



DAYSRING

CHRISTIAN ACADEMY

DAYCARE EMPLOYMENT APPLICATION

Thank you for your interest in Dayspring Christian Academy's (DCA) Daycare, a ministry of Crossroads International Church (CIC). You are invited to fill out this initial application and return it to the school office. Should a position become available, you may be contacted for a personal interview.

The key to a successful Christian School is its staff. Staff and faculty who are professionally qualified, love God, love children, and live their lives as Christian role models are critical to components to any Christian school.

Your interest and application are greatly appreciated. Thank you for seeking to be a part of the ministry here at CIC/DCA. May the Lord guide you as you seek to fulfill His perfect will for your life.

A. APPLICANT'S NAME AND ADDRESS

Full name: _____

Application date: ____/____/____

Date available: ____/____/____

Present Address _____

E-mail address: _____

Phone: Days (____) _____ Evenings (____) _____

Best time to call you? _____ Soc. Sec. No. _____

How long have you lived at the above address? _____

Permanent address and phone number if different than present address:

B. POSITION DESIRED

Please indicate 1st, 2nd, or 3rd choice in the parenthesis.

- () Daycare Director
- () Daycare Lead Teacher
- () Daycare Teacher
- () Daycare Assistant

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

Immunization Requirement *Upon employment, proof of TB Testing is required.
Hep A & B vaccines are highly recommended.*

C. CHRISTIAN BACKGROUND

Personal Testimony *On the form provided, please give your personal Christian testimony of a salvation experience.*

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

Yes _____ No _____ Signature: _____

DCA Positional Foundation Please carefully read the DCA Positional Foundation and indicate below your degree of support.

_____ I fully support the DCA Positional Foundation as written without mental reservations.

Signature: _____

_____ I support the DCA Positional Foundation except for the area(s) listed and explained on a separate paper. The exceptions represent either disagreements and or items for which I have not yet formed an opinion or conviction.

Signature: _____

Church Denominational preference? _____

What is your local church affiliation? _____

Are you presently a member in good standing? _____ Years? _____

In what church activities are you involved and with what degree of regularity?

What other Christian service have you done since becoming a Christian?

Are you capable of teaching a Bible Class? _____ If yes, what would be your subject preferences? _____

Devotional Life Describe your personal Bible study and prayer life.

What books have you read recently that have helped you spiritually? _____

D. PROFESSIONAL QUALIFICATIONS

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

Education What degree or degrees do you hold?

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

Your Major(s) _____

Your Minor(s) _____

Cumulative grade point average BA _____ Graduate work GPA _____

Experience Sequentially list your career experience with most recent first.

School's Name	Grades or Subjects	Dates
_____	_____	_____
_____	_____	_____
_____	_____	_____

What Christian or secular curriculums are you familiar with? _____

Curriculum Preferences? _____

List any other educational advantages, experience, skills, or other additional information that you would like to present regarding your candidacy for this position.

List any books, articles, or seminars that have recently helped you to grow professionally. _____

Teaching Credentials Do you have an ACTS, ACSI, or other professional certification? Yes _____ No _____

Level of Certification _____ Remains valid for _____ years.

Do you have a state professional certificate? Yes _____ No _____ State _____

Type of Certification _____ Remains valid for _____ years.

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

If you do not hold a professional certificate, what requirements do you lack?

◆ *Please attach photocopies of any certificates held.*

E. PERSONAL PHILOSOPHY

Short
Essays

A. Why are seeking employment in a Christian school?

B. What do you believe are the main characteristics that distinguish a Christian school from a public school?

C. What do you consider to be the proper daycare classroom atmosphere for learning?

D. What is your philosophy of discipline?

E. What areas do you feel are your strengths? Weaknesses?

F. APPLICANT'S CERTIFICATION OF AGREEMENT

I understand that Crossroads International Church/Dayspring Christian 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 Crossroads International Church/Dayspring Christian Academy to thoroughly interview the primary references which I have listed, any secondary references mentioned through interviews with primary references, or other individuals that know me and have knowledge regarding my testimony and work record.

I also authorize the school to thoroughly investigate my work records and evaluations, my educational preparation, and other matters related to my suitability for the job.

I authorize Crossroads International Church/Dayspring Christian Academy to conduct a criminal records check.

I understand and agree that any offer of employment that I may receive from CIC/DCA is conditioned upon the receipt of background information, including criminal background information. CIC/DCA may refuse employment or terminate conditional employment if any background information is deemed unfavorable or might reflect adversely on CIC/DCA or on me as a Christian role model.

I understand that this is only an application for employment and that no employment contract is being offered at this time.

I understand that DCA does not discriminate on the basis of any gender, race, color, national and ethnic origin.

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

Printed Name of Applicant: _____

Signature of Applicant: _____ Date _____

G. EMPLOYMENT HISTORY

Please start with your current or most recent employer and work backwards for the past ten years.
If necessary, you may make copies of this page or following the same format, use a separate page.

Work Background 1. Employer _____
Position _____ Dates of Employment _____
Address _____

Supervisor's Name and Phone Number _____
Reason for leaving _____

Work Background 2. Employer _____
Position _____ Dates of Employment _____
Address _____

Supervisor's Name and Phone Number _____
Reason for leaving _____

Work Background 3. Employer _____
Position _____ Dates of Employment _____
Address _____

Supervisor's Name and Phone Number _____
Reason for leaving _____

Work Background 4. Employer _____
Position _____ Dates of Employment _____
Address _____

Supervisor's Name and Phone Number _____
Reason for leaving _____

Have you ever worked under a different name for any of the employers you have listed?
If so, what was the name or names? _____

Have you already signed a contract for next year with any other institution?
Yes _____ No _____

Have you ever been convicted for any crime, including sex-related, or child abuse related offenses?
Yes _____ No _____

H. PERSONAL REFERENCES

Print your name on the **Personal and Employer Reference Forms**. Then make copies of the **Personal and Employer Reference Forms** to give to the appropriate individuals as listed on this application form. Along with that form include a signed copy of the **Authorization to Release Reference Information** and a stamped envelope addressed to Mr. Jason Detty, Administrator, Dayspring Christian Academy, 1052 Newport Ave., South Attleboro, MA 02703.

Reference Give three references who are qualified to speak of your spiritual experience and Christian service.

	Name	Complete Address	Phone	Position
1.	_____	_____	_____	_____
	_____	_____	_____	_____
2.	_____	_____	_____	_____
	_____	_____	_____	_____
3.	_____	_____	_____	_____
	_____	_____	_____	_____

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

	Name	Complete Address	Phone	Position
1.	_____	_____	_____	_____
	_____	_____	_____	_____
2.	_____	_____	_____	_____
	_____	_____	_____	_____
3.	_____	_____	_____	_____
	_____	_____	_____	_____



Personal Reference Form

For

Name of Applicant _____

Your name was given as a recommendation or reference. Please complete this form and return in the envelope provided. All of your comments and information will be kept confidential. Dayspring Christian Academy would appreciate your opinion on the applicant's character, personality, and ability to fill this position. Attached is a signed authorization form whereby the applicant releases you from liability if you provide this reference. Thank you for your cooperation.

Jason Detty

DCA Administrator

How long have you know the applicant? _____

In what capacity have you known the applicant (e.g. pastor, teacher, friend)? _____

Has this applicant demonstrated a real commitment to Christian living at home and in the community? Would he/she be a good Christian role model for students? _____

Have you noted depth of convictions as demonstrated by honesty, fairness, respect for authority, diligence, compassion, tact, or other Biblical virtues? _____

Please list principle character and personality strengths of the applicant: _____

Are there any character or personality weaknesses that would diminish this applicant's effectiveness as a Christian role model? _____

OTHER COMMENTS (If you would prefer, you may call the DCA administrator at (508)761-5552)

Name: _____ Address: _____

Daytime Phone: (____) _____ Evening Phone: (____) _____

Thank you very much for your cooperation.



Employer Reference Form

For

Name of Applicant _____

Your name was given as a recommendation or reference. Please complete this form and return in the envelope provided. All of your comments and information will be kept confidential. Dayspring Christian Academy would appreciate your opinion on the applicant's character, personality, and ability to fill this position. Attached is a signed authorization form whereby the applicant releases you from liability if you provide this reference. Thank you for your cooperation.

Jason Detty

DCA Administrator

Position held by applicant: _____

Dates of Service: Full-time _____ Part-time _____

Reason for leaving: _____

Would you have any reservations about rehiring this applicant?

Has this applicant demonstrated Christian character in the work place? Yes _____ No _____ Unknown _____

Would he/she be a good Christian role model for students? _____

Do you consider the applicant a self-starter, willing to do extra tasks, if needed? _____

How would you rank this person as compared to others that you have supervised?

Top 5% _____ Next 20% _____ Middle 50% _____ Low 25% _____

Please list the principle character and personality strengths of the applicant. _____

Are you aware of any character, personality, moral, or ethical weaknesses that would diminish this applicant's effectiveness as a Christian role model? _____

OTHER COMMENTS (If you would prefer, you may call the DCA administrator at (508)761-5552)

Name: _____ Position: _____

Organization/Address: _____

Daytime Phone: (____) _____ Evening Phone: (____) _____

Thank you very much for your help and cooperation.



AUTHORIZATION TO RELEASE REFERENCE INFORMATION

I have made application for a position with Dayspring Christian Academy. I authorize Dayspring Christian Academy to inquire about my work and personal history and to verify all data given in my application for employment, related papers, and my oral interviews.

I authorize the release and giving of any information requested by Dayspring Christian Academy such as employment records, performance reviews, and personal references whether such information is favorable or unfavorable to me.

I release any person, organization, or company from any and all liability, claims, or damages that may directly or indirectly result from the use, disclosure, or release of such information by any person or party, whether such information is favorable or unfavorable to me.

I further waive the right to ever personally view any references given to Dayspring Christian Academy.

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

Applicant's Printed Name

Applicant's Signature

Date



DCA POSITIONAL FOUNDATION

PURPOSE

Dayspring Christian Academy (DCA) is a ministry of Crossroads International Church (CIC) and is dedicated to teaching and training students to know and live their lives for Jesus Christ. DCA has been called of God to partner with parents who desire a Christian education for their child/children.

DCA is purposed to establishing relationships within the area communities as an effort to make a positive impact for Christ.

DCA is purposed to the advancement of the Kingdom of God. This key aspect of the school's purpose is accomplished with intentional efforts, in coordination with CIC, to spread the Gospel of Jesus Christ, first to the students and families of the school, and then to the area communities and its people.

DCA exists to:

- Glorify God in every aspect of the school's ministry
- Lead students to know Jesus as their Lord and Savior
- Teach students to honor God with a Christ-like character
- Provide a safe God-honoring environment conducive to a student's spiritual growth
- Be a positive influence for Christ in area communities
- Build the Kingdom of God in the greater South Attleboro area
- Offer a quality education that prepares students for success in the future that God has planned for them

Purpose Statement

Dayspring Christian Academy exists to glorify God by leading students to a personal knowledge of Jesus Christ and to prepare them academically and spiritually for the future God has planned for them.

MISSION

Dayspring Christian Academy is to Glorify God in every aspect of the school's operation on a daily basis. DCA will seek to accomplish this mission by:

- Integrating Biblical principles into every subject taught
- Supporting, promoting, and providing opportunities for spiritual development among those associated with DCA
- Following a Biblically based discipline plan
- Developing, maintaining, and implementing a scriptural accountability program for school staff members and students
- Encouraging and providing opportunity for the professional development of school staff members

Dayspring Christian Academy seeks to partner with its families and area communities. DCA will seek to accomplish this mission by:

- Extending an invitation to parents to any and all school functions
- Providing parents' access to and encouraging communication with their child's teacher and the administration of the school
- Offering parents and members of the community opportunities to participate in the educational process
- Seeking opportunities of partnership with parents, area churches, community businesses, and organizations
- Encouraging parents, area churches, community businesses, and organizations to support for DCA activities and fundraisers

Dayspring Christian Academy seeks to provide a high quality education from the perspective of a Biblical worldview (a point of view or perspective that is based on Biblical standards). DCA will seek to accomplish this mission by:

- Using academically sound Biblically-based curriculum
- Teaching students age-appropriate critical thinking
- Constantly seeking methods to further improve communication between school staff and families
- Employing highly qualified and certified teachers in the classroom
- Providing a meaningful and relevant spiritual program

Dayspring Christian Academy seeks to prepare students to impact their culture and their communities for Jesus Christ. DCA will seek to accomplish this mission by:

- Employing a dedicated staff of believers in Christ who model Christ-like attitudes and behavior
- Utilizing curriculums and teaching methods that are taught from a Biblical worldview
- Teaching students about Christ's offer of salvation and giving students the opportunity to choose to place their faith in Him
- Teaching students how to share their faith in Christ with others
- Implementing programs with an intentional and purposed spiritual emphasis
- Maintaining an expectation of staff, students, and parents to support a knowledge of and an attempt to honor God in all ways
- Teaching students the importance of being a Christ-like servant leader by offering them community service and mission opportunities

Mission Statement

Dayspring Christian Academy will partner with families to provide a high quality Christian education taught within the context of a Biblical worldview, and will follow the guidance of the Holy Spirit to equip students to impact their communities for Jesus Christ.

VISION

Dayspring Christian Academy is committed to a sustainable growth level in all areas of school operation that does not alter the quality of education, the culture and attitude of family, and is committed to teaching and operating within the context of a Biblical worldview. The ten-year plan strategic plan to fulfill this commitment will serve to guide the process of implementing the goals established to achieve the vision God has given for DCA.

In an attempt to be good stewards, the desirable strategy for growth is to maximize the fullest potential of the facilities before considering new facility construction or growth beyond the current property limitations. All growth, both short and long term, will remain dependent upon the Lord's provision, the school's financial status, and the existing school program obligations. The primary vision and goal of growth at DCA is to build God's Kingdom as He directs. The secondary vision and goal is to meet the needs of area parents who wish to partner with a Christian school in educating their children within the context of a Biblical worldview. As the local communities grow and change, DCA will seek to grow with it at a sustainable rate, and be an accurate reflection of the area communities.

Vision Statement

Dayspring Christian Academy is committed to growth that allows the school to offer area parents a high quality Christian school option that prepares students to influence their culture for Christ, allows Crossroads International Church and Dayspring Christian Academy the ability to increase the impact for Christ in the surrounding communities, and building the Kingdom of God in the greater South Attleboro area.

PHILOSOPHY OF EDUCATION

DCA seeks to offer parents a positive alternative to secular education. The faculty, staff, and administration at DCA recognizes the need to provide a high quality education, both spiritually and academically. With this realization, DCA seeks to provide a quality and challenging academic education taught from a Biblical worldview. The core philosophy of education at DCA is founded on a Biblical worldview. Thus, it is the philosophy at DCA that a complete education can only be obtained when taught from a Biblical worldview. The following are the pillars of the DCA philosophy of education.

1. **The ministry of teaching:** DCA promotes the belief that teaching is a ministry to students and their families. The act of ministering involves addressing more than simply teaching academic subjects.
2. **Ministering to the whole child:** This method of ministering/teaching involves a comprehensive approach to address the development of the whole child physically, mentally, emotionally, morally, spiritually, socially, and culturally.
3. **Tripod approach:** DCA believes in a coordinated educational effort that involves the home, the school, and the church working together for the good of the student. The focus of this effort is on the core belief that Jesus Christ is the central aspect in all learning and living. All knowledge and academic subjects are to be evaluated in light of God's Word, including all extra-curricular activities.
4. **Character training:** DCA considers character training, respect, and obedience to be crucial in the cultivation of self-discipline, which is essential to the emotional, mental, physical, social, and spiritual well-being of the student.
5. **Authority and discipline:** DCA believes that the teacher/adult authority figure is to be respected by all students. When necessary, authority figures at DCA understand that discipline is to be administered fairly, firmly, and lovingly. In an effort to minimize the need for disciplinary measures, DCA will strive to instill in each student a love God and others, obedience to God and the authorities He establishes, and a desire to choose that which is righteous and good in God's sight. This will equip them for their individual role in God's plan for their lives, and for their place in society.
6. **Reality:** As the personal and purposeful Creator of the universe, God is the ultimate reality. Reality in education involves helping students come to an experiential knowledge of God.
7. **Truth:** As Christian educators we take the position that God has revealed Truth to us through Jesus Christ and the Bible (John 14:6; 17:17; 1 Corinthians 2:9-16; Colossians 1:25-27). Revelation has priority over man's reason since man's ability to perceive truth has been affected by the fall of mankind.
8. **Knowledge and Wisdom:** Since there is a disparity between earthly knowledge and wisdom, and spiritual knowledge and wisdom, the Word of God must be the standard by which all knowledge and wisdom are measured (1 Corinthians 1-2; 7:10-16; James 3:13-18). Recognition of this principle is vital to the handling of actual information in the curriculum of the school.

STATEMENT OF FAITH

1. DCA believes in the Scriptures of the Old and New Testaments as verbally inspired by God and inerrant in the original writing, and that they are of supreme and final authority in faith and life.
2. DCA believes in one God, eternally existing in three persons: Father, Son, and Holy Spirit.
3. DCA believes that Jesus Christ was the only begotten Son of God the Father, conceived by the Holy Spirit, born of the virgin Mary, lived a sinless life, is both God and man, and will one day return to Earth.
4. DCA believes that man was created in the image of God, that he sinned, and thereby incurred, not only physical death, but also spiritual death (which is separation from God), and that all human beings are born with a sinful nature.
5. DCA believes that the Lord Jesus Christ died for the sins of all people, according to the scriptures, as a representative and substitutionary sacrifice, and that all who believe in Him as their Lord and Savior, are justified on the grounds of His shed blood.
6. DCA believes in the resurrection of the crucified body of our Lord, His ascension into Heaven, and in His personal future return to Earth in power and glory.
7. DCA believes in the sanctifying power of the Holy Spirit, by whose indwelling, a true believer in Jesus is enabled to live a holy life.
8. DCA believes that all, who by faith, receives the Lord Jesus Christ as Lord and Savior are born again, and thereby become children of God.
9. DCA believes in a final judgment in which those who have believed in Jesus as Lord and Savior will inherit eternal life in Heaven, and in which those who have not believed in Jesus will inherit an eternal separation from God.
10. DCA believes in water baptism as an outward sign of a belief in Jesus as Lord and Savior.

CORE VALUES

The following are the Biblical values taught at DCA in all areas of school life, both academic and extra-curricular:

1. Students are to respect authority and must demonstrate that respect in their words, actions, and attitudes.
2. The teaching of the Bible as a core subject and is essential to the academic curriculum.
3. Parents have the prime responsibility for the education of their children, and the Christian school exists to assist, not replace, parents meet that responsibility.
4. Students need to learn how to process information, apply age-appropriate critical thinking, and think within the context of a Biblical worldview.
5. Staff and students are committed to academic and spiritual excellence, striving to maximize each student's God-given potential.
6. Staff and Students are to be involved in fulfilling the Great Commission (Matthew 28:19,20) via community service and mission opportunities.
7. Christian education provides a means of evangelizing, nurturing, and disciplining students for a life of service to God and society.

POSITION STATEMENT

Dayspring Christian Academy is open to students and their families who come from a wide range of experiences and belief in God. Nevertheless, there are some Biblical topics that may be covered at DCA which are not universally agreed upon by all, even in the Christian church. These topics are the result of how CIC/DCA interpret Scripture. DCA desires that you, as parents of DCA students, be aware of the position the school takes in the four areas mentioned below.

DCA takes the following stance in these specific areas:

1. DCA interprets Scripture to teach Biblical creation over evolution. Genesis 1:1, Romans 1:19-25, Psalm 100:3
2. DCA interprets Scripture to support the sanctity of life, particularly the life of an unborn child. Psalm 139:13, Jeremiah 1:5, Luke 1:15, 44
3. DCA interprets Scripture to approve of sexual activity only in a marital relationship between a husband (male) and a wife (female). Exodus 20:14, Galatians 5, Galatians 5:19, I Corinthians 6:18, Leviticus 18:22, Romans 1:27
4. DCA interprets Scripture to be in opposition to various forms of teaching that are considered “worldly” from a Biblical perspective. A “worldly” teaching perspective formulates from a philosophy that views all academic subjects, and life in general, from a perspective that eliminates God from His position as creator and supreme authority on all subjects. This also includes teachings that instruct people to obtain special revelations, insights or knowledge through the use of spirits, séances, horoscopes, Ouija boards, prisms, crystal balls, metaphysical techniques, imaging, and other similar means. Lev. 19:31, Col 2:8, I John 4:1, Rev. 22:18

GOALS

The goals for DCA include, but are not limited to the following:

1. To encourage each student to receive Jesus Christ as their personal Lord and Savior.
2. To foster in students a desire to seek, know, and obey God's will for their lives.
3. To develop in each student a Biblical worldview.
4. To encourage and equip students to live a life of personal holiness before the Lord, a self-disciplined life, and a respect for and submission to the authority of God and for those He places in positions of authority.
5. To teach the basic Biblical doctrines and principles as articulated in the DCA Statement of Faith.
6. To cultivate in each student a personality based upon a proper understanding and acceptance of oneself as a unique individual, created in the image of God, with unlimited potential and God-given gifts, talents, and abilities.
7. To prepare students to be a contributing member of society that impacts their culture and generation for Christ.
8. To teach a proper Scriptural attitude toward marriage, family, and how to establish a God-honoring home.
9. To promote physical fitness, good healthy habits, and the wise use of the body as the temple of God.
10. To function as a partner with parents, aiding them in their Biblical responsibility of training a child to know, love, and obey God.
11. To purposefully and effectively integrate Biblical principles into every subject, extra-curricular activity, and all learning experiences.
12. To strive toward excellence in all academic subjects.
13. To teach and encourage the use of good study habits, research skills, and the process of logical thinking.
14. To offer students the opportunity to develop and excel in extra-curricular areas such as athletics, fine arts, and academic competitions.

I have read, understand, and am in full agreement with the Dayspring Christian Academy positional foundation. If no, please explain below.

Yes ____ No ____ Signature _____ Date _____

