

Victory World Christian School

Your interest in **Victory World Christian School (VWCS)** is appreciated. We invite you to fill out this initial application and return it to the attention of Irene Prue, school administrator at the VWCS main desk (V3). Your application will be reviewed and references will be



contacted to establish your eligibility as a candidate for the position that you apply for. You also may be contacted by phone if follow-up questions need to be answered before you can be selected as a candidate for the position. Once you are a candidate, you will be contacted to arrange for a personal interview. Once interviews have been completed, the school administrator will make hiring recommendations to the VWCS school board for approval. After receiving board approval, the administrator will contact candidates to make offers of employment.

VWCS' vision is to be a multi-cultural community of learners committed to Christian discipleship, academic excellence, and world transformation. This vision will require a wonderful team of professional staff, volunteers, and families—all committed to learning, leading, and loving each other towards Christ-likeness. The questions on this application are specific to the vision of the school, so please provide thoughtful and heart-felt responses. Thanks!

We realize that the key to a successful Christian School is its staff. We are seeking applicants who are professionally qualified, who really love children, and who, by the pattern of their lives, are Christian role models. Luke 6:40. We are also looking for applicants whose values align with the core values of racial reconciliation, family restoration, community transformation and world evangelism.

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.

God Bless!

A handwritten signature in blue ink that reads "Irene Prue". The signature is written in a cursive style.

Irene Prue
Principal of VWCS

How does this position fit into your purpose in life? Please describe your purpose and how this position either **prepares** you for fulfilling your purpose OR **actually fulfills** your purpose?

C. CHRISTIAN BACKGROUND

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

Please carefully read our Statement of Faith at the end of this application and indicate your degree of support.

___ I fully support the 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.

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 ___

Have you been baptized in the Holy Spirit with the evidence of speaking in tongues? Yes ___ No ___

Have you been water baptized? Yes ___ No ___

Are you an active member of Victory World Church? Yes ___ No ___

How long have you been a member of Victory World Church? _____ Years

What church activities are you involved in and how often?

Since becoming a Christian, what other aspects of Christian service have you been involved with?

Have you led/supervised groups professionally or as a lay person? Yes ___ No ___

Please describe your ability and your confidence in your ability to lead teachers or volunteers.

Describe your routine of personal Bible study and prayer.

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

D. PROFESSIONAL QUALIFICATIONS & LEADERSHIP/TEACHING EXPERIENCE

*** Please attach photocopies of all your postsecondary transcripts. Should you be offered a position, official copies of your transcripts must be provided to the school for inclusion in your personnel file.**

What degree or degrees do you hold?

Degree

Date Received

Issuing Institution

Your Major(s)

Your Minor(s)

Cumulative grade point average Bachelor's _____ Graduate work _____

Total semester or quarter units **after** date of Bachelor's degree _____

Sequentially list your leadership/teaching experience with most recent first.

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

To what degree are you familiar with various Christian or secular textbook series (i.e., ACSI, A Beka, Bob Jones, Saxon math, Open Court Reading)?

Do you have any textbook series preferences? What are they?

List any languages you can speak fluently (other than English):

List any other educational training experiences that you have had including opportunities to experience cultures other than your own.

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

Do you have an ACSI Teaching Certificate? _____

What level? _____ Remains valid for _____ years.

Do you have a state teaching certificate? _____ 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.**

Have you had any courses in the Christian Philosophy of Education? If so, where and when?

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

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

List any conferences or seminars that you have led or participated in recently.

Describe how performance evaluations have 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. Please answer all of the questions and particularly those that are designated for a specific director position.**

- A. Why do you wish to work 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 most optimal environment for learning and what role does curriculum & instruction play? *(Answer this if you are applying for the Director of Curriculum or Instruction position).*
- D. What is your philosophy and practice of discipline?
- E. What is your philosophy and practice of discipleship?
- F. What areas do you feel are your strengths? Weaknesses?
- G. What do you believe the role of the parent is in a child's education? How does your belief affect your interaction with parents?
- H. Most schools see the student as the recipient of the school's educational services. VWCS sees the family as the recipient of the school's services. What do you believe the role of the director should be given this different approach to education?
- I. In starting up a new development office at a school, what do you think would be the critical steps in creating this new office & function? *(Director of Development candidates must answer this question to be considered)*
- J. Please summarize any additional information that you would like to present regarding your candidacy for this position.

F. EMPLOYMENT HISTORY

Please start with your current or most recent employer and work backwards for the past ten 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 _____

4. Position _____ Dates of Employment _____
Address _____

Supervisor's Name and Phone Number _____
Reason for leaving _____

5. 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?

Have you served in the military? Yes ___ No ___. If yes, what type of training or education did you receive?

Are you holding or have you already signed a contract for next year with any other educational institution? Yes ___ No ___

G. PERSONAL REFERENCES

Do not list family members or relatives for references. You will also need to sign the **Reference Release Form** (p. 11) and return it with this application.

Give three references who are qualified to speak of your spiritual experience and Christian service. **List your current pastor first.** (This can be your life group leader, section pastor or person for whom you've been directly involved with at VWC).

Name/Complete Address	Phone	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.**

Name/Complete Address	Phone	Position
1. _____		

2. _____		

3. _____		

H. APPLICANT'S CERTIFICATION AND AGREEMENT

I understand that **Victory World 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 **Victory World 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 must submit 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 certify that I have carefully read and do understand the above statements.

Signature of Applicant

Date

AUTHORIZATION TO RELEASE REFERENCE INFORMATION
Victory World Christian School

I have made application for a position as a _____
with **Victory World Christian School**. I have authorized the school to thoroughly interview the primary references which I have listed, any secondary references mentioned through interviews with primary references, or other individuals that 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 all 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 **Victory World 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 **Victory World 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.

Applicant's Name (Print)

Applicant's Signature

Date

Applicant's Social Security Number

Victory World Christian School Statement of Faith

The Scriptures...

The Bible is the inspired Word of God, the product of men of old who spoke and wrote as they were moved by the Holy Spirit. The New Covenant, as recorded in the New Testament, we accept as our infallible guide in matters pertaining to conduct and doctrine. (I Timothy 3:16; I Thess. 2:13; II Peter 1:21)

The Trinity...

There is one God, eternally existent in three persons—the Father, the Son, and the Holy Spirit being coequal (I John 5:6-8; Phillipians 2:6). God the Father is the sender of the Word the Begetter (John 16:28, John 1:14). The Son is the Word made flesh, the One Begotten, and has existed with the Father from the beginning (John 1:1; John 1:18; John 1:14). The Holy Spirit proceeds forth from both the Father and the Son and is eternal (John 15:26).

Man, his fall and redemption...

Man is a created being, made in the likeness and image of God, but through Adam's transgressions and fall, sin came into the world. "All have sinned and come short of the glory of God". "As it is written, there is none righteous, no, not one." Jesus Christ, the Son of God, was manifested to undo the work of the devil and gave His life and shed his blood to redeem and restore man back to God (Romans 5:14; Romans 3:10 & 23; I John 3:8). Salvation is the gift of God to man, separate from works and the law, and is made operative by grace through faith in Jesus Christ, producing work acceptable to God (Ephesians 2:8).

Eternal life and the new birth...

Man's first step toward salvation is godly sorrow through repentance. The New Birth is necessary for all men, and when experienced produces eternal life (Corinthians 7:10; I John 5:12; John 3:3-5; Romans 10:9-10).

Hell and eternal retribution...

The one who physically dies in his sins without accepting Christ is hopelessly and eternally lost in the Lake of Fire and, therefore, has no further opportunity of hearing the Gospel or repenting. The Lake of Fire is literal, the terms "eternal" and "everlasting", used in describing the duration of the punishment of the damned in the Lake of Fire, carry the same through and meaning of endless existence as used in denoting the duration of joy and ecstasy of the saints in the presence of God (Hebrews 9:27; Revelation 20:15).

Water baptism...

Baptism in the water by immersion is a direct commandment of our Lord, and is for believers only. The ordinance is a symbol of the Christian's identification with Christ, His death, burial, and resurrection (Matthew 28:19; Romans 6:4; Colossians 2:12; Acts 8:36-39).

Baptism in the Holy Ghost...

The full consummation of the Baptism of believers in the Holy Ghost is evidenced by the initial physical sign of speaking with other tongues as the Spirit gives utterance, and by the subsequent manifestation of Spiritual Power in public testimony and service. (Acts 2:4; Acts 10:44-46; Acts 19:6; Acts 1:18; Acts 2:42-43; Matthew 3:11).

Sanctification...

The Bible teaches that without holiness no man can see the Lord. We believe in the Doctrine of Sanctification as a definite, yet progressive work of grace, commencing at the time of regeneration, and continuing until the consummation of salvation at Christ's return (Hebrew 12:14; I Thessalonians 5:23; II Peter 3:18; Phillipians 3:12-14; I Corinthians 1:30).

Divine healing...

Healing is for the physical ills of the human body and is brought by the power of God through the prayer of faith, and/or by the laying on of hands. It is provided for in the atonement of Christ, and is the privilege of every member of the Church today (Mark 16:18; James 5:14-15; I Peter 2:24; Matthew 8:17; Isaiah 53:4-5).

Resurrection of the just and the return of our Lord...

The angels said to Jesus' disciples, "This same Jesus shall so come in like manner as ye have seen him go into Heaven." His coming is imminent. When He comes, "...the dead in Christ shall rise first; then we which are alive and remain shall be caught up together with them in the clouds, to meet the Lord in the air..." (Acts 1:11; I Thessalonians 4:16-17). Following the Tribulation, He shall return to earth as King of kings, and Lord of lords, and together with His saints, who shall be kings and priests, He shall reign a thousand years (Revelation 20:6).

Director Application Checklist

1. Application (pp. 1-11) filled out as completely as possible.
2. Christian testimony written on a separate sheet of paper in your own handwriting. (see Section C)
3. (If applicable) List of areas and explanation per item 2 in Section C on a separate sheet of paper.
4. Photocopies of all your postsecondary transcripts. (see Section D, p. 3)
5. Photocopies of any certificates held. (See Section D, p. 5)
6. Answers to questions in Section E "Personal Philosophy" on a separate sheet of paper (each answer labeled with corresponding letter, with succinct one to two paragraphs per answer).
7. Completed Reference Release Form (see Section G).

Please turn in all materials according to the listed order above. Thank you!