Teaching Credentials and Experience

A. Credentials:

Do you have a state teaching certificate, and if so what state(s)? _____

Other teaching certifications (ACCS, ACSI, etc.): _____

(Please attach photocopies of any teaching certificates that you hold.)

Note: These are not requirements for employment.

Total Years Teaching Experience: _____

Years Teaching in Classical Christian Schools: _____

Years Teaching in non-Classical Christian Schools: _____

Years in Public or non-Christian Private Schools: _____

B. Teaching Experience: Please list in order, beginning with the most recent, your teaching experience:

School Name: _____

Address: _____

Phone: _____ Supervisor/Contact Person: _____

Dates Worked: From _____ through _____

Grades and/or subjects taught: _____

School Name: _____

Address: _____

Phone: _____ Supervisor / Contact Person: _____

Dates Worked: From _____ through _____

Grades and/or subjects taught: _____

School Name: _____

Address: _____

Phone: _____ Supervisor / Contact Person: _____

Dates Worked: From _____ through _____

C. List professional organization memberships, offices, and/or professional honors obtained in:

High School: _____

College: _____

Currently: _____

Section V: Other Work History

Please describe below any other work history that you have had that you feel would be significant to the type of position for which you are applying.

Employer Name and Address: _____

Dates of Employment: From _____ through _____

Supervisor: _____ Phone: _____

Description of your job and duties: _____

Employer Name and Address: _____

Dates of Employment: From _____ through _____

Supervisor: _____ Phone: _____

Description of your job and duties: _____

Section VI: Personal Philosophy / Church Affiliation

A. Christian Beliefs:

1. Do you believe the Bible to be the only inspired and inerrant Word of God, our final authority in all matters of faith, conduct, and truth?
__Yes __No
2. Please carefully read our Statement of Faith below and place your initials in the blank beside each statement to indicate that you have read and agree to each one. At the end of the Statement of Faith indicate your degree of support.

ECCS Statement of Faith and Secondary Doctrines *(from ECCS By-Laws)*

This statement of faith contains the essential biblical doctrines that guide the ministry of Evangel Classical Christian School. Evangel Classical Christian School is a ministry of Evangel Presbyterian Church (EPC). The primary doctrines below define the perspective from which all classes will be taught and are one of the tools that will be used in the hiring of faculty and administration. Issues not mentioned in this statement of faith are considered to be secondary doctrines and will not be emphasized in the teaching of the school. These secondary doctrine issues are important, and they may arise upon occasion within the curriculum; Evangel Classical Christian School recognizes that Christians are at liberty to reach different conclusions regarding them.

The school's recognition that Christians disagree on these topics, however, should not be interpreted to mean that the school believes that there is no right answer to questions about these issues. With this caveat in mind and so that doctrinal disputes do not cause irreparable division within the school, classroom discussion of secondary doctrines will clearly delineate the Reformed view of the Presbyterian Church of America while encouraging students to respectfully investigate and articulate alternate views held by other Christian traditions. ECCS teachers will model respectful dialogue and encourage students to follow the example of the Bereans "received the message with great eagerness and examined the Scriptures every day to see if what Paul said was true." (Acts 17:11, NIV). Students will also be encouraged to engage any questions they have regarding classroom discussion with their parents and pastor.

Please initial.

a. _____ Sovereignty of God

God's sovereignty controls all that occurs in His world and in His church. His plans and purposes always prevail; nothing can thwart them.

b. _____ Inerrancy of Scripture

God's written Word, the Bible, is free from error and is completely trustworthy. It is His truth and is the final authority in all matters.

c. _____ God's Creation of the World, Mankind, and Marriage

The Triune God (Father, Son, and Holy Spirit) alone has existed from eternity past and in His wisdom decided to create the universe from nothing. God spoke and it came into existence. Humanity did not evolve from lower life forms but was created by God. Mankind was created with dignity in that he was made in God's image and was created in humility; our purpose is to glorify God and to enjoy Him forever.

God purposefully created both male and female, and He created each gender to be distinct from the other, though equal in their reflection of His image. Rejection of one's original anatomical sex is a rejection of the image of God within that person.

God established holy marriage between one man and one woman to reflect the relationship of Christ with His Church and to be the basic unit of human society. We believe that the word "marriage" has only one meaning: the uniting of one man and one woman in an exclusive union, as determined in the Scriptures. For this reason, it is only in a marriage between one man and one woman that God sanctions sexual relationships.

d. _____ Fall of Mankind

All mankind participated in Adam's fall from his original sinless state and are thus totally depraved and lost in sin.

e. _____ Jesus, Savior of Sinners

Jesus Christ is the unique Son of God and the only Savior of the world. Fully God and fully man, He was born of a virgin and lived a sinless life. He alone secured our salvation by His substitutionary atonement on the cross and by His righteous life imputed to us. Jesus rose bodily from the dead, ascended to the right hand of the Father, and will come again in power and glory.

f. _____ Justification by Faith Alone

Sinners are justified by faith alone and do not deserve nor can they earn, salvation. Justification is granted only by God's grace through faith in Jesus Christ.

g. _____ Empowering Holy Spirit

Every true believer in Jesus Christ is in-dwelt and empowered by the Holy Spirit, who enables believers to live a godly life and to perform good works.

h. _____ Body of Christ

All believers are spiritually united in the Lord Jesus Christ, the Head of the Church, and every believer is a member of the body of Christ.

i. _____ Final Judgment and Resurrection

At the second coming of Christ, the saved and the lost will be bodily resurrected and judged. The saved will be resurrected to eternal life, and the lost will be resurrected to eternal condemnation.

___ I fully support the Statement of Faith as written without any reservations.

___ I support the Statement of Faith except for the area(s) listed and explained below (or on attached sheet). I am not living in obvious disregard of any of the tenets of the Statement of Faith. *Note: These exceptions may represent either disagreement or areas in which your opinions or convictions are not yet fully formed.*

Signature

Date

B. Church Affiliation:

What is your denomination? _____

What church do you attend? _____

Are you currently a member in good standing of your church? _____

How are you currently serving your church?

C. Personal Philosophy Statements:

Please attach your responses to the following questions:

1. Why do you wish to be a part of Evangel Classical Christian School?
2. What is your philosophy of education?
3. What do you consider to be the role of the family in education?
4. What do you consider to be the proper classroom atmosphere for teaching, including discipline in the classroom? Please share your response to our ECCS Discipline Policy included on p. 12 in this application.
5. What areas do you feel are your strengths? Your weaknesses?
6. To the best of your ability, please describe classical education.
7. For a God-honoring educational environment to exist, describe the proper relationship between the individual families and the Christian School.
8. What does it mean to have a Christian world view?
9. What is your attitude toward working with those of other races and those of other denominational beliefs?
10. Briefly describe your testimony, which should include your relationship to Jesus Christ and highlights of how God has worked and is currently working in your life.

Section VII: References

Please provide the names and contact information of three references whom we may call and whom you will ask to complete the attached reference forms. You will need one spiritual leader, who can not only attest to your Christian witness, but also to your church affiliation and involvement. You will need a professional reference if you have taught previously. If you have not taught previously, this reference may be a college professor or supervisor from other employment. You may also ask a friend who knows you well, or you may choose a second spiritual leader or professional reference. The reference form is attached to this application.

A. Spiritual Leader:

Name _____ Church: _____

Address: _____

Phone Number: _____ Email address: _____

B. Professional Reference:

Name _____ School or Business: _____

Address: _____

Phone Number: _____ Email address: _____

C. Spiritual Leader / Professional Leader / or Friend (please circle):

Name _____ Church, School, or Business: _____

Address: _____

Phone Number: _____ Email address: _____



Please return this reference to:

Evangel Classical Christian School

423 Thompson Road
Alabaster, AL 35007

_____ is applying for a position in our school and has listed you as a reference, someone who can speak to his/her Christian character as well as to his/her professionalism.

Your Name (Please Print): _____

Phone Number through which we may contact you: _____

For how long and in what capacity have you known the applicant? _____

If former employee: Why did applicant leave your employment? _____

Would you employ or reemploy? _____

Please complete the form below by checking in the column that corresponds with the most appropriate rating.

5 = Exceptional

2 = Needs Improvement

4 = Above Average

1 = Unsatisfactory

3 = Average

0 = Unknown / Cannot Answer

	5	4	3	2	1	0
Christian Leadership: exhibits Christian character in all areas of work and personal relationships.						
Scholarship and Conceptual Skills: demonstrates mastery of subject matter and ability to learn new skills.						
Flexibility: is willing to learn new concepts or ways of providing instruction. Uses a fair and consistent approach to teaching or related services.						
Commitment to Accomplishment: Exerts effort to attain goals. Demonstrates a desire for producing results. Organizes ideas, time, materials, and space to accomplish goals.						
Enthusiasm: Displays overall optimism and zeal for working with others, particularly young people. Develops positive interpersonal relationships and has a positive outlook on tasks, problems, etc.						
Initiative: Has the quality of seeing what needs to be done and is judicious in doing it with or without directions.						

	5	4	3	2	1	0
Clarity of Expression: Understands and correctly interprets concepts presented or discussed. Presents and discusses concepts precisely; answers questions clearly. Uses correct oral and written communication skills.						
Communication: Communicates effectively with others. Willing to use current communicative technology.						
Interpersonal Relationships: Exhibits listening skills, patience, and caring for others. Shows empathy, is interested in the welfare and responsive to the needs of others. Treats others in high regard, as image-bearers of Christ.						
Professional Relationships: Demonstrates a cooperative and open-minded attitude in working with others in a team situation. Respects the opinions, abilities and contributions of others.						
Personal Growth: Is willing to examine him/her self and constantly seeks improvement. Has the ability to receive instruction and constructive criticism, is teachable						
General Appearance: Gives attention to neatness, grooming, and professional attire. Exhibits poise and is an appropriate role model for young people in an educational environment.						
Maturity of Judgment: Is thoughtful, slow to speak and to anger, and seeks wise counsel. Decisions are well thought-out.						
Leadership Ability: Inspires others to work corporately for a common goal. Can organize and effectively lead a group effort.						
Creativity: Can solve problems and effectively use resources, incorporating truth, beauty, and goodness into solutions, rather than simply relying upon utility.						
Tact: Gives due deference to others when speaking. Follows Biblical principles of speaking the truth, but doing so in love, exhibiting the fruits of the spirit.						
Evidence of Christian Commitment through Church Attendance: Is a church member in good standing and attends Church Regularly.						

COMMENTS:

Signature: _____ Date: _____



Evangel Classical Christian School Discipline Philosophy

Our Philosophy:

The words “discipline” and “disciple” derive from the Latin word “discipulus”, meaning pupil, learner, or disciple. The administration and faculty at Evangel Classical Christian School (ECCS) desire to complement the parents’ role in disciplining their children to live God-honoring lives.

Webster defines discipline as “to train or develop by instruction and exercise especially in self-control” and as “training that corrects, molds, or perfects the mental faculties or moral character.” We believe that it is possible, right, and essential to define and teach what is acceptable and unacceptable behavior in practical ways that govern and affect our daily lives.

Jesus’ words in Matthew 22:37-40 provide a foundation for discipline at ECCS. He summed up the Ten Commandments in two commandments: “You shall love the Lord your God with all your heart, with all your soul, and with all your mind...And...You shall love your neighbor as yourself. On these two commandments hang all the Law and the Prophets.” We believe that the love of which Jesus speaks calls us as individuals and as a school to teach our students to love and honor God and to love and honor all of His creation.

Our goal at ECCS is to teach students to discern right from wrong and to practice self-control in ways that honor God. The entire curriculum will strive to reveal our holy, righteous, and gracious God in ways that endear the students to their heavenly Father so that they will accept His correction just as children who love and honor their earthly father accept his correction. Teaching self-control will include, though not be limited to, encouraging students to learn biblical ways to talk to one another, to play with one another, to support and encourage one another, to handle disagreements, to receive correction, and to express emotions. Additionally, we are eager for students to learn responsibility regarding their own and others’ possessions.

We believe all that occurs at ECCS is a form of discipline/training, and we desire to encourage and affirm the students in their progress in developing godly character. Love and forgiveness, firmness and fairness will be integral to student discipline.