



SMITH MOUNTAIN LAKE  
CHRISTIAN ACADEMY

## APPLICATION FOR SUBSTITUTE TEACHERS & BEFORE/AFTER CARE WORKERS

**We believe that the most important component for the success of our school is a dedicated, excellent faculty with a testimony beyond reproach. Therefore, before completing this application, we ask that you read carefully The Mission Statement, Our Philosophy, Our Statement on Teachers, Our Statement of Faith and the SMLCA Role Model Agreement found at the end of this application packet.**

Date: \_\_\_\_\_ Position: \_\_\_\_\_

### A) PERSONAL INFORMATION:

Name: \_\_\_\_\_ SSN: \_\_\_\_\_

Address: \_\_\_\_\_

\_\_\_\_\_ Length at this address: \_\_\_\_\_

Previous Address: \_\_\_\_\_

\_\_\_\_\_

Phone: \_\_\_\_\_ Cell: \_\_\_\_\_ Email: \_\_\_\_\_

Church Affiliation: \_\_\_\_\_ Member \_\_\_yes \_\_\_no

Marital Status: Married \_\_\_ Single \_\_\_ Never married \_\_\_ Engaged \_\_\_

Divorced \_\_\_ Separated \_\_\_ Re-married \_\_\_ Widowed \_\_\_

Spouse's Name: \_\_\_\_\_ Years married: \_\_\_\_\_

Military Status: \_\_\_\_\_

### B) EDUCATION:      **School**      **Degree**      **Dates**      **GPA**

High School \_\_\_\_\_

College \_\_\_\_\_

College \_\_\_\_\_



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**C) WORK EXPERIENCE:**

<b>Dates</b>	<b>Where</b>	<b>Title</b>	<b>Supervisor</b>	<b>Describe</b>	<b>Reason Left</b>
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_____	_____	_____	_____	_____	_____
_____	_____	_____	_____	_____	_____
_____	_____	_____	_____	_____	_____
_____	_____	_____	_____	_____	_____

**D) REFERENCES:**

**Current Pastor:**

Name: \_\_\_\_\_ Phone: \_\_\_\_\_

Address: \_\_\_\_\_

Relationship: \_\_\_\_\_ Email: \_\_\_\_\_

**Non-pastoral Spiritual Reference (someone who knows you well):**

Name: \_\_\_\_\_ Phone: \_\_\_\_\_

Address: \_\_\_\_\_

Relationship: \_\_\_\_\_ Email: \_\_\_\_\_

**Education Supervisor (most recent):**

Name: \_\_\_\_\_ Phone: \_\_\_\_\_

Address: \_\_\_\_\_

Relationship: \_\_\_\_\_ Email: \_\_\_\_\_

**One more of your choice:**

Name: \_\_\_\_\_ Phone: \_\_\_\_\_

Address: \_\_\_\_\_

Relationship: \_\_\_\_\_ Email: \_\_\_\_\_



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**E) LEGAL QUALIFICATIONS:**

*(If you answer “yes” to any of the below questions in this section, please attach a separate sheet indicating the nature of the suit, offense, date, court, and disposition or other appropriate explanations.)*

Are you presently being investigated or under a procedure to consider your discharge for misconduct by your present employer or, if you offered a resignation, your previous employer?

Yes \_\_\_ No \_\_\_

Have you ever been discharged or asked to resign from a prior position?

Yes \_\_\_ No \_\_\_

Have you ever been denied a license?

Yes \_\_\_ No \_\_\_

Have you ever been convicted (in *civil* or *criminal* proceedings) of any offense involving improprieties regarding children?

Yes \_\_\_ No \_\_\_

Have you ever been convicted of any crime other than the above (omit minor traffic offenses)?

Yes \_\_\_ No \_\_\_

Have you ever entered a court plea of guilty, or “no contest” (*nolo contendere*), or has any court ever deferred further proceedings without entering a finding of guilty and placed you on probation or in a public service or education program for *any* crime other than a minor traffic offense?

Yes \_\_\_ No \_\_\_



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F) APPENDICES:

OUR MISSION

**The Mission of Smith Mountain Lake Christian Academy** is to grow students spiritually, mentally and physically. The foundation of the mission is set forth in the Four Principles of the Student Integrity Curriculum: developing a **mind for the Master**, learning that leadership is predicated on being a **selfless servant**, realizing the importance of being **academically acute**, and understanding the value of being **physically fit**. The total SMLCA experience should enable its alumni to be characterized as being joyful, articulate, poised, confident, humble, polite, balanced and **fully prepared for their next step of life**.

OUR PHILOSOPHY

The following words of **exhortation** reflect what we believe establish the optimal **educational environment**:

The top priority in all that we do will be a pursuit of **excellence**. God calls for nothing less. (*Colossians 3:23*)

We believe that high **expectations** are critical to achieve excellence. Students tend to perform at the expected level. Consequently, they will always be challenged to reach beyond what they think is achievable for themselves. (*Romans 8:37, Phil.4:13*)

We believe the proper **execution** of any task is fundamental to reaching those expectations. If it's going to be done, it ought to be done right! The concept of hard work and delayed gratification will be stressed in every academic and extra-curricular discipline. To this end, we believe in the value of effective and productive homework; not just the idea of busy work. (*2 Tim. 2:5*) **Endurance**, or persevering to the end, commensurate with good execution leads to excellence. (*James 1:4*)

We believe that students thrive in an atmosphere of **encouragement** and **empathy**. Putting others' interests and feelings before our own is a staple of the Christian life. Students should understand that being intentional in helping others will only help themselves. (*Heb. 10:25, 2 Cor.1:4, Romans 12:3*)

We believe it is important to be an **example** or role model for others. Teachers should be role models for students and students should be good examples for one another. (*1 Cor. 4:16, Heb. 6:12*)

Finally, although hard work and discipline should never be replaced in schools, we believe that in a Christian school, the joy of the Lord should be ever present through an atmosphere of **energy, excitement and enthusiasm**. The root of enthusiasm is en theos, to be with God. A school that is with God should be one of enthusiasm! (*1 Thes. 5:16*)



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### OUR STATEMENT ON TEACHERS

Teachers are, in a very real sense, the school. When the classroom door shuts, it is the teacher that creates the learning environment. Simply put, the school will never be any better than its teachers. Consequently, the priority of SMLCA will be to attract the most excellent and nurturing Christian teachers possible. This necessitates a vibrant, real and evident personal relationship with Jesus Christ.

Students themselves know what makes an excellent teacher. Various surveys of middle school students consistently emphasize the following description of a great teacher:

- 1) Great teachers must know their subject area. Hypocrisy is an important word with students today. They want to know they are being taught (or coached) by an expert in their discipline.
- 2) Great teachers care for their students. In fact, it's been said of teachers by students, "They don't care what you know until they know that you care." Students know if teachers attend their concerts, plays or games. They intuitively know if teachers are truly investing their lives in them.
- 3) Great teachers instill discipline. Students do indeed realize a controlled classroom is the best learning environment. They know instantly if a teacher has control or not.
- 4) Great teachers are perceived to be fair and equitable in all areas of school life. Although in today's diverse atmosphere where fairness can at times be impossible, the great teacher makes it seem that way.
- 5) Great teachers are creative and innovative. At times, there is no substitute for repetition, hard work and simply "grinding it out". However, for the most part, the days of fifty minute lectures are gone. Great teachers will not let that happen day in and day out.
- 6) Great teachers are passionate about their work. Nothing is more evident to a student than a teacher who instructs with a sense of calling as opposed to one who is simply going through the motions.
- 7) Great teachers have the respect of their students.

Everyone looks back at their educational experience and remembers with admiration the teachers that had such a positive, long-term impact on their lives. That is the type of teacher we desire at SMLCA.

### STATEMENT OF FAITH

- 1) We believe the Bible to be the inspired, the only infallible, authoritative, inerrant Word of God (*2 Timothy 3:16, 2 Peter 1:21*).
- 2) We believe that there is one God, eternally existent in three persons - Father, Son, and Holy Spirit (*Genesis 1:1, Matthew 28:19, John 10:30*).
- 3) We believe in the deity of Christ (*John 10:33*), His virgin birth (*Isaiah 7:14, Matthew 1:23, Luke 1:35*), His sinless life (*Hebrews 4:15, 7:26*), His miracles (*John 2:11*), His vicarious and atoning death (*1 Corinthians 15:3, Ephesians 1:7, Hebrews 2:9*), His resurrection (*John 11:25, 1 Corinthians 15:3*), His ascension to the right hand of the Father (*Mark 16:19*), and His personal return in power and glory (*Acts 1:11, Revelation 19:11*).



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- 4) We believe in the absolute necessity of regeneration by the Holy Spirit for salvation because of the exceeding sinfulness of human nature, and that people are justified on the single ground of faith in the shed blood of Christ, and that only by God's grace and through faith are we saved (*John 3:16-21, John 5:24, Romans 3:23, 5:8-9, Ephesians 2:8-10, Titus 3:5*).
- 5) We believe in the resurrection of both the saved and the lost; they that are saved unto the resurrection of life, and they that are lost unto the resurrection of damnation (*John 5:28,29*).
- 6) We believe in the spiritual unity of the believers in our Lord Jesus Christ (*Romans 8:9, 1 Corinthians 12:12-13, Galatians 3:26-28*).
- 7) We believe in the present ministry of the Holy Spirit by whose indwelling the Christian is enabled to live a godly life (*Romans 8:13-14, 1 Corinthians 3:16, 6:19-20, Ephesians 4:30, 5:18*).

### ROLE MODEL STATEMENT OF SMLCA

We believe that the tenets set forth in 1 Tim. 3, Titus 2:7-8, Romans 14:20-21, Matthew 18:6, and Galatians 5:19-23 lay the groundwork for expectations of all those employed by SMLCA. To paraphrase these passages, we believe that employees should be characterized as:

- Worthy of respect
- Sincere
- Hospitable
- Gentle
- Not quarrelsome
- Not indulging in much wine
- Not pursuing dishonest gain
- Who keeps hold of the deep truths of the faith with a clear conscience
- Dignified
- Not a malicious gossip
- Temperate
- Trustworthy
- Good managers of the household and their children

The sum total could be expressed as doing nothing that would cause a child to stumble. To that end we ask for adherence to the following specific guidelines:

We expect you, as adults and servants of Christ, *to be an active part of a church* where teaching and preaching are based on the authority of scripture (*Hebrews 10:24-25*).

The Scripture dictates standards of sexual behavior, whether in your personal relationships with others, activities or media to which you allow yourself to be exposed. *Any promiscuity, homosexuality, or other deviant sexual behavior violates the requirement of being a Christian role model* (*Romans 12:1 – 2; 1 Cor. 6:9 –20; Ephesians 4:1 – 11, 5:3 – 5; 1 Thess. 4:3 – 8; 1 Tim. 4:12; II Tim. 2:19-22; 1 Peter 1:15-16; 1 John 3:1 – 3*).

Though scripture does not forbid the consumption of alcoholic beverages (but does admonish us to not be drunk with wine or strong drink), we believe there is wisdom in complete abstinence. The problems in our society caused by alcohol as well as the impression we make on our students that are clearly at an impressionable age, are a few of our concerns (*Rom. 14:19-21*). *We therefore ask that you prayerfully consider your role as a leader of students in any public or social setting.*



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## AGREEMENT OF PRINCIPLES AND RELEASE OF INFORMATION

\_\_\_\_\_ I agree with and will abide by all the principles set forth in the preceding documents without reservation.  
(This is not necessarily a prerequisite for employment. Please fill in below.)

\_\_\_\_\_ I agree with and will abide by all the principles set forth in the preceding documents with the exception of  
\_\_\_\_\_ because \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

I grant permission for SMLCA to contact all employers and references listed. I also understand a criminal background check, including a FBI fingerprint review, is required for employment. I understand that if any information provided in this application proves to be false or intentionally misleading, it could disqualify my standing as a prospective applicant and could result in terminating my employment without future remuneration. I waive any right to personally review any reference information provided on my behalf.

I understand that SMLCA does not discriminate in its employment practices against any person because of race, color, national or ethnic origin, gender, age, or disability.

\_\_\_\_\_  
Signature

Date: \_\_\_\_\_

\_\_\_\_\_  
Printed

Mail this completed form to: **SMITH MOUNTAIN LAKE CHRISTIAN ACADEMY**  
**2485 B LOST MOUNTAIN ROAD**  
**WIRTZ, VA 24184**

or you may email to: **EMPLOYMENT@SMLACADEMY.COM**