



4200 Strong Rock Parkway, Locust Grove, GA 30248  
(678)833-1200 Fax (678)833-1395

Your interest in Strong Rock Christian School is appreciated. We invite you to fill out this application and return it to the Director of Human Resource. If an opening occurs which matches your qualifications, your application will be thoroughly reviewed. If we have continued interest in your candidacy, we will arrange for a personal interview.

We realize the key to a successful Christian School is its staff. We are grateful for those 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.

**I. Personal Information:**

Full Name: \_\_\_\_\_

Application Date: \_\_\_\_\_ Date Available: \_\_\_\_\_

Address: \_\_\_\_\_  
Street City State Zip

Phone: Home: (\_\_\_\_\_) \_\_\_\_\_ Work: (\_\_\_\_\_) \_\_\_\_\_

Cell: (\_\_\_\_\_) \_\_\_\_\_ Other: (\_\_\_\_\_) \_\_\_\_\_

E-mail: \_\_\_\_\_

**II. Position Desired:**

Please indicate possible position(s) for which you are applying:

\_\_\_\_\_

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

Why would you like to be a part of the Strong Rock Christian School staff?

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

**III. Professional Qualifications/Education:**

Please attach copies of all your college transcripts.

What degree or degrees do you hold?

1. Degree \_\_\_\_\_ Date Received \_\_\_\_\_

Issuing Institution \_\_\_\_\_

Major(s) \_\_\_\_\_

Minor(s) \_\_\_\_\_

Special Studies \_\_\_\_\_

Honors/Awards \_\_\_\_\_

2. Degree \_\_\_\_\_ Date Received \_\_\_\_\_

Issuing Institution \_\_\_\_\_

Major(s) \_\_\_\_\_

Minor(s) \_\_\_\_\_

Special Studies \_\_\_\_\_

Honors/Awards \_\_\_\_\_

3. Other Educational Experience \_\_\_\_\_

**IV. Employment History:**

Please start with your current or most recent employer and work backwards.

1. Employer \_\_\_\_\_ Position \_\_\_\_\_

Address \_\_\_\_\_

Dates of Employment \_\_\_\_\_

Supervisor's Name & Phone Number \_\_\_\_\_

Employment Status:  Full-time  Part-time  Temporary

Salary \_\_\_\_\_

Reason for leaving \_\_\_\_\_

2. Employer \_\_\_\_\_ Position \_\_\_\_\_

Address \_\_\_\_\_

Dates of Employment \_\_\_\_\_

Supervisor's Name & Phone Number \_\_\_\_\_

Employment Status:  Full-time  Part-time  Temporary

Salary \_\_\_\_\_

Reason for leaving \_\_\_\_\_

3. Employer \_\_\_\_\_ Position \_\_\_\_\_

Address \_\_\_\_\_

Dates of Employment \_\_\_\_\_

Supervisor's Name & Phone Number \_\_\_\_\_

Employment Status:     Full-time     Part-time     Temporary

Salary \_\_\_\_\_

Reason for leaving \_\_\_\_\_

Give a brief testimony and statement of your personal relationship to Jesus Christ.

1. Where is your present church membership? \_\_\_\_\_

2. Are you presently a member in good standing? \_\_\_\_\_ Number of Years \_\_\_\_\_

3. What church activities are you involved with and with what degree of regularity?

4. What is your attitude toward working with people of other races or denominational beliefs?

5. List your favorite scripture verse(s) and explain why they are your favorite:

I affirm that I have submitted my life to the Lordship of Jesus Christ and I have been saved by grace through His mercy, love, and forgiveness.

I understand the importance of maintaining a regular and personal time of devotion, prayer, Bible study and fellowship with Jesus Christ in order to be effective as an employee at Strong Rock Christian School, and I agree to do so.

I affirm that I will carefully guard the unity within the family of God. I will speak truly and deal truly with every person in accordance with the scriptural principles outlined in Matthew 18.

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Signature

1. How do you understand the "inspiration" and "authority" of the Scripture?  
(II Tim. 3:14-17; II Peter 1:20-21; Rev. 22:18-19; Jude 3; Heb. 4:12; John 10:35; Isa. 40:8; Prov. 30:5; Psa. 19:7-10, 119:9-11, 89, 105, 140; Rom. 15:4)
  
2. Do you believe Jesus Christ was fully God, fully Man, or both?  
(John 10:27-30; 14:9,10; Philipp. 2:5-8; Col. 2:9)
  
3. Do you believe the Virgin Birth is important? Why or why not?  
(Isa. 7:14; Matt. 1:25; Luke 1:26-35; John 1:1, 3, 14, 18; I John 1:3)
  
4. What does Christ's Resurrection mean to you? (I Cor. 15:1-58)
  
5. Do you believe that Christ's death on the cross was absolutely necessary to save mankind?  
(I Peter 2:24; Romans 3:25; 5:8)
  
6. Who is the Holy Spirit?(Acts 1:8; 5:3,4; Matt. 28:19; II Cor. 13:14; Hebrews 9:14; John 14:16-19; 15:26; 16:7; 12-15)
  
7. What do you believe the Scriptures teach concerning the "fall of man?"  
(Gen. 1:26-31; 2:16-27; 3:1-19; Rom. 1:19-32; 3:10-18, 23; 5:12, 6:23; Eph. 2:1-3)
  
8. Why do you believe it is important to be a member of a local church? (Heb. 10:25; I Cor. 12:14-26)
  
9. What do you believe God's Word teaches concerning your responsibility to reach our lost world for Jesus Christ? (Gen. 12:1-3; Isa. 6:1-8; Matt. 9:37, 38; 28:18-20)

10. According to the Bible, what must you do to go to heaven? (Rom. 3:10-23; Rom. 5:12-21; Rom. 6:23; 1 John 1:9; John 3:16)

**Personal Background:**

1. Have you ever been charged in civil or criminal proceedings with improprieties regarding children?  Yes  No.  
If yes, indicate the nature of the suit, offense, court, and disposition:

2. Have you ever been convicted of any offense involving dishonesty, breach of trust, stealing, any type of moral impropriety, or any type of felony?  Yes  No. If yes, indicate the nature of the suit, offense, date, court, and disposition:

3. Based on the job description and essential functions for this position, is there any reason why you might be unable to perform the duties and responsibilities of the position for which you are applying?  Yes  No.  
If yes, please explain:

4. If you answered "yes" to question #3, is there anything that the school can do to reasonably accommodate your needs so that you would be qualified to perform the duties and responsibilities of this position?

5. If you are offered a position, will you be able to verify that you are legally permitted to be employed in the United States?  Yes  No

\*\*Please note that we conduct a Criminal Records Check on all applicants. Fingerprints/biometrics will be used to check the criminal history records maintained by the Georgia Criminal Information Center (GCIC) and the FBI, when a federal record check is so authorized. \*\*

**NON-CRIMINAL JUSTICE APPLICANT'S PRIVACY RIGHTS**

As an applicant that is the subject of a Georgia only or a Georgia and Federal Bureau of Investigation (FBI) national fingerprint/biometric-based criminal history record check for a non-criminal justice purpose (such as an application for a job or license, immigration or naturalization, security clearance, or adoption), you have certain rights which are discussed below.

- You must be provided written notification that your fingerprints/biometrics will be used to check the criminal history records maintained by the Georgia Crime Information Center (GCIC) and the FBI, when a federal record check is so authorized.
- If your fingerprints/biometrics are used to conduct a FBI national criminal history check, you are provided a copy of the Privacy Act Statement that would normally appear on the FBI fingerprint card.

- If you have a criminal history record, the agency making a determination of your suitability for the job, license, or other benefit must provide you the opportunity to complete or challenge the accuracy of the information in the record.
- The agency must advise you of the procedures for changing, correcting, or updating your criminal history record as set forth in Title 28, Code of Federal Regulations (CFR), Section 16.34.
- If you have a Georgia or FBI criminal history record, you should be afforded a reasonable amount of time to correct or complete the record (or decline to do so) before the agency denies you the job, license or other benefit based on information in the criminal history record.
- In the event an adverse employment or licensing decision is made, you must be informed of all information pertinent to that decision to include the contents of the record and the effect the record had upon the decision. Failure to provide all such information to the person subject to the adverse decision shall be a misdemeanor (O.C.G.A 35-3-34(b) and 35-3-35(b)).

You have the right to expect the agency receiving the results of the criminal history record check will use it only for authorized purposes and will not retain or disseminate it in violation of state and/or federal statute, regulation or executive order, or rule, procedure or standard established by the National Crime Prevention and Privacy Compact Council.

If the employment/licensing agency policy permits, the agency may provide you with a copy of your Georgia or FBI criminal history record for review and possible challenge. If agency policy does not permit it to provide you a copy of the record, information regarding how to obtain a copy of your Georgia, FBI, or other state criminal history may be obtained at the GBI website (<http://gbi.georgia.gov/obtaining-criminal-history-record-information>).

If you decide to challenge the accuracy or completeness of your Georgia or FBI criminal history record, you should send your challenge to the agency that contributed the questioned information. Alternatively, you may send your challenge directly to the GCIC provided the disputed arrest occurred in Georgia. Instructions to dispute the accuracy of your criminal history can be obtained at the GBI website (<http://gbi.georgia.gov/obtaining-criminal-history-record-information>).

#### PRIVACY ACT STATEMENT

**Authority:** The FBI's acquisition, preservation, and exchange of fingerprints and associated information is generally authorized under 28 U.S.C. 534. Depending on the nature of your application, supplemental authorities include Federal statutes, State statutes pursuant to Pub. L. 92-544, Presidential Executive Orders, and federal regulations. Providing your fingerprints and associated information is voluntary; however, failure to do so may affect completion or approval of your application.

**Principal Purpose:** Certain determinations, such as employment, licensing, and security clearances, may be predicted on fingerprint-based background checks. Your fingerprints and associated information/biometrics may be provided to the employing, investigating, or otherwise responsible agency, and/or the FBI for the purpose of comparing your fingerprints to other fingerprints in the FBI's Next Generation Identification (NGI) system or its successor systems (including civil, criminal, and latent fingerprint repositories) or other available records of the employing, investigating, or otherwise responsible agency. The FBI may retain your fingerprints and associated information/biometrics in NGI after the completion of this application and, while retained, your fingerprints may continue to be compared against other fingerprints submitted to or retained by NGI.

**Routine Uses:** During the processing of this application and for as long thereafter as your fingerprints and associated information/biometrics are retained in NGI, your information may be disclosed pursuant to your consent, and may be disclosed without your consent as permitted by the Privacy Act of 174 and all applicable Routine Uses as may be published at any time in the Federal Register, including the Routine Uses for the NGI system and the FBI's Blanket Routine Uses. Routine uses include, but are not limited to. Disclosures to: employing, governmental or authorized non-governmental agencies responsible for employment, contracting, licensing, security clearances, and other suitability determinations; local, state, tribal, or federal law enforcement agencies; criminal justice agencies; and agencies responsible for national security or public safety.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

**References:** (Do not list family members or relatives for references.)

Name	Phone	Position
1. _____	_____	_____
2. _____	_____	_____
3. _____	_____	_____

**XI. Applicant’s Certification and Agreement:**

I understand that Strong Rock 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 Strong Rock 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 discuss with 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.

**Personal Expectations:**

I will conduct my personal life to set a worthy example of Christian life. I agree to live in a manner which is in accordance to the SRCS Statement of Faith. I am a member of and will regularly attend and actively support and participate in a local Bible-believing church.

**Professional and Academic Expectations:**

I understand that decisions I make as I plan for instruction influence all aspects of the classroom, including content, materials, teaching, activities, goals and learner needs.

**Content:** includes identifying the subject matter, judging its appropriateness to the learner, its relation to previous and future lessons, curriculum materials and school guidelines.

**Materials:** includes selecting instructional materials that are appropriate and available during instruction.

**Teaching Activities:** includes identifying teaching strategies, their order, roles of the teacher and students, time spent on each activity, appropriateness of the activity, and organization of the class for the activity.

**Goals:** includes identifying learner outcomes resulting from instruction, understanding and acting upon the relationship between goals and planned instruction, and justifying goals in terms of curriculum guidelines.

**Learner Needs:** includes identifying what students need to know, matching learner needs with instructional elements and determining that students have performed at an acceptable level following instruction.

\_\_\_\_\_  
Applicant’s Signature

\_\_\_\_\_  
Date



## Statement of Faith

1. We Believe that Jesus is Lord. (John 1:1-3, 14; Matthew 1:18-25; Philippians 2:5-9; Colossians 1:15; I Corinthians 15:1-8; Acts 1:11)
2. We Believe the Bible to be the only Divinely inspired, infallible, inerrant, and authoritative Word of God. (2 Timothy 3:16-17; 2 Peter 1:20-21)
3. We Believe there is only one living and true God. To Him we owe the highest love, reverence, and obedience. (Deuteronomy 6:4-5; Genesis 1:31)
4. We Believe that the Lord Jesus Christ is the eternal Son of God and Savior of the world. We affirm His virgin birth, sinless life, miracles, and ministry, His vicarious and atoning death through His shed blood, His bodily resurrection, His ascension to the right hand of the Father, and His return in power and glory. He now dwells in all believers as the living and ever-present Lord. (John 1:1-3, 14; Matthew 1:18-25; Philippians 2:5-9; Colossians 1:15; I Corinthians 15:1-8; Acts 1:11)
5. We Believe that all are sinners; that no one can come to the Father except through Jesus Christ; that only by the grace of God can we repent, confess with our mouths and believe in our hearts that Jesus is the Savior and the Son of God; that He gave His life on a cross and was resurrected for the forgiveness of all sin; and that only through Jesus Christ can we attain the gift of righteousness and eternal salvation. (Genesis 3:1-24; Romans 3:10-23; 5:12-21; 6:23)
6. We Believe that through the eternal trinity, God reveals Himself to us as Father, Son, and Holy Spirit. The fully divine Spirit of God inspired scripture, exalts Christ, and convicts of sin. He indwells, enlightens, and empowers the believer to righteousness through worship, evangelism, and service. (John 14: 16-19; John 16:7-15; I Corinthians 15:1-8; Acts 1:11)
7. We Believe that following the second coming of our Lord Jesus Christ, there will be two resurrections: one to eternal condemnation and the other to eternal life and joy. (Ephesians 2:8-10; 2 Corinthians 5:21)
8. We Believe that God is transcendent, and for His own glory and by His own decree, the triune God created the entire universe in six days, including the earth, time, and all things, visible and invisible, living and nonliving, material and nonmaterial. The Book of Genesis lays the foundation for the understanding of origins, the purpose for mankind's existence, and specifically for the doctrines of the Christian faith. (Genesis 1:1-2:3; Exodus 20:11, Isaiah 46:9-10; Nehemiah 9:6; 1 Timothy 1:17; Colossians 1:16; Revelation 22:13)
9. We Believe that God wonderfully and immutably creates each person as either male or female. These two distinct, complementary sexes together reflect the image and nature of God. Therefore, rejection of one's biological sex is a rejection of the image of God with that person. (Genesis 1:26-27)
10. We Believe that any form of sexual immorality (including adultery, fornication, homosexual behavior, bisexual conduct, incest, or use of pornography) is sinful and offensive to God. (Matthew 15:18-20; 1 Corinthians 6:9-10)
11. We Believe that "marriage" has only one meaning: a solemn promise before God and a covenant relationship with God, that is officiated by an ordained legal authority which includes a marriage license and a signed marriage certificate. Marriage joins one biological man and one biological woman in a single, exclusive union, as delineated



in Scripture. God intends sexual intimacy to occur only between a biological man and a biological woman who are married to each other. (1 Corinthians 6:18; 7:2-5; Hebrews 13:4; Mark 10:6-8)

12. 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. We are therefore called to defend, protect, and value all human life. (Psalm 139)
13. We Believe that every person should be afforded compassion, love, kindness, respect, and dignity. Hateful and inappropriate behavior or attitudes directed toward any individual are not in accord with scripture and therefore will be repudiated. (1 Corinthians 13:4-7)

\*The Statement of Faith does not exhaust the extent of our beliefs.

### **Statement of Final Authority**

The Bible itself, as the inspired, infallible, inerrant, and authoritative Word of God that speaks with final authority concerning the truth, morality, and the proper conduct of mankind, is the sole and final source of all that we believe. For purposes of Strong Rock Christian School's faith, doctrine, practice, policy, and discipline, the Strong Rock Christian School Board of Trustees is Strong Rock Christian School's final interpretive authority on the Bible's meaning and application.

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Signature

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Date



## Employee Lifestyle Statement

Strong Rock Christian School is a religious, non-profit organization representing Jesus Christ throughout the local community. Strong Rock Christian School requires its employees to be born-again Christians, living their lives as Christian role models (Romans 10:9-10; I Timothy 4:12, Luke 6:40). Employees will conduct themselves in a way that will not raise questions regarding their Christian testimonies. A Christian lifestyle should reflect the biblical perspective of integrity and appropriate personal and family relationships, business conduct and moral behavior. An employee is expected to demonstrate a teachable spirit, an ability to share love for others, a willingness to live contentedly under authority and a commitment to follow the Matthew 18 principle of conflict resolution when an issue arises with fellow employees or management.

The Strong Rock Christian School Statement of Faith expects employees to maintain a lifestyle based on biblical standards of moral conduct. Moral misconduct, which violates the bona fide occupational qualification for employees to be Christian role models, includes, but is not limited to, adultery, sexual promiscuity, sexual relations outside of marriage, homosexual behavior, or any other violation of the unique roles of males and females (Romans 1:21-27; I Corinthians 6:9-20). Strong Rock Christian School believes that “marriage” is a solemn promise before God and a covenant relationship with God that joins one biological man and one biological woman in a single exclusive union, as delineated in Scripture (Mark 10:6-8). A covenant that is officiated by a legal authority which includes a marriage license and a signed marriage certificate.

Strong Rock Christian School employees will maintain a lifestyle based on biblical standards of conduct. Failure to do so may result in a reprimand or, in some cases, dismissal from employment. It is the goal of Strong Rock Christian School that each employee will live a lifestyle where “...He [Christ] might have the pre-eminence.” (Colossians 1:18).

I declare that I am in agreement with and have a clear understanding of all of the above statements. My signature below indicates that I accept, meet, and commit to the moral integrity standards and Christian role model lifestyle requirements of Strong Rock Christian School.

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Signature

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Date

**\*\*Certified Teachers Continue:**

**Certification**

Please attach a copy of your current teaching certificate if applicable.

Type \_\_\_\_\_ Cert # \_\_\_\_\_ State \_\_\_\_\_

**Christian School Preparation/Experience:**

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

If yes, which one(s)? \_\_\_\_\_

Where? \_\_\_\_\_ When? \_\_\_\_\_

If not, would you be willing to take such a course by correspondence or otherwise?  Yes  No

2. Have you had other courses giving specific training for Christian schools?  Yes  No

If yes, please give details \_\_\_\_\_

3. What spiritual gifts do you bring to your teaching? \_\_\_\_\_

Would you be willing to take a spiritual gifts analysis?  Yes  No

4. What is your philosophy of Christian Education?

5. How would you handle discipline in your classroom?

6. Comment briefly on what you believe to be your strengths and weaknesses as a professional in the teaching-learning situation.

7. SRCS holds that the aim of Christian Education is to teach students how to live for God in a non-Christian world. State your thoughts:

8. If a student came to you and wanted you to pray with him/her to receive the Lord, would you feel comfortable? Please explain why or why not. How would you proceed? How would you follow-up?

9. What does it mean to you to teach a Christian world view?

10. The Christian teacher is most effective when he/she models the Christian life. Share what this means to you in your personal habits, values, recreation, etc.

11. In a brief paragraph, please explain how you would make your teaching distinctively Christian.

12. Frequently, Christian schools enroll children from more than one evangelical denomination. How would you handle a child's question if you knew that it was theologically controversial and the family's church held to a different viewpoint from your own?