



Covenant Classical Community School

Substitute Teacher Application

Phone: 757-405-7004 Email: cdavidson@covenantclassical.net

805 Todds Lane, Hampton, VA 23666

Position for which you are applying: _____

Full legal name _____ Primary Phone (____) _____

Address _____ City _____ State _____ Zip _____

Alternate Phone (____) _____ E-mail _____

Church Membership (name) _____

Have you ever been convicted of a crime? No _____ Yes _____ If yes, please explain. _____

EDUCATION

a. If you did not complete high school, do you have a high school equivalency diploma? Yes _____ No _____

b. Circle number of years of post - high school education 1 2 3 4 5 6 7 8

Name & Location of Institution (post high school)	Hours	Degree	Major	Minor	Dates Attended	GPA

REFERENCES: List three persons, not related to you, who know your qualifications:

Relationship	Name	Address	Primary Phone	Email Address
Your Pastor				
Job performance reference				
Character Reference				

EXPERIENCE: Starting with the most recent, describe all paid and applicable volunteer experience. Please list work experience whether it is within or without the field of education.

May we contact your present supervisor? ___ Yes ___ No

(This section is optional for substitute teaching applicants.)

Feel free to attach a resume in place of this section, but please check here that you have done so _____

Job Title	Duties	
Employer		
Address		
Phone		
Supervisor		
Supervisor Title		
Salary (start) (finish)		
Dates (mo./yr.) To (mo./yr.)	Reason for leaving	
Full- or Part-Time Hrs./wk.	Name if different from present	

Job Title	Duties	
Employer		
Address		
Phone		
Supervisor		
Supervisor Title		
Salary (start) (finish)		
Dates (mo./yr.) To (mo./yr.)	Reason for leaving	
Full- or Part-Time Hrs./wk.	Name if different from present	

Briefly list experience with children other than in teaching:

INFORMATION REGARDING BELIEFS AND EDUCATION PHILOSOPHY

1. Do you unconditionally agree with the Purpose, Statement of Faith (Section 1 & 2), the Philosophy of Education, and the Approach to Instruction of Covenant Classical Community School? (See attachment). If there are any points with which you disagree, please list each on a separate sheet of paper, and explain your biblical reasons for disagreement.) Yes or No
2. Are you familiar with Classical Christian education? Yes or No
3. On a separate sheet of paper, please answer the following questions:
 - A. What is the basis for your hope of spending eternity with the Lord? (What is the gospel)
 - B. What do you think a "distinctively Christian education" is?
 - C. Succinctly explain the overarching narrative of the Bible.
 - D. Explain your philosophy for classroom management?
 - E. Please rate your people (interpersonal) skills:
1-poor: offensive/rude; 2-fair: disinterested/insensitive; 3-average: not offensive/not an encourager;
4-good: works hard to be positive/an encourager; 5-excellent: very skilled in positive people interaction/a peacemaker
 - F. Are there any areas in which a contradiction exists between what the Bible says is true and what many scientists claim is true? If so, how do you resolve the contradiction? If not, how would you resolve such a contradiction, should it occur?
 - G. Please state any reservations you have in your beliefs with the contents of the Westminster Confession of Faith (a copy can be found at www.reformed.org/documents/wcf_with_proofs. This will be part of the interview discussion.)**

Covenant Classical Community School, Inc. admits students of any race, color, national and ethnic origin to all the rights, privileges, programs, and activities generally accorded or made available to students at the school. It does not discriminate on the basis of race, color, national and ethnic origin in administration of its educational policies, admissions policies, scholarship and loan programs, and athletic and other school-administered programs.

CERTIFICATION: I acknowledge that all answers in this application are true and correct to the best of my knowledge. I understand that all information on this application is subject to verification, and I consent to references and former employers and educational institutions listed being contacted regarding this application.

Date _____ Signature _____

**We understand that there is a wide spectrum of Christian doctrines among evangelical denominations. We at CCCS believe and hold to the WCF, but understand secondary and tertiary doctrines, not affecting the Gospel or soteriology, are believed differently. Because of the nature and content of these doctrines, the sacrament of communion, method of baptism, etc., we accept candidates who adhere without reservation to the LBC (1689). (Please detach the following information from the application and keep it for your records.)

PURPOSE OF COVENANT CLASSICAL COMMUNITY SCHOOL

The purpose of Covenant Classical Community School is to assist parents in their covenantal duty to equip the next generation with the truth of God's Word through all subjects so that they might serve faithfully in His Kingdom to the glory of God, through the means of a distinctly Classical Christian approach. Because we recognize that all knowledge comes from God, we are committed to integrating the truth of Scripture into every aspect of the program, and to training children to think biblically about every area of life. Because we recognize that God expects the very best from His people, we are committed to academic excellence.

STATEMENT OF FAITH OF COVENANT CLASSICAL COMMUNITY SCHOOL

We believe that the Westminster Confession of Faith and Catechisms, as well as the 1689 London Baptist Confession of Faith accurately summarize the system of doctrine taught in the Word of God. Those documents constitute our complete statement of faith. The following is a concise reiteration of a few of the important doctrines explained in the Confession and Catechisms:

- A. *Scripture.* We believe that the Bible is the Word of God, verbally inspired by the Holy Spirit, inerrant in the original writings, and the final authority in faith and practice.
- B. *God.* We believe in one living, sovereign, and true God, existing eternally in three persons: Father, Son, and Holy Spirit, co-equal in power and glory, and having the same essence and attributes.
- C. *God's Purpose.* We believe that the eternal purpose of God includes all events; is holy and wise; does not deprive man of responsibility, nor make God the author of sin. Before the foundation of the world, God the Father chose for Himself in Christ a people whom He gave to His Son that they should be holy and without blame before Him.
- D. *Sin.* We believe that all men are sinners, because Adam and Eve, their first parents, were tempted by Satan, disobeyed God's command, and by their own choice fell from their original state of innocence and fellowship with God, and came under the power and penalty of sin. All men fell in Adam, being sinners by imputation and by choice, separated from God, and under His condemnation.
- E. *Christ.* We believe that Jesus Christ was born of the virgin Mary, having been conceived by the Holy Spirit. He was both fully human and fully divine. He lived a sinless life, died a voluntary substitutionary death to save His people from their sins, and was raised bodily from the dead and exalted to the right hand of God the Father.
- F. *Salvation.* We believe that all who are born again by the Holy Spirit receive by faith the Lord Jesus Christ and are justified on the grounds of His shed blood, not because of any works they have done. They are indwelt and sealed by the Spirit until the day of redemption, are secure in Christ, and together form the true Church.
- G. *Return of Christ.* We believe in the personal, bodily, and visible return of the Lord Jesus Christ to judge the world, the bodily resurrection of the just and the unjust, the everlasting punishment of the lost, and the everlasting bliss of the saints.
- H. *Marriage.* Marriage is to be between one man and one woman, in accordance with the Word of God.
- I. *Image Bearers.* So God created man in His own image, male and female He created them.

PHILOSOPHY OF EDUCATION OF COVENANT CLASSICAL COMMUNITY SCHOOL

Section 1. Our philosophy of education rests on the following three fundamental principles:

- A. True knowledge is impossible without recognition of God (Proverbs 1:7; Romans 1:18-23). God, the Creator of heaven and earth, cannot be rightly separated from history, literature, mathematics, science, or any other academic discipline. The whole range and content of education must be centered on God and His Word, so that students develop a thoroughly biblical view of all of life.

- B. Man's chief purpose is to glorify God, and to enjoy Him forever (Psalm 73:25-28; 1 Corinthians 10:31). In His providence and goodness, God has bestowed on mankind the ability to explore, investigate, and discover truths about the universe, in order to exercise dominion over it, and to bring Him glory. Christian education must diligently strive to develop each individual's God-given capacities, so that they may be used to God's glory.
- C. Parents are to bring up their children in the nurture and admonition of the Lord (Deuteronomy 6:4-7; Ephesians 6:4). The primary responsibility for education rests not on the school, but on the parents, to whom children are entrusted by God. Parents have a covenantal responsibility to provide for their children a distinctively Christian education; nevertheless, it is proper that parents should associate with others in this task and enlist the aid of Christians especially equipped with the gift of teaching.

Section 2. Based on these three fundamental principles, our education program has the following seven specific objectives:

- A. To teach the Scriptures of the Old and New Testaments in such a way that the students realize that the meaning and purpose of life are found in them, and that they speak authoritatively in every area of life.
- B. To prepare each child academically by making available a challenging, balanced curriculum covering the full range of academic disciplines appropriate for his age and abilities.
- C. To teach both the underlying concepts of each subject area and the basic facts and skills needed to apply these concepts correctly.
- D. To teach effective study habits and self-disciplines, and to instill a conviction that learning is a lifetime endeavor.
- E. To encourage proper respect for authority and the practice of good manners.
- F. To encourage parents to be fully involved in their children's education.
- G. To make a high-quality, Christian education available to all parents who want it for their children, regardless of financial status or ethnic origins.

APPROACH TO INSTRUCTION OF COVENANT CLASSICAL COMMUNITY SCHOOL

Our approach to instruction is distinctly classical, as defined by Dorothy Sayers in her essay, *The Lost Tools of Learning*. In particular, we emphasize the following in all subjects:

- A. **Grammar:** The fundamental rules of each subject.
- B. **Logic:** The ordered relationship of particulars in each subject.
- C. **Rhetoric:** How the grammar and logic of each subject may be expressed clearly.

REQUIREMENTS FOR QUALIFICATION

To be considered for a position with Covenant Classical Community School, a prospective employee must be a dedicated Christian with high qualifications in education and experience. The following constitutes the minimum necessary qualifications:

- A. Membership in a local evangelical church, including subjection to the discipline of the ruling body in that church.
- B. Declaration of unconditional agreement with Section 2 of the Statement of Faith, the Philosophy of Education, the Approach to Instruction, and the Purpose of Covenant Classical Community School, as found in Articles II, III, IV, and V of the Constitution.
- C. Exhibition of a high Christian character, as becomes those who profess faith in Christ.
- D. Except for Pre-Kindergarten teachers, teachers of non-core subjects and substitute teachers, holding of at least a bachelor's degree. A valid teaching certificate for Virginia (or any other state) is not required for teaching at Covenant Classical Community School. However, because a teaching certificate insures that a person has had some classroom experience and some basic classroom management training, an applicant with a valid teaching certificate may, other things being equal, be hired over those applicants without a certificate.