



**Launching Arrows Anchored in Christ
Partnering with Parents to Train up a Generation of Warriors**

2024-2025 Faculty Employment Application

Thank you for your interest in applying for a position with Allegiant Academy! We appreciate your desire to partner with parents in raising up a generation of warriors.

Luke 6:40 tells us that the student will become like the teacher. To this end, we are intentional about the teachers we hire, and our application process is thorough in nature. This process includes an application (this form), a resume, two character references, a background check, a worldview assessment, and an interview.

First, you can learn a bit more about our mission, vision, and beliefs here:

Institutional Mission, Vision, and Statement of Beliefs

Allegiant Academy's Mission:

Allegiant Academy exists to equip, educate, and encourage parents to disciple their children through the tools of Christian community, a strong Biblical worldview, and the formation of skills that shape the community and evangelize the lost.

Allegiant Academy's Vision:

In partnership with homeschooling parents and the local church, Allegiant Academy endeavors to train up a generation of culture-shapers by creating community, enhancing skills, and nurturing kingdom-mindedness.

_____ initial here stating that you have read and align with our mission and vision statements

Statement of Beliefs

Allegiant Academy is a biblically-based model of education, and all employees hired within Allegiant Academy share in a core culture of spiritual DNA that forms the basis of how we treat ourselves and one another. Some slight variances in beliefs and behavior are normal in Christian institutions, of course, and many of these differences are often minor issues of personal opinion. In these matters of extra biblical nature, it is vital to learn to agree to disagree and to demonstrate respect for another. As Paul said in Hebrews 12:14, we will endeavor, where possible, to live at peace with everyone. That said, there are also specific doctrinal statements upon which Allegiant Academy is founded, and in these, students, staff, and faculty should find commonality in agreement. We believe:

THE WORD OF GOD

We believe both Old and New Testaments of the Bible to be the Word of God, without error in the original manuscripts, written under the inspiration of the Holy Spirit, and that the Bible has ultimate authority in all matters of faith and conduct.

(Psalm 19:7-9; 1 Corinthians 2:13; 2 Timothy 3:15-17; 2 Peter 1:20-21)

THE TRINITY

We believe there is one living and true God, eternally existing in three persons Father, Son, and Holy Spirit; that these are equal in every power, glory and perfection. That they execute distinct but harmonious offices in the work of creation, providence and redemption. By His own pleasure, God created, sustains, and rules all things. All things were created through him and attest to His glory.

(Matthew 28:19-20; Mark 12:29; John 1:1-4; Acts 5:3-4; 2 Corinthians 13:14)

REGENERATION

We believe all people are sinners by nature and by choice, and that they are, therefore, under condemnation. We believe that those who repent of their sins and trust in Jesus Christ as Savior are regenerated by the Holy Spirit. We believe that salvation from the guilt and condemnation of sin is possible only as the gift of God's grace.

(John 5:24; Ephesians 1:6-7; 2:8-9; Titus 3:5; 1 Peter 1:23)

THE CHURCH

We believe in the universal church, a living, spiritual body of which Christ is the Head and all regenerated persons are members. We believe in the local church, consisting of a company of believers in Jesus Christ, baptized on a credible confession of faith, and associated with worship, work, and fellowship. This body was formed on the day of Pentecost and will be completed at the coming of Christ for His own. The members of this one spiritual body are directed to associate themselves together in local assemblies for instruction, worship, prayer, fellowship, service, and the administration of the ordinances of baptism and the Lord's Supper. They are likewise to maintain the unity of the Spirit in the bond of peace. We believe

God has laid upon the members of the local church the primary task of giving the Gospel of Jesus Christ to a lost world.

(Matthew 28:19; Acts 2:42-47; 1 Corinthians 11:23-26; 12:13; Ephesians 1:22-23; 4:3)

SANCTITY OF LIFE / EDUCATION AND TRAINING

We believe that life begins at conception. (Psalm 139:13-16) We believe that all human life is sacred and is created by God in His image (Genesis 1:27), and is therefore of inestimable worth in all its dimensions, including pre-born babies, the aged, the physically or mentally challenged, and every other state or condition from conception through natural death. We believe that every person is created by God for a purpose (Jeremiah 1:4-5; Galatians 1:15), and is a gift from God (Psalm 127:3). We believe that God gives the primary responsibility of training children to the child's parent(s). We believe the parent(s) is charged with giving discipline and instruction of God according to biblical principles (Ephesians 6:4). We believe that as a Church we are to be deeply committed to providing biblical resources, teaching, training, and encouragement to assist the parent, and every person, to grow to be like Christ (Ephesians 4:13).

GENDER / GENDER IDENTIFICATION

We believe that God wonderfully and immutably creates each person as male or female. (Genesis 1:27; Deuteronomy 22:5) We believe these two distinct, complementary genders together reflect the image and nature of God. (Genesis 1:26-27) We believe that being man or being woman is a reality which is good and is willed by God, and comes to each from God, reflecting God's wisdom and design. (Psalm 139:13-16; Genesis 1:27) We believe that an individual's gender as a man or a woman, with some extremely rare exceptions, is based solely on that person's biological sex as determined at conception and as revealed at birth by that person's anatomy. (Psalm 139:13-16; Genesis 1:27) We believe that the rejection of, or any conduct with the intent to adopt a different gender or change one's gender or biological/anatomical sex, is a rejection of the image of God and His design within that person and is sinful and offensive to God (Genesis 1:27; Deuteronomy 22:5). All gender related references in this Constitution, including but not limited to male, man, female, or woman, is specifically limited to Gender as defined in this Section.

MARRIAGE

We believe that God designed and limited the expression of sexual intimacy to be the exclusive boundaries of a one man and one woman marriage covenant (Genesis 2:24-25; 1 Corinthians 7:3-5). We believe that God designed marriage to reflect the beauty and permanence of Christ's loving relationship with his bride, the Church (Ephesians 5:22-23; Revelation 19:7). We believe God established marriage to be a sacred, lifelong, exclusive relationship between one man and one woman (Matthew 19:4-6). We believe the term "marriage" has only one meaning: the uniting of one man and one woman in a single, exclusive union, as delineated in

the Bible (Genesis 2:18-25). Because God has defined and ordained marriage as the covenant relationship between one man and one woman, we only recognize, honor, permit, or conduct marriages between one man and one woman.

SEXUAL PURITY

We believe that God commands that each individual abstain from any form of sexual impurity (Genesis 2:24; 19:5, 13; 26:8-9; Leviticus 18:1-30; Romans 1:26-29; 7:2; 1 Corinthians 5:1; 6:9-10; 7:10; 1 Thessalonians 4:1-8; Hebrews 13:4). We believe that any form of sexual immorality including but not limited to: adultery, fornication, homosexual behavior, bisexual conduct, bestiality, incest, and the use of pornography is sinful and offensive to God.

CHRISTIAN CONDUCT

We believe that Christians should live for the glory of God and the well-being of their fellow believers; that Christian conduct should be blameless before the world; that we should be faithful stewards of our possessions; and that we should seek to realize for ourselves and others the full stature of maturity in Christ. We believe that all who have been born again by God's transforming grace are secure in Christ forever. It is their privilege to rejoice in the assurance of their salvation, not on the basis of their own worthiness, but on the basis of God's faithfulness and the testimony of His Word. However, this assurance must not become an occasion for sin. The reality of their faith in Christ is demonstrated by subjecting their fleshly natures to the power of the Holy Spirit and by doing the good works for which He saved them, especially by demonstrating a Christlike love for one another. (Matthew 7:20; John 10:27-29; 13:34-35; Romans 6:13; 8:28-39; Galatians 5:16; Ephesians 2:10; 1 John 3:14,23; 5:13)

DEATH & ETERNITY

We believe that at death the souls of believers pass immediately into the presence of Jesus Christ. At death the souls of unbelievers pass immediately into torment. When Christ returns the souls of believers and unbelievers will be reunited with their bodies in resurrection. Believers in Christ will be resurrected unto eternal conscious joy and life with God. Unbelievers will be resurrected unto eternal conscious torment under the judgment of God. (2 Corinthians 5:8, Philippians 1:23, Philippians 3:20-21, 1 Thessalonians 4:13-18, 2 Thessalonians 1:5-12, John 5:28-29, Revelation 21:1-3)

_____ initial here stating that you have read and align with our statement of belief

Teaching Process and Academy Expectations

All teachers and volunteers within Allegiant Academy complete a thorough application process, provide personal references, are active members of the local church, and receive annual performance evaluations from the administration. Allegiant Academy teachers are responsible for providing quality educational programs in the Allegiant Academy parent-partner model. Teachers are responsible for attending teacher training with the Site Director/Advisory Team, following a syllabus and implementing lesson plans (template provided by the AT), meeting weekly course objectives, managing the classroom in spirit and behavior, and meeting the requirements and behavioral expectations set forth in the Allegiant Academy Handbook. Teachers are expected to engage with parents, to work together in a spirit of camaraderie, to model the mission and vision of Allegiant Academy in the classroom and community, to support program learning outcomes, and to maintain a spirit of excellence and Christian character as organizational leaders.

_____ initial here stating that you have read and align with the teaching process and academy expectations

Allegiant Academy Faculty Employment Application

I. Personal Data

Date of Application: _____ Referred By (if applicable): _____

Full Name: _____

Phone Number: _____ Email: _____

Address (street, city, state, zip): _____

Do you have the legal right to remain and work permanently in the US? ___yes ___no

II. Position Preference

___Teacher ___Aide ___Support Staff ___Volunteer

Grade level (number in order of preference)

___ 9th ___ 10th ___ 11th ___ 12th

Mark the subject you are most interested in teaching:

___Humanities ___Math ___Science ___Leadership

III. Professional/Personal References

Please write below the names, email addresses, and telephone numbers of at least three people not related to you whom we may contact for an evaluation of your professional and personal abilities.

IV. Employment Background

Have you ever been dismissed, resigned to avoid being dismissed, or been asked to resign from a position?

yes no

If yes, please explain:

Have you ever been charged in civil or criminal proceedings with improprieties regarding children?

yes no

If yes, please explain:

Have you ever been convicted of any offense involving dishonesty, breach of trust, stealing, any type of moral impropriety, or any type of felony?

____yes ____no

If yes, please explain:

_____ Initial here if you agree to undergo a background check for this teaching position

IV. Experience, Education, Volunteerism, Homeschooling Background

Please provide the following information:

College or universities attended and degrees or units earned

What are your gifts, talents, or areas of service

A list of any homeschool cooperatives, private schools, or other Christian teaching experience (including working with your own children)

Any other qualifying experience, whether paid or voluntary, or other information you wish to have considered for the position

Given Allegiant Academy's firm stance on biblical integration, are you willing to break free from the secular institution lens and teach according to Allegiant Academy's parent-directed, mentor-driven model?

___yes ___no

V. Personal Philosophy

Why do you wish to teach at Allegiant Academy?

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

What is your philosophy of discipline?

What areas do you feel are your strengths? Weaknesses?

Signatures and Application Intention

By signing below, applicants certify that the information put forth in this application is true and indicates a desire to teach for Allegiant Academy. Applicants agree to abide by the expectations of Allegiant Academy to the best of their ability. They give permission to Allegiant Academy leadership to contact references and to initiate a background check. Allegiant Academy is an at-will employer. Teachers are observed in the classroom at least once every academic year, and are provided with a professional evaluation of their performance (the evaluation sheet may be found on the final page of the Teacher-Parent Handbook). The teaching contract is offered and/or updated each academic year.

The aforementioned roles and responsibilities represent a flexible, at-will model of employment. Job descriptions may be amended, updated, or otherwise altered as the organizational leadership sees the need for alteration in its sole and absolute discretion. Allegiant Academy reserves the right to revise, supplement, or rescind any policies deemed ineffective or otherwise incongruent with its model.

As a religious organization, Allegiant Academy practices equal opportunity employment for all job applicants regardless of race, color, national origin, sex, age, ancestry, marital status, or disability. However, as a Religious 508c1a, Allegiant Academy is exempt from Title VII, Civil Rights Act of 1964 as it relates to discrimination because of religious beliefs.

Allegiant Academy's policy is to recruit and hire only applicants who have made a personal commitment to Jesus Christ consistent with our organizational Statement of Beliefs.

Signatures of Agreement

By signing below, I certify that the information put forth in this application is accurate and true.

Applicant's Printed Name

Applicant's Signature

Date