



EVANGEL CLASSICAL CHRISTIAN SCHOOL

Grammar School Teacher Application

Thank you for your interest in becoming a part of the faculty at Evangel Classical Christian School – a ministry of Evangel Church. Enclosed is a faculty application. All parts of the application should be completed and be accompanied by copies of your official college transcript(s).

We feel that communicating our vision for the classical and Christian educational model is an essential part of our hiring process. Therefore, we ask interested educators to read the enclosed information and Douglas Wilson's *Recovering the Lost Tools of Learning*, including Dorothy Sayers' essay, "The Lost Tools of Learning," which Wilson references as Appendix A in his book. We recommend waiting to complete this application until reading these materials.

After your application has been received and reviewed, you may be contacted to schedule an interview. All applicants must be interviewed and approved by a committee, which consists of school administration and faculty. That committee will send hiring recommendations to the School Board, which will make the final hiring decisions.

We look forward to hearing from you and welcome your application. If you have any questions about the school or the application process, feel free to call (205) 216-0149.

In His Service,

Dawn Hensley
Grammar School Principal

Evangel Classical Christian School
Application for Employment
(please print)

Position Information

Date: _____

Teacher: _____

Date Available to start working: _____

Salary Requirements: _____

Personal Information

Full Name: _____

Address: _____

Phone: Days _____ Evenings _____

Email Address: _____

Social Security Number: _____

Marital Status: Married / Single

Spouse Name (if applicable): _____

Children (name, age): _____

Professional Qualifications

Please attach copies of all college transcripts. Should you be offered a position, official copies of your college transcripts will be required to be submitted for inclusion in your personal file.

Formal Training: List all degrees that you currently possess.

Degree	Date Received	Issuing Institution
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

Your Major(s): _____

Your Minor(s): _____

Cumulative Grade Point Average: BA _____ Graduate Work _____

Number of years of teaching experience:
Public_____ Christian_____ Private_____

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

Credentials:
Do you have an ACSI Teaching Certificate? Yes/No
Level:_____ Valid until:_____

Do you have a state teaching certificate? Yes/No
State:_____ Type:_____ Valid until:_____

(Please attach photocopies of any teaching certificates that you hold.)
Note: These are not requirements for employment.

Preferences:
What subject matter(s) or grade(s) are you most interested in teaching?

Are you particularly interested or gifted in any of the following?

Art:_____ Drama:_____ Physical Education:_____

Foreign Language:_____ (which language?_____)

Music:_____ (which? vocal/instrumental/both)

Competitive, Academic Teams:_____ Sports or Coaching:_____

Other:

Teaching Experience:

Sequentially list your teaching experience (most recent first)

School name _____ Phone Number _____

Address _____

Contact person _____ Dates of Employment _____ to _____

Courses taught (include grade level) _____

Curriculum Used _____

School name _____ Phone Number _____

Address _____

Contact person _____ Dates of Employment _____ to _____

Courses taught (include grade level) _____

Curriculum Used _____

School name _____ Phone Number _____

Address _____

Contact person _____ Dates of Employment _____ to _____

Courses taught (include grade level) _____

Curriculum Used _____

School name _____ Phone Number _____

Address _____

Contact person _____ Dates of Employment _____ to _____

Courses taught (include grade level) _____

Curriculum Used _____

Reasons for leaving your most recent position.

Professional Organizations / Offices / Honors

List professional organization memberships, offices, and / or professional honors obtained in:

High School: _____

College: _____

Currently: _____

Personal Philosophy

On a separate sheet of paper, please label and succinctly answer each of the following questions in one or two paragraphs.

- A. Why do you wish to be a part of Evangel Classical Christian School?
- B. What is your philosophy of education?
- C. What do you consider to be the role of the family in education?
- D. What do you consider to be the proper classroom atmosphere for teaching?
- E. What are your thoughts on discipline in the classroom?
- F. What areas do you feel are your strengths? Your weaknesses?
- G. What do you believe about the origin of the earth and mankind?
- H. Please give your thoughts on the book, *Recovering the Lost Tools of Learning* by Douglas Wilson.
- I. For a God-honoring educational environment to exist, describe the proper relationship between the individual families and the Christian School.
- J. How is a Christian education distinct from a secular education provided in government schools?
- K. What does it mean to have a Christian World view?
- L. To the best of your ability, define Classical Education.
- M. Share your understanding of a "reformed" faith and how it applies to your theological beliefs.

Christian Background

Testimony:

What is your relationship to Jesus Christ? (In your own words on a separate paper, briefly give your Christian testimony and give highlights of what God is currently doing in your life.)

Bible:

Do you believe the Bible to be the ONLY inspired and inerrant Word of God, our final authority in all matters of faith, conduct, and truth?

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 of Faith as written without reservations.

_____ I support the Statement of Faith except for the area(s) listed and explained on the attached paper. (The exceptions represent either disagreement or items for which I have not yet fully formed an opinion or conviction).

Signature_____

Church:

What is your local church affiliation?

Are you presently a member in good standing? Yes/No Years:_____

Service:

How are you currently ministering through your local church?

Why do you want to teach at a Christian school? _____

Other:

What books have you read *in the past year* that have helped you spiritually? What was your purpose in reading them?

What is your attitude toward working with those of other races and those of other denominational beliefs?

Personal Interests

List your hobbies and personal interests: _____

Personal References

Spiritual – A spiritual leader who knows you well

Name: _____

Address: _____

Phone: _____

Pastoral – Pastor, or other ministers, of the church you are currently attending (if different from above)

Name: _____

Address: _____

Phone: _____

Professional – Someone who has supervised your work as a teacher

Name: _____

Address: _____

Phone: _____

Friend – A person who has known you for a number of years (not a relative)

Name: _____

Address: _____

Phone: _____

Additional Work History

Please list work history other than teaching experience listed above that may have significance for the type of position for which you are applying. If you would like to give further explanation, please use a separate sheet.

1) Employer Name & Address: _____

Immediate Supervisor: _____ Phone: _____

Position: _____

Dates of Employment: _____

Description of Work: _____

Reason for Leaving: _____

2) Employer Name & Address: _____

Immediate Supervisor: _____ Phone: _____

Position: _____

Dates of Employment: _____

Description of Work: _____

Reason for Leaving: _____

3) Employer Name & Address: _____

Immediate Supervisor: _____ Phone: _____

Position: _____

Dates of Employment: _____

Description of Work: _____

Reason for Leaving: _____

Have you ever been charged or accused of any child abuse or other unlawful action toward children? Yes/No

If yes, provide details: _____

ECCS Statement of Faith and Secondary Doctrines (from ECCS By-Laws)

This statement of faith contains the essential biblical doctrines that guide the ministry of Evangel Classical Christian School. Evangel Classical Christian School is a ministry of Evangel Presbyterian Church (EPC), with whose "Statement on Matters of Faith, Belief, Conduct, and Use of Facilities" we agree and operate in accordance. The aforementioned EPC document amplifies Item C in the ECCS Statement of Faith below. The primary doctrines below define the perspective from which all classes will be taught and are one of the tools that will be used in the hiring of faculty and administration. Issues not mentioned in this in this statement of faith or specifically addressed in the EPC "Statement on Matters of Faith, Belief, Conduct, and Use of Facilities" are to be considered secondary doctrines and will not be emphasized in the teaching of the school. These secondary doctrine issues are important, and they may arise upon occasion within the curriculum; Evangel Classical Christian School recognizes that Christians are at liberty to reach different conclusions regarding them. The school's recognition that Christians disagree on these topics, however, should not be interpreted to mean that the school believes that there is no right answer to questions about these issues. With this caveat in mind and so that doctrinal disputes do not cause irreparable division within the school, classroom discussion of secondary doctrines will clearly delineate the Reformed view of the Presbyterian Church of America while encouraging students to respectfully investigate and articulate alternate views held by other Christian traditions. ECCS teachers will model respectful dialogue and encourage students to follow the example of the Bereans who ". . . *received the word with great eagerness, and examined the Scriptures daily to see whether if what Paul said was true.*" (Acts 17:11, NIV). Students will also be encouraged to follow up any questions they have regarding classroom discussion with their parents and pastor.

A. Sovereignty of God

God's sovereignty controls all that occurs in His world and in His church. His plans and purposes always prevail; nothing can thwart them.

B. Inerrancy of Scripture

God's written Word, the Bible, is free from error and is completely trustworthy. It is His truth and is the final authority in all matters.

C. God's Creation of the World, Mankind, and Marriage

The Triune God (Father, Son, and Holy Spirit) alone has existed from eternity past and in His wisdom decided to create the universe from nothing. God spoke and it came into existence. Humanity did not evolve from lower life forms but was created by God. Mankind was created with dignity in that he was made in God's image and was created in humility; our purpose is to glorify God and to enjoy Him forever. See also EPC "Statement on Matters of Faith, Belief, Conduct,

and Use of Facilities” Item B: “Statement on the Sanctity of Human Life.”

God purposefully created both male and female, and He created each gender to be distinct from the other, though equal in their reflection of His image.

Rejection of one’s original anatomical sex is a rejection of the image of God within that person.

God established holy marriage between one man and one woman to reflect the relationship of Christ with His Church and to be the basic unit of human society.

We believe that the word “marriage” has only one meaning: the uniting of one man and one woman in an exclusive union, as determined in the Scriptures. For this reason, it is only in a marriage between one man and one woman that God sanctions sexual relationships. See also EPC “Statement on Matters of Faith, Belief, Conduct, and Use of Facilities” Item C: “Statement on Marriage, Gender, and Sexuality.”

D. Fall of Mankind

All mankind participated in Adam's fall from his original sinless state and are thus totally depraved and lost in sin.

E. Jesus, Savior of Sinners

Jesus Christ is the unique Son of God and the only Savior of the world. Fully God and fully man, He was born of a virgin and lived a sinless life. He alone secured our salvation by His substitutionary atonement on the cross and by His righteous life imputed to us. Jesus rose bodily from the dead, ascended to the right hand of the Father, and will come again in power and glory.

F. Justification by Faith Alone

Sinners are justified by faith alone and do not deserve nor can they earn, salvation. Justification is granted only by God's grace through faith in Jesus Christ.

G. Empowering Holy Spirit

Every true believer in Jesus Christ is in-dwelt and empowered by the Holy Spirit, who enables believers to live a godly life and to perform good works.

H. Body of Christ

All believers are spiritually united in the Lord Jesus Christ, the Head of the Church, and every believer is a member of the body of Christ.

I. Final Judgment and Resurrection

At the second coming of Christ, the saved and the lost will be bodily resurrected and judged. The saved will be resurrected to eternal life, and the lost will be resurrected to eternal condemnation.

Discipline Philosophy

The words "discipline" and "disciple" derive from the Latin word "discipulus", meaning pupil, learner, or disciple. The administration and faculty at Evangel Classical Christian School (ECCS) desire to complement the parents' role in disciplining their children to live God-honoring lives.

Webster defines discipline as "to train or develop by instruction and exercise especially in self-control" and as "training that corrects, molds, or perfects the mental faculties or moral character." We believe that it is possible, right, and essential to define and teach what is acceptable and unacceptable behavior in practical ways that govern and affect our daily lives.

Jesus' words in Matthew 22:37-40 provide a foundation for discipline at ECCS. He summed up the Ten Commandments in two commandments: "You shall love the Lord your God with all your heart, with all your soul, and with all your mind...And...You shall love your neighbor as yourself. On these two commandments hang all the Law and the Prophets." We believe that the love of which Jesus speaks call us as individuals and as a school to teach children to love and honor God and to love and honor all of His creation.

Our goal at ECCS is to teach students to discern right from wrong and to practice self-control in ways that honor God. The entire curriculum will strive to reveal our holy, righteous, and gracious God in ways that endear the children to their heavenly Father so that they will accept His correction just as children who love and honor their earthly father accept his correction. Teaching self-control will include, though not be limited to, encouraging children to learn biblical ways to talk to one another, to play with one another, to support and encourage one another, to handle disagreements, to receive correction, and to express emotions. Additionally, we are eager for children to learn responsibility regarding their own and others' possessions.

We believe all that occurs at ECCS is a form of discipline/training, and we desire to encourage and affirm the children in their progress in developing godly character. Love and forgiveness, firmness and fairness will be integral to student discipline. The following document, however, details the necessary consequences of inappropriate, sinful behavior, which is also an important part of training for godliness.

Discipline Policy

Response to a student's problem behavior, in kind and amount, will be determined by his/her teacher and, if necessary, the principal. These applications of discipline will be based on biblical principles, e.g., restitution, apologies (public and private), swift/painful chastisement, restoration of fellowship, dealing with sinful lingering attitudes. The vast majority of these problems will be dealt with at the classroom level. To maintain consistency, teachers will meet regularly to discuss biblical standards and school policy concerning these aspects of discipline.

Handling Complaints

Questions and complaints inevitably arise even in a well-run school. It is important that these be handled biblically and promptly. The following steps are an application of the biblical injunction recorded in Matthew 18 for the resolution of a problem between believers. It is desired at ECCS that all problems, from the smallest to the greatest, be handled as outlined below.

1. The parent and teacher (or two persons concerned) meet privately to Seek resolution with a spirit of reconciliation. Both desire the good of the child and are not in an adversarial position.
2. If unresolved, the parent and teacher meet with a third party, the principal. (Any subsequent meetings would involve the principal.)
3. If still unresolved, the matter is presented to the school board's executive committee. The committee calls upon the parties involved as seems warranted, all in the spirit of reconciliation.
4. If still unresolved, the problem is brought before the entire school Board. The board calls upon the parties involved as seems warranted, still in the spirit of reconciliation. If reconciliation does not occur, the board makes a judgment and takes appropriate action.

The principle underlying this procedure is clear: Solve each complaint with the person(s) directly involved at the lowest possible level. Move the matter up the chain of authority, only as necessary, to the level where it can be resolved.

Matthew 18 Principle

"And if your brother sins, go and reprove him in private; if he listens to you, you have won your brother. But if he does not listen to you, take one or two more with you, so that by the mouth of two or three witnesses every fact may be confirmed." Matt. 18:15,16

"...and after talking to all those other moms, I found that I'm really not the only parent in the class who feels this way about Mrs. Burkstock's science test last week. In fact, after I told them my concerns, several parents said they felt exactly the same way but were not sure if they should say anything to her. I mean, nobody wants to hurt her feelings. You know what I mean?"

With seemingly kind intentions, this parent really meant that gossiping is a whole lot easier and less awkward than confronting a teacher with his/her concern. "He who goes about as a slanderer reveals secrets, Therefore do not associate with a gossip." Proverbs 20:19 But surely there was no slander intended; she only wanted to see if others "felt the same way." And what "way" was that? At bottom, these parents believed the teacher had made a poor call, a significant lapse in judgment, in giving the test.

So what's wrong with a few parents comparing notes about a teacher's (or administrator's or board's) actions, without consulting him/her? Don't they have the right to do that? After all, the teacher is teaching their children.

In Matthew 18, Jesus directly addresses situations where a sin is suspected or has been committed (vs. bad judgment calls), but as with many portions of Scripture, certain principles can be inferred. Gossip or slander is addressed frequently in the Bible, from Proverbs to James. (James devotes all of chapter 3 to the damage the tongue can do.) If the purpose of Jesus' words in Matthew 18 was to avoid groundless rumors and slander, what is the point of going to a person privately? By going first to the person under suspicion, gossip (a sin) is avoided. Besides, by going first to the appropriate person, both sides of an issue can be heard, and most often it is discovered that at least part of the concern was based on inaccurate information and the problem can be resolved (i.e., children don't always give all sides of a story).

Far more damage than good is done when people discuss a concern with everyone except the person who can do something about it. Christian school staff members, like most folks, are susceptible to the hurt that comes from discovering others have been talking behind their backs. Almost always an immediate feeling of betrayal results.

On the other hand, many parents feel apologetic when they bring a concern directly to a teacher. They fear being regarded as complaining or being a nuisance. Nothing could be further from the truth. By going directly to the source, they have acted biblically and have avoided complaining to others, which is the real nuisance.

When a shared spirit of trust and application of the principle in Matthew 18 exists in a school setting (or any setting), rumors and gossip rarely get a toehold. When the opposite happens, i.e., parents and teachers slander others in the name of concern, even Christian schools can be (and have been) destroyed. The enemy of our souls frequently works to poison a Christian institution from the inside out, not from the outside in. Jesus' wisdom still applies today: He is sovereign Lord over our schools and our private lives.



Please Distribute and Return to:

EVANGEL CLASSICAL CHRISTIAN SCHOOL

423 Thompson Rd.
Alabaster, AL 35007

To be completed by: **Professional Leader**

_____ is applying for a position in our school.
(Applicant fills in name)

Your kindness will be very much appreciated if you will furnish the information called for below. Thank you for this courtesy and for your cooperation. Please indicate by your check, your confidential rating of the applicant in the qualities below.

	<i>Exceptional</i>	<i>Good</i>	<i>Average</i>	<i>Needs Improvement</i>	<i>Unsatisfactory</i>	<i>Not Known</i>
Christian Leadership: exhibits Christian character in all areas of work and personal relationships. Sets a Christian example in and out of classroom.						
Scholarship and Conceptual Skills: demonstrates mastery of subject matter and methodological aspects of teaching or related services. Demonstrates ability to learn and apply new skills.						
Flexibility: is willing to learn new concepts or ways of providing instruction. Uses a fair and consistent approach to teaching or related services. Meets individual student needs.						
Commitment to Accomplishment: Exerts effort to attain goals. Demonstrates a desire for producing results. Organizes ideas, time, materials, and space to accomplish goals.						

<p>Enthusiasm: Displays overall optimism and zeal for working with young people. Wants to be involved in school activities. Develops positive interpersonal relationships with others.</p>						
<p>Initiative: Has the quality of seeing what needs to be done and is judicious in doing it with or without directions.</p>						
<p>Clarity of Expression: Understands and correctly interprets concepts presented or discussed. Presents and discusses concepts precisely; answers questions clearly. Uses correct oral and written communication skills.</p>						
<p>Communication: communicates effectively with students, parents, and administration. Willing to use current communicative technology.</p>						
<p>Relation to Students: Exhibits listening skills, patience, and caring for students. Shows empathy for students; is interested in their learning and welfare; is responsive to student needs; is accepting of students and has a high regard for them.</p>						
<p>Classroom Management: Employs teaching procedures that reveal poise, inspire confidence of pupils, and command their respect.</p>						
<p>Professional Orientation: Has knowledge of current approaches to teaching or related services; breadth of background and willingness to use this background for the benefit of school; exhibits a high interest in students; holds high expectations for self and students</p>						
<p>Professional Relationships: Demonstrates a cooperative and open-minded attitude in working with others (staff & community) in a team situation. Respects the opinions, abilities and contributions of others.</p>						

Professional Growth: Is willing to examine his/her teaching effectiveness and constantly seeks better procedures. Has the ability to receive instruction, is teachable.						
General Appearance: Gives attention to neatness, grooming, and professional attire. Exhibits poise and is an appropriate role model for the educational environment.						
Maturity of Judgment						
Leadership Ability						
Creativity						
Loyalty to School						
Tact						
Evidence of Christian Commitment						
Leadership in Church Activities						

Length of acquaintanceship _____ years _____ months.

Dates of service from _____ to _____.

If former employee: Why did applicant leave your employment? _____

Would you employ or reemploy? _____

COMMENTS:

Name (Please Print): _____

Signed: _____ Title: _____

Telephone (day): _____ (night) _____



Please Distribute and Return to:

EVANGEL CLASSICAL CHRISTIAN SCHOOL

423 Thompson Rd.
Alabaster, AL 35007

To be completed by: **Spiritual Leader**

_____ is applying for a position in our school.
(Applicant fills in name)

Your kindness will be very much appreciated if you will furnish the information called for below. Thank you for this courtesy and for your cooperation. Please indicate by your check, your confidential rating of the applicant in the qualities below.

	<i>Exceptional</i>	<i>Good</i>	<i>Average</i>	<i>Needs Improvement</i>	<i>Unsatisfactory</i>	<i>Not Known</i>
Christian Leadership: exhibits Christian character in all areas of work and personal relationships. Sets a Christian example in and out of classroom.						
Scholarship and Conceptual Skills: demonstrates mastery of subject matter and methodological aspects of teaching or related services. Demonstrates ability to learn and apply new skills.						
Flexibility: is willing to learn new concepts or ways of providing instruction. Uses a fair and consistent approach to teaching or related services. Meets individual student needs.						
Commitment to Accomplishment: Exerts effort to attain goals. Demonstrates a desire for producing results. Organizes ideas, time, materials, and space to accomplish goals.						

<p>Enthusiasm: Displays overall optimism and zeal for working with young people. Wants to be involved in school activities. Develops positive interpersonal relationships with others.</p>						
<p>Initiative: Has the quality of seeing what needs to be done and is judicious in doing it with or without directions.</p>						
<p>Clarity of Expression: Understands and correctly interprets concepts presented or discussed. Presents and discusses concepts precisely; answers questions clearly. Uses correct oral and written communication skills.</p>						
<p>Communication: communicates effectively with students, parents, and administration. Willing to use current communicative technology.</p>						
<p>Relation to Students: Exhibits listening skills, patience, and caring for students. Shows empathy for students; is interested in their learning and welfare; is responsive to student needs; is accepting of students and has a high regard for them.</p>						
<p>Classroom Management: Employs teaching procedures that reveal poise, inspire confidence of pupils, and command their respect.</p>						
<p>Professional Orientation: Has knowledge of current approaches to teaching or related services; breadth of background and willingness to use this background for the benefit of school; exhibits a high interest in students; holds high expectations for self and students</p>						
<p>Professional Relationships: Demonstrates a cooperative and open-minded attitude in working with others (staff & community) in a team situation. Respects the opinions, abilities and contributions of others.</p>						

Professional Growth: Is willing to examine his/her teaching effectiveness and constantly seeks better procedures. Has the ability to receive instruction, is teachable.						
General Appearance: Gives attention to neatness, grooming, and professional attire. Exhibits poise and is an appropriate role model for the educational environment.						
Maturity of Judgment						
Leadership Ability						
Creativity						
Loyalty to School						
Tact						
Evidence of Christian Commitment						
Leadership in Church Activities						

Length of acquaintanceship _____ years _____ months.

Dates of service from _____ to _____.

If former employee: Why did applicant leave your employment? _____

Would you employ or reemploy? _____

COMMENTS:

Name (Please Print): _____

Signed: _____ Title: _____

Telephone (day): _____ (night) _____



Please Distribute and Return to:

EVANGEL CLASSICAL CHRISTIAN SCHOOL

423 Thompson Rd.
Alabaster, AL 35007

To be completed by: **Personal Friend**

_____ is applying for a position in our school.
(Applicant fills in name)

Your kindness will be very much appreciated if you will furnish the information called for below. Thank you for this courtesy and for your cooperation. Please indicate by your check, your confidential rating of the applicant in the qualities below.

	<i>Exceptional</i>	<i>Good</i>	<i>Average</i>	<i>Needs Improvement</i>	<i>Unsatisfactory</i>	<i>Not Known</i>
Christian Leadership: exhibits Christian character in all areas of work and personal relationships. Sets a Christian example in and out of classroom.						
Scholarship and Conceptual Skills: demonstrates mastery of subject matter and methodological aspects of teaching or related services. Demonstrates ability to learn and apply new skills.						
Flexibility: is willing to learn new concepts or ways of providing instruction. Uses a fair and consistent approach to teaching or related services. Meets individual student needs.						
Commitment to Accomplishment: Exerts effort to attain goals. Demonstrates a desire for producing results. Organizes ideas, time, materials, and space to accomplish goals.						

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Tact						
Evidence of Christian Commitment						
Leadership in Church Activities						

Length of acquaintanceship _____ years _____ months.

Dates of service from _____ to _____.

If former employee: Why did applicant leave your employment? _____

Would you employ or reemploy? _____

COMMENTS:

Name (Please Print): _____

Signed: _____ Title: _____

Telephone (day): _____ (night) _____