



Movement Christian

A C A D E M Y

MOVEMENT CHRISTIAN ACADEMY
310 W. Walnut St.
Celina, TX 75009
Phone 469-949-1134
movementchristian.org

Hiring Process

1. Review our Statement of Faith and University-Model® school information on our website.
2. Pray about whether we are the right fit for each other
3. Agreement with MCA's Mission, Vision, Core Values & Objectives, Philosophy of Education, Statements of Faith and Moral Integrity
4. Submit application with resume, references, copy of transcripts and, if applicable, credentials and certifications

Email: info@movementcc.org or

Mail to: Movement Christian Academy PO Box 1078 Celina, TX 75009

5. Interview with Administrator(s) or Board representatives
6. References checked & background check performed
7. 2nd Interview, if appropriate
8. Offer letter
9. Final Agreement & Contract of Terms

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APPLICATION FOR EMPLOYMENT

Movement Christian Academy, in accordance with applicable federal and state laws and policies, does not discriminate on the basis of race, color, national origin, gender, age, disability, or status as a veteran.

Thank you for your interest in a position at Movement Christian Academy. If you are in agreement with the school statement of faith, mission, and vision then please complete and return this application. If called for an interview, you will be asked to read the following material: Movement Christian Academy Parent/Student Handbook.

PERSONAL INFORMATION

Name _____
Last First M.I. Preferred Name/Nickname

Address _____
Street City State Zip

Cell Ph _____ Home Ph _____ Work Ph _____

Email _____

FAMILY INFORMATION

Marital Status: Single Engaged Married Widowed Divorced* Separated* Remarried*
** Please attach a brief explanation if divorced, separated or remarried.*

Spouse's Name _____ Years Married _____

Spouse's Occupation _____

	<i>Name</i>	<i>Sex</i>	<i>Age</i>	<i>Grade</i>	<i>DOB</i>
Child	_____	_____	_____	_____	_____
Child	_____	_____	_____	_____	_____
Child	_____	_____	_____	_____	_____
Child	_____	_____	_____	_____	_____

POSITION(S) SOUGHT

TEACHER:

Grade (indicate all grade levels you desire to teach and/or which you consider yourself qualified)

Grade Level(s): Pre-K K 2nd

Particular subjects or areas of expertise within the core curriculum (e.g., reading specialist, math, science, history, etc.): _____

Elective Courses (indicate all subjects you desire to teach and consider yourself qualified)

Foreign Languages	Fine/Performing Arts	Computer Tech.	Physical Education	Team Sports	Other
<input type="checkbox"/> Spanish	<input type="checkbox"/> Music	<input type="checkbox"/> Keyboarding	<input type="checkbox"/> PE/Gym	<input type="checkbox"/> Football	<input type="checkbox"/> Yearbook
<input type="checkbox"/> Latin	<input type="checkbox"/> Theater	<input type="checkbox"/> Applications	<input type="checkbox"/> Dance	<input type="checkbox"/> Basketball	<input type="checkbox"/> Newspaper
<input type="checkbox"/> ASL	<input type="checkbox"/> Art	<input type="checkbox"/> _____	<input type="checkbox"/> _____	<input type="checkbox"/> Volleyball	<input type="checkbox"/> Government
<input type="checkbox"/> _____	<input type="checkbox"/> Speech/Debate	<input type="checkbox"/> _____	<input type="checkbox"/> _____	<input type="checkbox"/> Soccer	<input type="checkbox"/> Logic
<input type="checkbox"/> _____	<input type="checkbox"/> Photography	<input type="checkbox"/> _____	<input type="checkbox"/> _____	<input type="checkbox"/> _____	<input type="checkbox"/> Bible/Apologetics

Please list any special talents and abilities related to teaching: _____

OTHER STAFF: Classroom Aide

EDUCATION

Although state certification is not required, teachers K-12 must hold a minimum of a bachelor's degree, not necessarily in the field of education. Teaching credentials and experience is an asset.

School	Name, City, State	Diploma/ Degree	Major	Dates Attended	Overall GPA
High School					
College*					
College*					
Other*					

**Copies of all College and/or University transcripts, both undergraduate and graduate, must be filed with your application or soon after it has been submitted.*

CERTIFICATION

Certified Subject Area	Specify State and Cert.	Highest Degree Earned	Expiration Date

TEACHING/EMPLOYMENT HISTORY

If no teaching experience, list other employment. Please list three employers, beginning with your current or most recent employer.

School/Employer _____

Employed from ___/___/_____ to ___/___/_____

School/Employer's location & phone # _____

Position/Grades/Job _____

Summary of Responsibilities & Experience:

Specific Reason for Leaving:

May we contact? Yes *Name, title & direct number of contact person:*
 No *Please indicate why not:*

School/Employer _____

Employed from ___/___/_____ to ___/___/_____

School/Employer's location & phone # _____

Position/Grades/Job _____

Summary of Responsibilities & Experience:

Specific Reason for Leaving:

~~May we contact? Yes *Name, title & direct number of contact person:*
 No *Please indicate why not:*~~

School/Employer _____

Employed from ___/___/_____ to ___/___/_____

School/Employer's location & phone # _____

Position/Grades/Job _____

Summary of Responsibilities & Experience:

Specific Reason for Leaving:

May we contact? Yes *Name, title & direct number of contact person:*
 No *Please indicate why not:*

REFERENCES

Please provide four references with phone numbers and email addresses. Include at least two professional references and at least one reference who can comment on your Christian faith, preferably a pastoral reference, must be **non-family**.

Name _____	Relationship to Applicant _____
Company _____	City/State _____
Phone & Email _____	Years Known _____
Name _____	Relationship to Applicant _____
Company _____	City/State _____
Phone & Email _____	Years Known _____
Name _____	Relationship to Applicant _____
Company _____	City/State _____
Phone & Email _____	Years Known _____
Name _____	Relationship to Applicant _____
Company _____	City/State _____
Phone & Email _____	Years Known _____

Our school welcomes employees, volunteers, and students of different nationalities, races and denominations. How have you demonstrated an ability to work with others who may be different from you or have beliefs different from yours? Please describe any difficulties that you may have encountered.

If you are offered a position, will you be able to verify that you are legally permitted to be employed in the United States?

Yes No If "No," why not: _____

PERSONAL BACKGROUND INFORMATION

If you answer "yes" to any of the questions in this section, please attach a separate sheet indicating the nature of the suit, offense, date, court, and disposition or other appropriate explanation. A conviction record will not automatically be a bar to employment. Factors such as your age at the time of the crime, seriousness and nature of the violation, time elapsed since the crime, job relatedness, and subsequent rehabilitation will be considered.

- 1. Are you presently being investigated or under a procedure to consider your discharge for misconduct by your present employer?
 Yes No
- 2. Has any employer ever subjected you to disciplinary action, suspended, terminated, or asked you to leave a job or volunteer position on the grounds of any unlawful behavior, or violation of an employer's integrity, conduct or harassment policies?
 Yes No
- 3. Have you ever been charged in *civil* or *criminal* proceedings with alleged improprieties regarding children or minors?
 Yes No
- 4. Have you ever entered a plea of guilty, a plea of "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
- 5. Have you ever been suspended, discharged, or resigned in lieu of discharge from any position?
 Yes No

CHRISTIAN BACKGROUND

Church name _____ How many years have you been at your current church? _____

Pastor's name _____ Phone number _____

Address _____

May we contact your pastor? ___ Yes ___ No Contact after (date) _____

Are you active in your church? ___ Yes ___ No In what capacities? _____

Give a brief account of how you became a Christian: _____

What do you think it means to be a Christian? _____

What authority do the Scriptures have in your life and in the world? _____

CURRENT ISSUES

We live in a pluralistic society with many conflicting beliefs and values. As a school leader and representative, your students and/or parents may ask you specific questions about controversial issues. Your answers will come from your personal convictions. We need to know the view of those who would be Christian role models for our children. Please share your personal convictions as a Christian toward:

Wine, beer, and other alcoholic beverages

Smoking and chewing tobacco

Marijuana and other non-prescription drugs

Entertainment (music, dancing, etc.)

Premarital sex

Divorce and remarriage

Abortion

Homosexuality

Adultery

Personal debt

Gossip

Lying/cheating

If you have a personal testimony regarding any of the above items that you would like to share, please do so here or on a separate sheet.

SIGNATURE OF ATTESTATION

I hereby attest that all information provided
in this application is complete and truthful.

Signed: _____

Date

Printed Name: _____

SCHOOL STAFF AGREEMENT

MISSION

Movement Christian Academy's mission is to partner with God and parents to disciple and educate thousands of children that fully embrace their God given purposes and display God's glory in every sphere of society.

VISION

The Vision of Movement Christian Academy is to develop a culture that builds kingdom leaders who know Jesus, know who they are, and are excellently educated so they can fulfill their God given purposes and transform our world.

CORE VALUES & OBJECTIVES

The core values and primary objectives of Movement Christian Academy are to above all value Jesus, the word made flesh and the word of God; do all things with excellence bringing glory and honor to God; serve and honor one another in a community of like-minded believers; help make disciples; affirm and encourage parents, strengthen family relationships, integrate home and school.

EXPECTATIONS OF MOVEMENT CHRISTIAN ACADEMY EDUCATORS

- Display a love for God, children and learning
- Demonstrate a passion for a University Model Education and excellence in teaching
- Assist and respect parents in their role as the primary spiritual and academic mentors
- Cultivate effective communication skills to motivate and inspire students toward learning
- Demonstrate Christ-honoring character and humility
- Serve as a positive role model for students, parents and the community

PHILOSOPHY OF EDUCATION

Embracing a Christ-centered worldview, with God and His Word as our foundation for truth, we strive to cultivate a love for learning that is rooted in God's love for us and His desire for us to fulfill our calling.

We believe this can be achieved by creating a caring and supportive learning environment that fosters strong relationships between children, God, and educators. Through play-based and interactive learning, children are encouraged to explore their interests, be creative and imaginative, and build their independence. We stay grounded in routines that provide structure and stability, while also allowing for flexibility and creativity. We aim to make learning enjoyable and engaging as we adapt activities to suit each child's unique learning style. We believe language is an essential tool for cognitive development, as it allows individuals to communicate, think, and process information in more complex ways, leading to improved problem-solving abilities, enhanced social interactions, and a better understanding of the world around them. By instilling a passion for learning that is ingrained in faith, we aspire to equip students with the knowledge, skills, and character to fulfill their God-given potential.

STATEMENT OF FAITH OF MOVEMENT CHRISTIAN ACADEMY

Staff, faculty, and Board Members of Movement Christian Academy embrace the historic tenets of Christianity as presented in the following Statement of Faith:

Statements on Faith, Life, and Conduct

- We believe the Bible is inspired and empowered by God, infallible, and authoritative. (Hebrews 4:12)
- We believe in one eternal God who exists as three separate persons: the Father, Son, and Holy Spirit. (Matthew 28:19)
- We believe that the Lord Jesus Christ, the first begotten Son of God, was conceived of the Holy Spirit, was born of the Virgin Mary, was crucified and died, was buried and resurrected, ascended into heaven, is now seated at the right hand of God the Father, and is both true God and true man. (Ephesians 1:20)
- We believe it is essential for man to repent of sin and by faith, receive the finished work of Christ by confessing Him as Lord with his mouth and believing in his heart, resulting in regeneration by the Holy Spirit. (Acts 19:4-5)
- We believe the Holy Spirit is continuing the work He started at Pentecost, empowering believers to live a godly life and continue in all the works of Jesus. (Acts 1:8)
- We believe in the imminent return of Jesus and that those who have believed in Him will be resurrected to a heavenly dwelling in an incorruptible body, and those who do not believe will join Satan and his host in everlasting punishment. (1 Corinthians 15:12-28)
- We believe the true Church is composed of all born-again believers in Christ, regardless of denominational affiliation. (1 Corinthians 12:27)
- We believe all born-again believers have been commissioned to share the complete Gospel to all the world. (Mark 16:15)
- We believe in divine healing through faith in the Name of Jesus Christ, and we believe that healing is included in the Redemption. (Acts 3:16)
- We believe in water baptism, in the Baptism of the Holy Spirit as distinct from the New Birth, in speaking with tongues as the Spirit of God gives utterance, in the gifts of the Spirit, and in the evidence of the fruit of the Spirit. We believe that all of these are available to believers. (Acts 2:4, 1 Corinthians 12)
- We believe God created only two sexes—male and female (Genesis 1:27).
- We believe in the biblical definition of marriage as a covenant between 1 man and 1 woman. (Genesis 2:24)

As a community seeking to submit to one another out of a love for Christ, we also believe...

1. Life within the Christian community must be lived for the glory of God, daily conforming ourselves to the image of Christ, and recognizing the lordship of Christ in all aspects of our shared work.
2. A steadfast love for and accountability to Jesus and His people should motivate our actions in this community of believers.
3. As saints and fellow ministers of Christ, we each bear responsibility for serving and loving one another.
4. The words and actions of the faculty, staff, students, and parents in our community are often not a private matter. We are called to pray for each other and for each other's welfare, go to each other in love when conflict or concerns arise, and hold each other accountable for the consequences of our attitudes and conduct.
5. Each member of our community is responsible for their own behavior as it reflects upon the Lord, the school community, and themselves, particularly in the area of personal freedom where discretion, moderation, and restraint should be practiced.
6. Attaining common goals and order in community life often calls us to subordinate our individual prerogatives. Christian freedom also includes the choosing not to do some things in order to contribute to the common spiritual and emotional good of the impressionable students and families we serve as well as to promote the betterment of the Christian community of which we are a part.
7. We should endeavor and encourage one another to bear the fruit of the Spirit—love, joy, peace, patience, kindness, goodness, faithfulness, gentleness, and self-control.
8. Every person—regardless of tribe, language, or nation—should be afforded compassion, love, kindness, respect, and dignity.
9. Hateful and harassing behavior or attitudes toward any person are not in accord with the Bible and should not be tolerated. We should strive and encourage one another to overcome pride, covetousness, envy, lust, and immodesty, as all are destructive to the unity of the Body of Christ.
10. We should seek to edify each other and our community by sharing the all surpassing peace of Christ, avoiding slander, gossip, and discord and refusing to act out of selfish ambition, arrogance, anger, or a complaining spirit.
11. All human life is sacred, begins at conception, and is created by God in His image.
12. Human life is of inestimable worth in all its dimensions, including pre-born babies, the aged, the physically or mentally challenged, and every other stage or condition from conception through natural death. God wonderfully and immutably creates each person as either male or female that together reflect the image and nature of God.
13. God instituted the glorious gift of marriage, a covenant relationship between one man and one woman only, with the husband born male and the wife born female.
14. God designed sexual intimacy to occur only between one man and one woman who are married to each other. We believe that God has commanded that no intimate sexual activity be engaged in outside of a marriage between a man and a woman.
15. All forms of profanity, dishonesty, theft, drunkenness, and sexual immorality (including adultery, homosexual behavior, and use of pornography) are destructive to our souls, sinful, and offensive to God.
16. God offers redemption and restoration to all who confess their sin, repent, and seek His mercy and forgiveness through Jesus Christ.

We believe that to preserve the integrity and mission of Movement Christian Academy as a Christian discipleship school and ministry, and to provide a biblical example to those within and outside our community, all Movement Christian employees, volunteers, co-teachers, and parents agree to and abide by these Statements of Faith, Life, and Conduct.

These Statements do not, however, define the boundaries of our fellowship, care, or attention. Nor are they an excuse for indifference or a reason to refuse extending mercy, kindness, compassion, and love—in word and deed—to all who suffer from the brokenness of a fallen world. As fellow believers, the gospel calls us to walk in humility, clinging to the cross of Christ for salvation and not to claims of moral superiority or self-righteousness. These Statements, therefore, are far from rigid standards that demand absolute perfection. Rather, they are intended as a shared set of beliefs, expectations, and ideals to agree upon, proclaim, and pursue. If any member of our community finds themselves out of accord with these beliefs or pursuing practices contrary to these Statements, they should speak with an appropriate member of the faculty or administration to determine whether their beliefs and practices can be reconciled with those of Movement Christian Academy.

These Statements do not exhaust the extent of our beliefs and standards. The Bible itself, as the inspired and infallible Word of God that speaks with final authority concerning truth, morality, and the proper conduct of mankind, is the sole and final source of all that we believe. However, for purposes of Movement Christian Academy's faith, doctrine, practice, policy, and discipline, the Movement Christian Academy School Board and Board of Trustees is the final interpretative authority on the Bible's meaning and application.

Faculty, staff and the Board of Directors must be in agreement with the Movement Christian mission statement and statement of faith. Please sign below if you agree with everything included in the document.

Signed: _____

_____ *Date*

Printed Name: _____

DECLARATION OF MORAL INTEGRITY

I understand that Movement Christian Academy expects all of its employees and its volunteers with unsupervised access to children to model the same Christian values and lifestyle that it seeks to inculcate in its students. As an applicant for such a ministry position, in the capacity of an employee or a volunteer at this school, I recognize, understand, and agree to live by the Christian moral standards of Movement Christian Academy.

I declare that during the past year I have not engaged in, at the current time I am not engaging in, and promise that I will not during the term of my employment or volunteering, engage in inappropriate sexual conduct. Inappropriate conduct is deemed to include, but is not limited to, such behaviors as the following: heterosexual activity outside of marriage (e.g., premarital sex, cohabitation, extramarital sex), homosexual or lesbian sexual activity, sexual harassment, use or viewing of pornographic material or websites, or sexual abuse or improprieties toward minors as defined by Scripture and federal or state law.

I declare that during the past year I have not engaged in, at the current time I am not engaging in, and promise that I will not during the term of my employment or volunteering, engage in illegal or illicit drug use or alcohol abuse. This would include but is not limited to street drugs, abuse of prescription drugs, alcohol abuse, and drunkenness.

I declare that the above statement is factual and true. My signature below indicates that I meet the moral integrity standards and Christian role model lifestyle requirements of Movement Christian Academy.

Signed: _____

_____ *Date*

Printed Name: _____

“Honor marriage, and guard the sacredness of sexual intimacy between wife and husband. God draws a firm line against casual and illicit sex.” Hebrews 13:4 (The Message)

“Since an overseer is entrusted with God’s work, he must be blameless—not overbearing, not quick-tempered, not given to drunkenness, not violent, not pursuing dishonest gain.” Titus 1:7 (New International Version)

“A pupil is not superior to his teacher, but every one [when he is] completely trained—readjusted, restored, set to rights, and perfected—will be like his teacher.” Luke 6:40 (The Amplified Bible)

These questions are for your information. They may be asked at the interview.

1. Why do you want to be a part of Movement Christian Academy?
2. What do you believe is the unique role of the Christian school?
3. What is your view of parents' role in the educational process?
4. What are your philosophies about how children best learn, classroom management, and discipline?
5. What do you consider to be your strengths as a professional and a teacher?
6. Describe how you are a spiritual leader to others.
7. List any special skills, preparation, training or areas of significant experience/expertise you may have. Please address such topics as school operations, curricula development, teacher training, school accreditation experience, certifications, special areas of study, leadership, classroom &/or home school experience, etc.
8. What are your favorite books on education?

INTERESTS

1. What are your hobbies?
2. What are your favorite television programs?
3. Please list the last three movies you have attended.
4. What are your favorite forms of recreation?