



Heritage Christian School

HCS Academy Teacher Application Packet



Thank you for considering teaching at Heritage Christian School Academy. We are passionate about hiring excellent teachers who can gather together at one location to enable more students to participate in an environment that facilitates learning and quality education. At HCS Academy, we desire teachers to engage students in their areas of expertise from a Biblical world view.

Application Process:

Step 1: Fill out and return

- Fill out application questions below
- Read and sign HCS Statement of Faith & Policies
- Send in a copy of previous or proposed syllabus for each class you would like to teach

Step 2: Interview Process

- Schedule Interview
- Background Check
- References

Step 3: Hiring

- Read and sign contract

Please return completed application, signed Statement of Faith/Peacemaker Pledge, and syllabus from previous class/co-op setting to principal@hcssd.org

Full Name: _____ Date: _____
Last First M.I.

Address: _____
Street Address Apartment/Unit #

City State ZIP Code

Phone: _____ Email _____

Are you a citizen of the United States? YES NO If no, are you authorized to work in the U.S.? YES NO

Are you a member of HCS? YES NO If yes, how long? _____

Have you ever been convicted of a felony? YES NO

If yes, explain: _____

How did you hear about HSC Academy?

What church do you attend? How long have you been there?

Describe how you became a Christian and your spiritual growth since that time.

For which class(es) are you applying to teach?

What experience have you had teaching this subject?

What is the maximum class size you would be comfortable teaching?

What curriculum do you plan on using?

What have you charged for your class(es) in the past?

Please provide two to three references that can speak to your character and ability to

Name: _____

Phone: _____

Relationship: _____

Email: _____

Name: _____

Phone: _____

Relationship: _____

Email: _____

Name: _____

Phone: _____

Relationship: _____

Email: _____



HERITAGE CHRISTIAN SCHOOL

BEHOLD, CHILDREN ARE A HERITAGE FROM THE LORD. PS. 127:3

STATEMENT OF FAITH

- 1) We believe in the one God, eternally existing in three persons: Father, Son, and Holy Spirit (*Matthew 3:16-17, Matthew 28:19, John 10:30, 2 Corinthians 13:14*).
- 2) We believe in the Scriptures as the final and supreme authority in faith and life (*2 Timothy 3:16, Hebrews 1:1-2, 2 Peter 1:20-21, Revelation 22:18-19*).
- 3) We believe that man is sinful and therefore separated from God, who is holy and perfect (*Isaiah 53:5-9, Romans 3:23, 1 Peter 1:15-16*).
- 4) We believe that Jesus Christ, by offering himself on the cross, paid the penalty of man's sin; and that we now may enter into the family of God on the basis of His shed blood. Christ's death is a substitutionary and propitiatory one-time sacrifice to God for our sins. Jesus Christ is the only mediator between God and man (*Isaiah 53:5-6, Romans 5:9-11, Romans 8:34, 1 Timothy 2:5, Hebrews 6:20-7:25, 1 Peter 2:24, 1 John 1:9, 1 John 2:1-2*).
- 5) We believe that all who receive by faith the Lord Jesus Christ are born of the Holy Spirit and thereby become children of God (*John 1:12, Acts 10:43, Acts 16:31, Romans 10:9, Ephesians 2:8-9*).
- 6) We believe that our Lord and Savior Jesus Christ was bodily resurrected and that man will also be bodily resurrected at His triumphant return. We do not believe that man, as a creature fashioned by God's handiwork, will ever become divine or semi-divine. (*Job 38-41, Isaiah 40:13-31, Jeremiah 18:3-6, Romans 9:21, 1Cor 15:12-22, 1Thessalonians 4:15-16*).
- 7) We believe that children are given by God as a stewardship to their parents, not to the state, and that as parents we are given the authority and responsibility to determine the best form of education for our children (*Deuteronomy 6:6-7, Psalm 127:3-5, Proverbs 22:6, Ephesians 6:4*).
- 8) We believe that every person, as an image bearer of God, must be afforded compassion, love, kindness, respect, and dignity. Hateful and harassing behavior or attitudes directed towards any individual or group are to be avoided completely and are not in accord with Scripture or the principles of Heritage Christian School (*Genesis 1:27, Mark 12:28-31, Luke 6:31*).
- 9) We believe that marriage, by divine design from the beginning of creation, is only between one biological man and one biological woman. We believe that all other types of unions (i.e. polygamy, polyamory, gay marriage, etc.), as well as any and all sexual activity outside of marriage, are immoral and therefore sinful, as being against God's good design and purposes for His creation (*Exodus 20:14, Matthew 19:4-8, Romans 1:26-27, 1 Corinthians 6:9-10, 1 Corinthians 7:10-14, 1 Timothy 1:8-11, Hebrews 13:4*).
- 10) We believe that God created the human race with two genders, male and female, and that any form of self-conception or conduct which intends to adopt a gender other than one's biological birth gender is immoral and therefore sinful, as being contrary to God's revealed will and good design for His creation (*Genesis 1:26-28, Romans 1:26-32, 1 Corinthians 6:9-11*).

The Peacemaker's Pledge: A Commitment to Biblical Conflict Resolution

I, _____ hereby pledge to resolve all conflicts relating to or arising out of my participation in Heritage Christian School in a Godly manner as follows:

As people reconciled to God by the death and resurrection of Jesus Christ, we believe that we are called to respond to conflict in a way that is remarkably different from the way the world deals with conflict. ⁽¹⁾ We also believe that conflict provides opportunities to glorify God, serve other people, and grow to be like Christ. ⁽²⁾ Therefore, in response to God's love and in reliance on his grace, we commit ourselves to respond to conflict according to the following principles:

- **Glorify God** - Instead of focusing on our own desires or dwelling on what others may do, we will rejoice in the Lord and bring him praise by depending on his forgiveness, wisdom, power, and love, as we seek to faithfully obey his commands and maintain a loving, merciful, and forgiving attitude.⁽³⁾

- **Get the Log out of Your Eye** - Instead of blaming others for a conflict or resisting correction, we will trust in God's mercy and take responsibility for our own contribution to conflicts - confessing our sins to those we have wronged, asking God to help us change any attitudes and habits that lead to conflict, and seeking to repair any harm we have caused. ⁽⁴⁾

- **Gently Restore** - Instead of pretending that conflict doesn't exist or talking about others behind their backs, we will overlook minor offenses or we will talk personally and graciously with those whose offenses seem too serious to overlook, seeking to restore them rather than condemn them. When a conflict with a Christian brother or sister cannot be resolved in private, we will ask others in the body of Christ to help us settle the matter in a biblical manner. ⁽⁵⁾

- **Go and Be Reconciled** - Instead of accepting premature compromise or allowing relationships to wither, we will actively pursue genuine peace and reconciliation - forgiving others as God, for Christ's sake, has forgiven us, and seeking just and mutually beneficial solutions to our differences. ⁽⁶⁾ By God's grace, we will apply these principles as a matter of stewardship, realizing that conflict is an assignment, not an accident. We will remember that success in God's eyes is not a matter of specific results, but of faithful, dependent obedience. And we will pray that our service as peacemakers will bring praise to our Lord and lead others to know His infinite love. ⁽⁷⁾

1. Matt. 5: 9 ; Luke 6 :27-36; Gal. 5 : 19-26. 2. Rom. 8:28-29; 1 Cor. 10:3 1-11:1; James 1:2-4. 3. Ps. 37 :1-6; Mark 11 :25; John 14:15; Rom. 12 :1 7-21 ; 1 Cor. 10:31; Phil. 4: 2-9; Col. 3 :1 -4 ; James 3:17-18; 4:1 -3; 1 Peter 2: 12. 4 . Prov. 28: 13; Matt. 7:3-5; Luke 19:8; Col. 3 :5-14; 1 John 1 :8-9. 5 . Prov. 19:11; Matt . 18: 15-20 ; 1 Cor. 6: 1-8; Gal. 6 :1 -2; Eph. 4:29; 2 Tim. 2:24-26; James 5:9. 6. Matt. 5:23-24; 6: 12 ; 7 :12; Eph. 4 : 1-3, 32; Phil. 2:3-4. 7. Matt. 25:14-21 ; John 13 :34-35; Rom. 12:18; 1 Peter 2: 19; 4: 19.

Adapted from *"The Peacemaker: A Biblical Guide to Resolving Personal Conflict"* © 2004 by Ken Sande. All Rights Reserved.

Conciliation Responses

Personal peacemaking responses (overlook an offense, reconciliation, or negotiation) are carried out in private between the parties themselves. Although it is appropriate for one or both parties to seek advice on how to implement these responses, they should normally try to resolve their differences one-on-one before asking others to intervene in the dispute. If repeated efforts at personal peacemaking do not resolve a matter, then you may need to pursue one of the other conciliation responses (mediation, arbitration, or accountability), which will require the assistance of other people in your church or community.