



Substitute Teacher Application

Your interest in Valley Christian Schools is appreciated. We invite you to fill out the attached substitute application and return it to our business office whether your interest is in preschool, elementary, middle or high school. Upon receiving it and based on our need for substitute teachers at the time, we will schedule an interview. Once approved to substitute you will be asked to see Carol Halma in our Business Office to complete the necessary paperwork to begin employment with Valley Christian Schools. Upon receiving all necessary information from you, your name will be given to the specific campus(es) you have indicated a desire to work at and based upon their need they will call you.

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

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: _____

Phone: Cell () _____ Day () _____ Even. () _____

Best time to call you? _____ Email Address: _____

Are you a VCS Alumni? _____ Year _____

Circle days of the week and times you are available to be a substitute teacher.

Monday	Tuesday	Wednesday	Thursday	Friday

B. SUBSTITUTE POSITION DESIRED

Please indicate 1, 2, 3 choice in the parenthesis. Then to the right please indicate the grades or subjects in order of preference:

() Preschool () Kindergarten () Elementary _____

() Middle School _____ () High School _____

Can you submit verification of your legal right to work in the US? Yes ___ No ___

C. CHRISTIAN BACKGROUND

Please carefully read our Doctrinal Statement and Declaration of Moral Integrity (at the end of this application) and indicate your degree of support.

___ I fully support the Doctrinal 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.

___ I fully agree with the Declaration of Moral Integrity

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 ___

What is your local church affiliation? _____

Are you presently a member in good standing? _____ Years? _____

D. PROFESSIONAL QUALIFICATIONS

What degree or degrees do you hold? (be specific)

Degree	Date Received	Issuing Institution
_____	_____	_____
_____	_____	_____

Your Major(s)

Your Minor(s)

Cumulative grade point average Bachelor's _____ Graduate work _____

Total (circle one) semester or quarter units **after** date of Bachelor's degree _____

Sequentially list your teaching experience with most recent first.

School's Name	Grades or Subjects	Dates
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

Do you have a state teaching certificate? _____ State? _____

What kind? _____ Remains valid for _____ years.

Endorsement(s)	List semester hours in endorsement area(s)
_____	_____
_____	_____

E. PERSONAL PHILOSOPHY

*** On separate paper please label and succinctly answer in one or two paragraphs each of the questions below.**

A. Why do you wish to be a substitute teacher in a Christian school?

B. What are the main characteristics that distinguish a Christian school from a public school?

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

D. What is your philosophy of discipline?

E. What are the keys for the success of Christian education in the future?

F. What areas do you feel are your strengths? Weaknesses?

Briefly give your Christian testimony.

F. EMPLOYMENT HISTORY

Please start with your current or most recent employer and work backwards for the past five years. If necessary, you may follow the same format on the reverse.

1. Position _____ Dates of Employment _____
Address _____
Supervisor's Name and Phone Number _____
Reason for leaving _____

2. Position _____ Dates of Employment _____
Address _____
Supervisor's Name and Phone Number _____
Reason for leaving _____

3. Position _____ Dates of Employment _____
Address _____
Supervisor's Name and Phone Number _____
Reason for leaving _____

Have you ever worked under a different name for any of the employers you have listed? If so, what was the name or names? _____

G. PERSONAL REFERENCES

Do not list family members or relatives for references.

Give three references who are qualified to speak of your spiritual experience and Christian service. Please print their email address.

List your current pastor first.

Name	Email Address	Phone	Position

Give three references who are qualified to speak of your professional training and experience. Please also list their email address.

List your current or most recent principal or supervisor first.

Name	Email Address	Phone	Position

Do you have any felony convictions? Yes No

H. APPLICANT'S CERTIFICATION AND AGREEMENT

I understand that Valley 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 as a substitute teacher.

I authorize Valley Christian Schools to call the primary references which I have listed, any secondary references mentioned 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 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 substitute teaching and that no employment contract is being offered at this time.

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

Signature of Applicant _____ Date _____

Declaration of Moral Integrity

Our school expects all of its employees 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 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, 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.

Signature of Applicant _____ Date _____

Signature of Applicant _____ Date _____
after discussion with applicant

"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

Doctrinal Statement

The Valley Christian Schools Society was organized by the Reformed community of the Bellflower-Artesia area, and took for its doctrinal basis the standards of the Reformed churches. These standards are first, the Holy Scriptures, and second, the Three Forms of Unity, which the Reformed churches received as correctly setting forth the Scriptural system of truth. Members of the School Society should be in substantial agreement with this doctrinal basis and should understand that the charter of the Society requires that all teaching in the school shall conform to this doctrinal basis. The *Three Forms of Unity* are the **Belgic Confession**, **The Heidelberg Catechism**, and the **Canons of Dort**. The principle teachings of the Christian faith as set forth in these writings may be summarized as follows:

Essentials Of The Christian Faith

THE HOLY SCRIPTURES - The Bible is the inspired word of God and hence is man's infallible guide in all matters of which it treats. It consists of sixty-six books and was given to man through human authors who were so influenced by God and the Holy Spirit that what they wrote is the Word of God. Our ultimate authority is the Bible.

GOD - There is only one eternal, all-powerful, and all-knowing, triune God. This means that the one God is, at one and the same time, the Father, the Son, and the Holy Spirit. Each Person in the Godhead is fully God with all the infinite qualities, yet each Person is also completely distinct. This is the mystery of the Trinity. Although the three Persons are active in all the works of God, there are distinctions in function. Creation and providence are particularly ascribed to the Father. The Son is the Mediator who became flesh that He might be the Savior of sinners. The Holy Spirit is the Sanctifier of the Church.

MAN - Man and his environment have come into existence by the creative act of God. Unlike other creatures on the earth, man was created in the likeness of God. As God's image-bearer, man was created in a state of righteousness to be the servant and friend to God. The original pair, Adam and Eve, yielded to the temptation of Satan and violated the express command of God. They thus abandoned their righteous condition and fell into sin. As representatives of the race that was to spring from them, they involved all of humanity in sin. As a result all are born in a sinful condition and cannot find acceptance with God, unless they are redeemed by Christ.

SALVATION - Salvation is freely given by God, merely of grace, only for the sake of Christ's merits. The Lord, Jesus Christ, the Second Person of the Trinity, became flesh, lived a sinless life, and died a substitutionary death and arose from the grave to redeem God's elect. God grants and credits such sinners the perfect satisfaction, righteousness, and holiness of Christ, as if they had never sinned nor been a sinner. Only this can make one right with God. This righteousness can be received in no other way than by faith alone. In this way they are justified before God's judgment, adopted into the family of God, and made ready for heaven.

THE COVENANT OF GRACE AND CHRISTIAN WORLDVIEW - God enters into a covenant with those whom He is saving. As God revealed to Abraham, this covenant includes the children of believers. These covenant children bear a special relationship to God and have a special responsibility. Thus God's people, the Church, are regarded as being made up of believers and their children. The children should be equipped with knowledge to bring peace and transformation into our fallen world. Thus, we teach children how to live in the world as opposed to sheltering them from the fallen world.

SANCTIFICATION - Those sinners who have been brought into God's Covenant of Grace are indwelt by God, the Holy Spirit from the moment of their regeneration so that they are now able to glorify God through righteous and holy living. The guide for this holy living is found in the Moral Law of God as set forth in the Ten Commandments and as summarized by Christ in Matthew 22:37-39: "Jesus said unto them, Thou shalt love the Lord thy God with all thy heart, and with all thy soul, and with all thy mind. This is the first and great commandment. And the second is like unto it, thou shalt love thy neighbor as thyself."

Doctrinal Statement

We affirm this call to holiness in all aspects of our lives (1 Pet 1:14-16, Rom 1:7, 1 Cor 1:2, Eph 1:4, 1 Thess 4:7, Rom 1:29-32, 2 Tim 3:2-4, 1 Cor 6:9-11, Gal 5:22-23). Regarding human sexuality, our position is the following:

1. We believe that heterosexual practice outside the covenant of marriage and all homosexual practice is incompatible with the will of God as revealed in Scripture.
2. We believe that transgender practice is incompatible with the will of God as revealed in Scripture.

Although the believer must struggle against his sinful nature throughout this life, the indwelling Holy Spirit will increasingly bring forth in this life the fruits of sanctification.

FINAL THINGS - When history has run the course laid out for it in God's plan, the Lord, Jesus Christ will return in power and glory to judge impenitent sinners and to take His redeemed people to live with Him for eternity. Until that time it is the duty of God's people to glorify the name of their Covenant God by living righteously and prayerfully, by witnessing concerning His grace to all people, and by bringing all things into subjection to the Lordship of Christ.

Reformed Distinctives

1. All areas of life are created by God and need to be transformed, enjoyed, and worked by His people. All things were created good and became corrupted with sin. We are called upon to bring restoration to this fallen world with the help of God, to understand it and be a light in it.
2. God's plan of salvation has not changed throughout history. A single plan of God's love has been unfolding since creation.
3. Infants are baptized to indicate they are part of his covenant of grace. As they mature, they publicly express their desire to commit their life fully to God.
4. The understanding of the depth of our sinfulness and our inability to achieve salvation outside of the grace of God is specified in the Canons of Dort. Specifically, there are five points that are helpful in distinguishing reformed beliefs regarding salvation:
 - a. Radical Corruption. We believe sin has corrupted every aspect of our being. People are unable to choose God without first being regenerated (reborn) by the power of the Holy Spirit.
 - b. Unconditional Election. God chooses to save people from sin's penalties based on his sovereign plan.
 - c. Intentional Atonement. The extent of Christ's sacrifice is focused on the elect. This means that his atonement was completely effective in bringing about salvation for everyone in God's salvation plan.
 - d. Effectual Calling. God's regenerative call is completely effective and cannot be rejected. Once someone is born again, they will follow God's call.
 - e. Preservation of Believers. God's elect cannot lose their salvation.

Theological Differences

1. We do not believe in the infallibility of any church pontiff, cardinal, or patriarch.
2. We do not believe in purgatory.
3. We do not believe in devotion to Mary or "The Saints," nor are they intermediaries between us and God.
4. We do not believe a human priest can mediate between Christians and God.
5. We do not believe in mortal and venial sins because all sin renders us guilty before God.
6. We do not believe that people can contribute towards their salvation or can earn salvation through their good deeds and actions.
7. We do not believe that Christ had only a divine nature while on earth.