

LAKELAND CHRISTIAN SCHOOL
1111 Forest Park Street
Lakeland, FL 33803
www.lcsonline.org
863-688-2771
FAX 863-682-5637

FACULTY APPLICATION PROCESS

1. Submit a resume via mail or email to the appropriate contact below:
 - Grades K-2 – Mrs. Luci O’Byrne, Primary Grades Principal
lobyrne@lcsonline.org
 - Grades 3-5 - Mr. Fred Wiechmann, Elementary Principal
fwiechmann@lcsonline.org
 - Grades 6-12 – Mr. Wayne Shimko, Secondary Principal
wshimko@lcsonline.org
 - Music (K-12) – Mrs. Lorraine Latham, Music Department Head
llatham@lcsonline.org
 - Coaching – Mr. Mark Kirby, Athletic Director
mkirby@lcsonline.org

2. Include a letter of introduction that includes the following information:
 - A brief testimony of your personal faith in Christ.
 - A brief description of your involvement in your local church, including your denominational preference and any positions of ministry you have held.
 - Why you are pursuing a teaching position in a Christian school.
 - Any other information that would be helpful for us as we consider your interest in teaching at LCS.

3. If the preliminary review of the resume and introductory letter appear compatible with available openings, an application will be mailed to you. It is usually beneficial to provide references and contact information as soon as possible so that we can begin contacting your references while you are filling out the application. Hopefully, we will have responses from the references by the time your application arrives.

4. The application and references will be reviewed and a decision made regarding the scheduling of an interview. The interview process involves initial interviews with the appropriate principal, an interview with the headmaster, and finally a brief interview with representatives of the Board of Directors.

5. Lakeland Christian School is a drug-free workplace. The application process involves both a drug test and a fingerprint background check.



LAKELAND CHRISTIAN SCHOOL

TEACHER APPLICATION

Michael M. Sligh, Headmaster
Wayne Shimko, Secondary Principal
Fred Wiechmann, Elementary Principal
Luci O'Byrne, Primary Grades Principal

1111 Forest Park Street
Lakeland, Florida 33803
Phone: (863) 688-2771
Fax: (863) 682-5637
www.lconline.org

LAKELAND CHRISTIAN SCHOOL INITIAL TEACHER APPLICATION

Your interest in Lakeland Christian School is appreciated. We invite you to fill out this initial application and return it to our school office. If an opening occurs for which it appears you may qualify, we will contact your references. If we have continued interest in your candidacy, we will arrange for a personal interview.

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.

We look forward to receiving your initial application. Thank you for your interest in the ministry of Lakeland Christian School.

LAKELAND CHRISTIAN SCHOOL TEACHER APPLICATION

A. Applicant's Name and Address

Full name: _____
Application date: ____/____/____ Date available: ____/____/____
Are you at least 21 years old? ____ Yes ____ No
Present address: _____
Phone: Days (____) _____ Evenings (____) _____
Best time to call you? _____ Social Security # _____
How long have you lived at the above address? _____
Permanent address and phone number, if different than present address

B. Position Desired

Please indicate your choices in the parentheses as 1, 2, or 3. Then to the right, please indicate the grade or subject in order of preference:

- () Kindergarten _____
 - () Elementary _____
 - () Junior High _____
 - () High School _____
- Full time ____ Part time ____

How did you learn about the position for which you are applying?

Please list activities or sports which you would be capable of and be willing to direct, sponsor, advise, or coach. (Indicate grade or ability levels). _____

What would you like to be doing five years from now? _____

C. Christian Background

***In your own handwriting on separate paper, briefly give your Christian testimony.**

Bible: 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 _____
Signature: _____

Statement of Faith:
Please carefully read our Statement of Faith and indicate below your degree of support.
_____ I fully support the Statement as written without mental reservations.
Signature: _____

_____ 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.
Signature: _____

Church Service:
Denominational preference? _____
What is your local church affiliation? _____
Are you presently a member in good standing? _____ Years? _____
In what church activities are you involved and with what degree of regularity?

What other Christian service have you done since becoming a Christian?

What is your attitude toward working with those of other denominational beliefs and/or traditions? _____

Devotional Prayer Life:

Describe your routine of personal Bible study and prayer life. _____

What books have you read recently that have helped you spiritually? _____

D. Professional Qualifications

*** Please attach photocopies of all your 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: What degree or degrees do you hold?

Degree	Date Received	Issuing Institution	Major(s)/Minor(s)
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Cumulative grade point average BA _____ BS _____ Graduate work _____

Teaching Experience: Sequentially list your teaching experience, with most recent first.

School's Name	Grades or Subjects	Dates
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To what degree are you familiar with various Christian or secular curriculums (i.e., ACE, ABeka, Bob Jones, Saxon math, Open Court Reading, etc?) _____

Curriculum preferences? _____

List any other educational advantages that you have had, including opportunities for travel.

List any books or articles that you have read recently that have helped you to grow professionally.

Teaching Credentials:

Do you have an ACSI Teaching Certificate? Yes _____ No _____

What level? _____ Remains valid for _____ years.

Do you have a state teaching certificate? Yes _____ No _____ State? _____

What kind? _____ Remains valid for _____ years.

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

If you do not hold a certificate, what requirements do you lack? _____

***Please attach photocopies of any certificates held.**

Christian School Preparation: Have you had any courses in the Christian Philosophy of School Education?
If so, where and when? _____
If not, would you be willing to take such a course by correspondence or otherwise? _____

***Attach a typed copy of your personal Christian philosophy of education.**

Have you had other courses giving specific training for Christian day schools? _____ Give details.

List any conferences or seminars which you have led or participated in the past. _____

Describe how teacher evaluation has been helpful to you. _____

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 teach 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 areas do you feel are your strengths? Weaknesses?
- F. What do you believe about the origin of the earth and mankind?
- G. Please summarize any additional information that you would like to present regarding your candidacy for this position.

F. Personal References

You will need to sign the **Reference Release Form** that is attached and return it with this application. Do not list family members or relatives for references.

Give three references who are qualified to speak of your spiritual experience and Christian service. List your current pastor first. Please include name, complete address, phone, and position.

- 1. _____

- 2. _____

- 3. _____

Give three references who are qualified to speak of your professional training and experience. List your current or most recent principal or supervisor first. Please include name, complete address, phone, position and school.

- 1. _____

- 2. _____

- 3. _____

G. Employment History

Please start with your current or most recent employer and work backwards for the past five years. If necessary, you may make copies of this page or follow the same format and use the reverse side.

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

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

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

4. Employer _____
Position _____ Dates of Employment _____
Address _____
Supervisor's Name _____ Phone _____
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? _____

Have you already signed a contract for next year with another institution? Yes _____ No _____

Applicant's Certification and Agreement **Authorization to Release Reference Information**

I understand that **Lakeland Christian School** 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 the discovery of 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 that I will be paid and receive benefits only through the date of release.

I authorize **Lakeland Christian School** to thoroughly investigate references, work records, evaluations, education, and other matters related to my suitability for employment.

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 **Lakeland Christian 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 **Lakeland Christian School**.

Since I will be working with children, I understand that I must submit to a fingerprint check by the FBI and the Florida Department of Law Enforcement. I agree to fully cooperate in providing and recording as many sets of my fingerprints as are necessary for such an investigation. I authorize **Lakeland Christian School** to conduct a criminal records check.

Lakeland Christian School is a drug-free workplace. I understand that all candidates will be required to pass a drug test as a condition of employment.

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 Name (Print)

Applicant's Signature

Applicant's Social Security Number

EMPLOYEE QUALIFICATIONS OF LAKELAND CHRISTIAN SCHOOL

Please initial each statement and sign below indicating your commitment to comply with these requirements while an employee of Lakeland Christian School.

- _____ 1. Each employee shall give clear testimony to being a born again Christian. His/Her lifestyle will evidence this fact, including an active walk with the Lord, and a pattern of spiritual growth. (Romans. 10:9, 10; I Timothy 4:12)
- _____ 2. Each employee shall be serving the Lord as a faithful participant in a local, evangelical church. (Hebrews 10:24, 25)
- _____ 3. Each employee is to be well adjusted personally and socially. Each should be able to demonstrate the ability to share love for others; live contentedly under authority; have a teachable spirit, and a wholesome family life. (Ephesians 5:18-6:9)
- _____ 4. The spouse of each employee must be united with them in their support of the school, and the ministry that they will have here. (I Timothy 3; Ephesians 5:22-23)
- _____ 5. Since we all fail daily in thought, word, and deed, the Christian school employee should model repentance and faith as an on-going pattern of life. Conflicts should be resolved by biblical means with a view to guard the unity of the believers (Matthew 18: 15-20; Galatians 6:1; Ephesians 4:3)
- _____ 6. Employees are to manifest, in precept and example, both on and off the campus, the lifestyle of a responsible Christian role model. The Word of God is the final authority on all matters of faith and conduct. Therefore, actions expressly forbidden in the scripture are never acceptable. Included among these are such acts as drunkenness, stealing, lying, gossip and the use of slanderous or profane language. Promiscuity, extramarital sex, use of pornography, homosexual behavior or any deviant sexual relationship or conduct violates the biblical standards of a Christian role model. Also condemned by scripture are attitudes such as greed, jealousy, pride, lust, bitterness, hostility, and an unforgiving spirit and prejudice based on race, sex and socioeconomic status. Use of illicit drugs or misuse and abuse of prescription drugs is not acceptable. Restraint and discretion in the choice of entertainment, literature, and all media consumption should demonstrate concern for holiness of life and the ability to exercise sound judgment based on biblical principles. Employees should be sensitive to the influence that their actions and attitudes have on others. (Galatians 5:13; I Corinthians 6:19-20; Romans 1:24-32; I Timothy 4:12; Luke 6:40; Colossians 3:17) Since tobacco has been shown to be injurious to health, employees are to refrain from the use of tobacco in any form.
- _____ 7. Each faculty member shall be committed to the Christian philosophy of education as adhered to and taught by the school. (I Corinthians 2:13; Colossians 2:8)
- _____ 8. The children of full-time faculty members are required to be in attendance at the school during their kindergarten, elementary and secondary school years. Exceptions may be granted by the board of directors on a case by case basis.
- _____ 9. Faculty members must exhibit the gift of teaching, with a clear ability to communicate and discipline effectively. They must sense a clear leading from the Lord to minister here. (I Corinthians 7:21-24; Romans 12:7b-12)

- _____ 10. Faculty members must be college graduates that are certifiable by the Association of Christian Schools International (ACSI) and the State of Florida. Teaching certificates from other states may be used until the required certificates are in place. ACSI certification requires, in addition to the professional course work, a course in the Christian philosophy of education, and Continuing Education Units (CEU) in Bible. Active pursuit of the required certification is a condition of continued employment. (I Corinthians 12:12-26)
- _____ 11. Employees enter into a contractual agreement with the school. The contract and its related forms signify agreement with the school, and the biblical and operational standards by which it functions. Failure to live by terms of the contract or the standards, as generally outlined above, are grounds for termination or non-renewal of contract. (Ecclesiastes 5:4-5)

Signature

Date

Board Approved 12/6/06

Lakeland Christian School
Statement of Faith

Basis: The basis of the School shall be the Word of God as interpreted by the following statement of faith:

1. We believe the Bible to be the inspired and only infallible authoritative Word of God.
2. We believe that there is one god, eternally existent in three persons: Father, Son and Holy Spirit.
3. We believe in the deity of our Lord Jesus Christ, in His virgin birth, in His sinless life, in His miracles, in His vicarious and atoning death through His shed blood, in His bodily resurrection, and in His personal return in power and glory.
4. We believe that for salvation of lost and sinful man, regeneration by the Holy Spirit is absolutely essential.
5. We believe in the present ministry of the Holy Spirit, by whose indwelling the Christian is enabled to live a godly life.
6. We believe in the resurrection of both the saved and the lost: those who are saved unto the resurrection of life, and those who are lost unto the resurrection of damnation.
7. We believe in the spiritual unity of believers in our Lord Jesus Christ.

Signature