Your interest in Silverdale Baptist Academy is appreciated. Please fill out this initial application and return it to our school office. If an opening occurs for which it appears you may qualify, we will contact your references. If we have continued interest in your candidacy, we will arrange for a personal interview. We realize that the key to a successful school is its staff. We are grateful for those who are professionally qualified, who really love children, and who, by the pattern of their lives, are Christian role models.

**POSITION(S) APPLYING FOR**

______________________________________________

Employment with Silverdale Baptist Academy will go to those individuals whose training and experience most qualify them for the position offered without regard to race, color, sex, age, disability or national origin.

Applicant’s Name: __________________________________________

Application Date: __________________________
A. PERSONAL INFORMATION

CIRCLE ONE: Mrs. Miss Ms. Mr. Full Name: ______________________________________________________

Address: _____________________________________________________ City: _____________________________

State: _____ Zip: _______________

Home Phone: ___________________________ Cell Phone: ___________________________

Email Address: ________________________________________________________________

Social Security Number: _______ - _______ - _________

Birthplace: __________________________________________ Marital Status: ______________________________

Number of children: ________ Ages of children: ______________________

Spouse's Name: _________________________________ Occupation: _________________________________

Spouse's Phone: ________________________________

Have you ever filed an application with us before?    YES    NO    If so, date: _________________________________

Do you have family members that are employed with Silverdale Baptist Church or Academy?    YES    NO

If so, name(s) and area(s)? __________________________________________________________________________

Do you speak a foreign language? If so, what? ___________________________________________________________

Are you currently employed?    YES    NO    Do you possess a valid driver's license?    YES    NO

Do you hold Commercial Driver's License (CDL) or be willing to obtain one?    YES    NO

Would you be willing for your child/children to attend the Academy if you are hired as an employee of the Academy?    YES    NO
B. EDUCATION

Beginning with high school, list the details of your education in the table below.

<table>
<thead>
<tr>
<th>School Name</th>
<th>Address</th>
<th>Course(s) of Study</th>
<th>Years Completed</th>
<th>Diploma/Degree</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

C. BACKGROUND & CERTIFICATIONS

Do you have a state teaching certificate?*     YES     NO

If yes, from what state(s)? _____________

Do you have an ACSI Teaching Certificate?*     YES     NO

If yes, what level? ________________________     If yes, it remains valid for ______ more years.

What kind? ________________________     If yes, it remains valid for ______ more years.

Endorsement(s): List semester hours in endorsement area(s)

____________________________________________________________________________________________

If you do not hold a certificate, what requirements do you lack? (See ACSI certification at ACSI.org)

____________________________________________________________________________________________

Have you ever had a teaching credential denied, suspended or revoked?     YES     NO

Have you ever failed or refused to fulfill an employment contract?     YES     NO
Have you ever been arrested or convicted of a felony? YES NO

If yes, please explain. __________________________________________

________________________________________________________________________________________

Have you ever been arrested or convicted of a misdemeanor? YES NO

If yes, please explain. __________________________________________

________________________________________________________________________________________

Have you ever been served with a restraining order? YES NO

If yes, please explain. __________________________________________

________________________________________________________________________________________

Have you ever been served an order of protection? YES NO

If yes, please explain. __________________________________________

________________________________________________________________________________________

*C Please attach photocopies of any certificates held.

C. POSITION DESIRED

Please prioritize your preference in parenthesis using 1, 2, 3, 4, and 5. Indicate the grade level or subject in the blank.

( ) Preschool
( ) Kindergarten
( ) Elementary School __________________________
( ) Middle School __________________________
( ) High School __________________________
Other: __________________________________________

CIRCLE ONE: Full-time Part-time

How did you learn about the position for which you are applying? __________________________

Please list activities or sports which you would be capable of and be willing to direct, sponsor, advise, or coach. (Indicate grade or ability levels)

________________________________________________________________________________________

What would you like to be doing five years from now?

________________________________________________________________________________________
C. EMPLOYMENT HISTORY

Please begin with your current or most recent employer and work backwards for the past ten years. If needed, submit a continued listing of employers via attachment in the same format.

Employer: ______________________________________  Position: ________________________________________

Dates of employment: ____________  -  ____________  Address: _____________________________________

Supervisor’s name & phone number: _____________________________________________________________

Reason for leaving: ___________________________________________________________________________

May we contact this employer?     YES     NO    If no, please explain: _______________________________

Employer: ______________________________________  Position: ________________________________________

Dates of employment: ____________  -  ____________  Address: _____________________________________

Supervisor’s name & phone number: _____________________________________________________________

Reason for leaving: ___________________________________________________________________________

May we contact this employer?     YES     NO    If no, please explain: _______________________________

Employer: ______________________________________  Position: ________________________________________

Dates of employment: ____________  -  ____________  Address: _____________________________________

Supervisor’s name & phone number: _____________________________________________________________

Reason for leaving: ___________________________________________________________________________

May we contact this employer?     YES     NO    If no, please explain: _______________________________

Employer: ______________________________________  Position: ________________________________________

Dates of employment: ____________  -  ____________  Address: _____________________________________

Supervisor’s name & phone number: _____________________________________________________________

Reason for leaving: ___________________________________________________________________________

May we contact this employer?     YES     NO    If no, please explain: _______________________________
F. REFERENCES

You will need to sign the Reference Release Form that is attached and return it with this application. Do not list family members or relatives for references. References should include but are not limited to, your pastor, one other professional educator and persons who know you well.

Give three personal references who are qualified to speak of your spiritual experience and Christian service. List your current pastor first, if possible.

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Email Address</th>
<th>Phone Number</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Give three professional references who are qualified to speak of your professional training and experience. List your current or most recent principal or supervisor first.

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Email Address</th>
<th>Phone Number</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Please expound on the following questions:

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

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

Do you have confidential references on file at a college placement office?  YES  NO

College Placement Office Address: ___________________________________________________________
Christian School Preparation

Have you had any courses relating to or giving training in the Christian philosophy of education?  YES  NO

If yes, explain:______________________________________________________________

Would you regularly follow a reading program or correspondence course on this topic?  YES  NO

Have you had other courses giving specific training for Christian schools?  YES  NO

If yes, explain:______________________________________________________________

List any conferences or seminars in which you have led or participated in the past: _______________________________
________________________________________________________________________________________
________________________________________________________________________________________
________________________________________________________________________________________
________________________________________________________________________________________

Describe how teacher evaluation has been helpful to you: __________________________________________________
________________________________________________________________________________________
________________________________________________________________________________________
________________________________________________________________________________________

Spiritual Conviction

Describe your own personal relationship with and commitment to the Lord Jesus Christ, including when you became a
Christian (if you remember the specific time.)

________________________________________________________________________________________
________________________________________________________________________________________
________________________________________________________________________________________
________________________________________________________________________________________
________________________________________________________________________________________
________________________________________________________________________________________
________________________________________________________________________________________
________________________________________________________________________________________
Denominational preference: ____________________________________________________________

Where do you regularly attend worship? ________________________________ For how many years? ________

Pastor's name: ___________________________________________________________________________________

Church address: ____________________________________________ City: ________________________________

State: ______ Zip: ___________________

Are you currently a member?     YES     NO    If yes, how long have you been a member? __________________________

Are you presently a member in good standing?     YES     NO

Are you actively involved in a small group/Sunday School class?     YES     NO

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

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

______________________________________________________________________________________________

______________________________________________________________________________________________

Are you capable of teaching a Bible class?     YES     NO

Is active church membership necessary for spiritual growth? Why? ________________________________

______________________________________________________________________________________________
Employee Statement of Faith and Commitment

I PERSONALLY BELIEVE:

1. the Bible to be the only inspired, inerrant, infallible and authoritative Word of God and as such, it is the final authority in faith, life, and standards of education. (I Corinthians 14:37, I Thessalonians 2:13, 4:1-2, II Timothy 3:16-17).

2. that there is one God, eternally existent in three Persons: Father, Son and Holy Spirit. (Deuteronomy 6:4, Isaiah 45:5-7, Matthew 28:19)

3. in the deity of our Lord Jesus Christ, in His virgin birth, in His sinless life, in His miracles, in His vicarious and atoning death through His shed blood, in His bodily resurrection, in His ascension to the right hand of the Father, and in His personal return in power and glory. (Matthew 1:23-25, Mark 3:5, Luke 2:40-51)

4. that, for the salvation of lost and sinful men, regeneration by the Holy Spirit is absolutely necessary. (I Corinthians 12:13, Romans 8:9-11, II Corinthians 3:6)

5. that salvation is by grace through faith alone. (Ephesians 2:8-9)

6. that faith without works is dead. (James 2:14-26)

7. that the Christian is enabled to live a Godly life by the Holy Spirit who dwells within him. (John 15:26-27, Galatians 5:22-26, I Corinthians 12:13)

8. in the resurrection of both the saved and the lost; that they are saved to the resurrection of life, and they that are lost to the resurrection of damnation. (Philippians 3:20-21, I Thessalonians 4:13-17, John 5:28-29)

9. in the spiritual unity of all believers in our Lord Jesus Christ. (Ephesians 2:11-36)

10. that the chief end of man is to glorify God and enjoy Him forever. (Psalm 19:1, Isaiah 43:7)

AS A MEMBER OF SILVERDALE BAPTIST ACADEMY STAFF, realizing the necessity of standing together, I hereby commit myself to stand behind the decisions of the administration and make every effort to support loyally the school and its staff and defend it against undue or invalid criticism.

Should the time come when I could not in good conscience follow the above commitment, I agree to withdraw willingly from the faculty.

Do you subscribe without reservation to our Statement of Faith?    YES     NO

Applicant Signature: _______________________________________  Date: __________________
Applicant’s Certification and Agreement

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

I hereby certify that the facts set forth in this initial application are true and complete to the best of my knowledge. I understand that discovery of 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 that I will be paid and receive benefits only through the day of release.

I authorize Silverdale Baptist Academy to thoroughly investigate references, work records, evaluations, education, and 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 the Silverdale Baptist Academy, 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 Silverdale Baptist Academy.

Since I will be working with children, I understand that I must submit to a fingerprint check by federal or state authorities. I authorize Silverdale Baptist Academy to conduct a criminal records check.

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.

Applicant Signature: ____________________________ Date: ____________________________
Authorization to Release Reference Information

I have made application for a position as __________________________ with Silverdale Baptist Academy. I have authorized the school to thoroughly investigate references, work records, evaluations, and 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 the Silverdale Baptist Academy, 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 Silverdale Baptist Academy.

I certify that I have carefully read and do understand the above statements.

Applicant Name (print): ______________________________________________

Applicant Signature: ______________________________________________

Applicant Social Security Number: ____________________________________

Date: __________________
Principal’s Reference Form
(Personal & Confidential)

Name of Teacher Applicant: ________________________________  First  Middle  Last

Area of Application (circle one):  Elementary  Secondary

Subjects: _______________________________________________________________________________________

_The above named person has applied for a teaching position with our Academy. It would be helpful to us if you would comment briefly on the following items and return this form directly to our school. Your reply will be considered strictly confidential and will not be revealed to the applicant._

1. For what length of time did the applicant work within your school? ____________________________

2. On a scale of 1-10 (poor-excellent), how would you rate the overall competency of the applicant as a teacher? ______

3. What are the strengths of the applicant as teacher? ____________________________________________________________________________________

4. What are the limitations of the applicant as a teacher? ____________________________________________________________________________________

5. Would you have any reservations about having this applicant as the teacher of your children?  YES  NO

If yes, please explain. ____________________________________________________________________________________

______________________________________________________________________________________________
Check the appropriate box, which best describes the applicant in comparison with other persons you have known with comparable years of experience.

<table>
<thead>
<tr>
<th></th>
<th>Outstanding</th>
<th>Above</th>
<th>Average</th>
<th>Below</th>
<th>Poor</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accuracy and Dependability</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Assessment of pupil needs and progress</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Classroom management skills</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cooperation with others</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Correct use of standard English</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Development of conducive learning environment</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Effective communication</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Enthusiasm for learning and teaching</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Flexibility</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Initiative and creativity</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Instructional Planning</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Integrity</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Judgment and common sense</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Knowledge and Subject Matter</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Leadership potential</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Loyalty to administration and system</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Maturity (poise, self-control)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Motivation and relationship to pupils</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Personal hygiene and grooming</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Positive attitude toward supervision</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Potential for professional growth</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Punctuality/Attendance</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Teaching - effective instruction</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Overall Estimate of Teaching Capability**

1. For the position desired, I recommend the applicant: Highly Favorably With Reservation Not at all

2. Have you seen the applicant teach? YES NO

3. Would you employ/re-employ this person? YES NO

4. Would you want this person to teach your child? YES NO

5. Would you prefer talking with us by telephone? YES NO

6. How long and in what capacity have you known the applicant? __________________________________________

Name of Reference: ______________________________

Title: _________________________________________

School/Organization: _____________________________

Phone: ________________________________________

Date:_________________________________________

---

*Please return by mail or fax to:*

**Silverdale Baptist Academy**

7236 Bonny Oaks Drive

Chattanooga, TN 37421

423.892.2319 Phone

423.648.7600 Fax