Teacher Application

Mission Statement

Assisting Christian parents in **T**raining God’s children, through a **C**hrist-centered education, for **S**ervice in God’s world.

Statement of Faith

Timothy Christian School’s mission is based on God’s infallible Word, the Bible, and its explication in the ecumenical creeds and confessions of the Reformed tradition; all school board members and staff members must subscribe to this summary:

GOD. There is one infinite, holy, loving, personal God who speaks to us in Scripture and reveals Himself to us in His acts of creation, salvation, and renewal, as Father, Son, and Holy Spirit. As finite human beings created in God’s image, we declare that it is our purpose and privilege to worship, honor, serve, and obey Him.

CREATION. The world belongs to God, who created it and faithfully sustains it by His providence. Creation is the theater of God’s glory, displaying His power and majesty. God calls us to discover creation’s resources, to receive these gifts with thanksgiving and delight, and to use them wisely as stewards and caretakers who are responsible to God and to our neighbor.

SIN. Our ability to carry out our human calling to honor God, serve our neighbor, and care for the creation is marred by the corrosive effects of sin, which touch every part of life. When our first parents listened to Satan’s lie, questioned God’s Word, and rebelled against Him, they brought His judgment upon themselves, their posterity, and the creation. Brokenness, disease, hate, arrogance, alienation, abuse of creation, and ultimately death are the inevitable fruits of sin in our world.

COVENANT. However, God has not rejected or abandoned His world but has turned to it in love. He gave the rainbow sign to Noah as a pledge of His promise to care for all creatures. He made a covenant with Abraham, promising to be a faithful God to him and his children, and through them to bless all nations. Through His servant Moses, God disclosed His law for the human community, promising rich blessing as the fruit of obedience. God always keeps His promises. We acknowledge with gratitude and joy that He is our God and the God of our children, that we are His people, and that this is His world.

REDEMPTION. As He promised, God in love sent Jesus Christ into the world to save it from sin and its consequences. The atoning death of the Son of God is the only payment for the debt of human sin, and Christ’s resurrection is the only liberation from the powers of evil and death. The victorious Lord sends the Holy Spirit to create faith, cleanse and renew hearts, and build the church as a community of love and holiness. It is the church’s mission to proclaim and live this good news and to make disciples of nations.

KINGDOM OF GOD. Jesus Christ is King of Kings and Lord of Lords. His kingdom is an everlasting kingdom, and He reigns over all things for our good. To be a citizen of this kingdom is a privilege, a joy, and a responsibility. Led by His Spirit, we place our every thought, word, and deed in the service of Christ’s present and coming reign, and we live daily in the confident hope of His triumphant return.

Educational Objectives

“…to prepare God’s people for works of service, so that the body of Christ may be built up until we all reach unity in faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ.” Ephesians 4:12-13

1. Students will increase their understanding of the way in which God created our world with its beautiful unity and rich variety and how we as Christians are to see our responsibilities toward our world and man.
2. Students will realize that they are unique children of the Lord and each has a special purpose and place in this world.
3. Students will understand that to become disciples of Jesus Christ means developing skills, knowledge, and insights for living the full Christian life as contributing members of their families, churches, and communities.
4. Students will view the Bible as the inspired and inerrant Word of God and the source for knowledge of Him and His desire for a personal relationship with us.

Timothy Christian School’s Expectations for Teachers

The following expectations for teachers here at Timothy Christian School are also part of your job description and the standards by which you and the principal will measure your growth as a Christian teacher.

## In faithful living you are expected to

* Be committed to obeying Christ, your Redeemer.
* Have a regular and active devotional life.
* Practice love, joy, patience, kindness, self-control, gentleness, faithfulness, and truthfulness
* Model biblical principles in making choices.
* Be conscientious and responsible

## In instructional planning you are expected to

* Translate the school’s student goals into specific objectives for lessons suitable to the age level and developmental needs of your students.
* Select and use curricular materials that will help students achieve these goals.
* Plan units that help students see wholeness and relevance in learning.
* Plan lessons that connect biblical principles to concepts about God’s world.
* Plan a variety of teaching strategies to match the learning styles of the students.
* Select in advance the means of assessment to measure students’ learning for a lesson or unit.

## In teaching a class you are expected to

* Use class time well with activities that engage students’ attention and have a clear purpose.
* Give clear directions and well-organized examples and explanations.
* Listen carefully to students’ ideas and apply them to the lesson.
* Use questions and explanations that promote clear thinking and awe in students.
* Show interest and wonder in all learning through gestures, body movement, and voice inflection.
* Compose useful analogies to connect what students are learning to what they have already learned.

## In relating with students you are expected to

* Establish a climate of love and care.
* Define responsible Christian behavior for students, including guidelines and consequences for good and bad behavior in the classroom.
* Help students learn self-discipline through appropriate correcting, chastening, and counseling.

## In professional growth you are expected to.

* Take responsibility for all tasks related to the classroom and parent communication.
* Keep current in scholarship on teaching, the purposes of Christian education, and your subject area.
* Work constructively with colleagues and administration by contributing ideas and listening to the ideas of others.
* Be able to articulate how your Christian faith integrates with your teaching.

## In community relations you are expected to

* Communicate regularly with parents about their child’s progress and needs.
* Celebrate Christian education in the broader community.
* Participate actively in the community, especially the church community.
* Model love for Christ and students beyond the school day.

Teacher Application Instructions

This application may be filled out manually or on your computer (download at [www.timothychristianschool.net](http://www.timothychristianschool.net)). You must print a copy out and sign where noted. All areas of this application will be under consideration, so please complete thoroughly and write legibly. Mail to the school address, attention Rebecca Johnson. Thank you.

Check when complete:

* I have read the above Mission, Statement of Faith, Educational Objectives, and Expectations for Teachers.
* I have completed, signed and dated this application.
* I have attached copies of degrees and certifications as applicable to the position for which I am applying.
* I have attached copies of my transcripts.
* I have distributed the attached reference forms to individuals who can testify to my spiritual, professional, and personal character.

Teacher Application

**PERSONAL DATA:**

Name \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_Date\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Address \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Home Phone \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Work Phone\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Cell Phone \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ E-mail Address \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Marital Status \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date of Birth \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Names and ages of children\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**CHURCH AFFILIATION:**

Church where your membership is held \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Church Address \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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Pastor’s Name \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Pastor’s Phone # \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**EDUCATIONAL HISTORY:**

(Please give name of school/college, address, and dates attended)

Elementary \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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

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College \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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**WORK EXPERIENCE:**

**Name & Address Dates Job**

**Of Employer Employed Description Supervisor**

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**PERSONAL FILE INFORMATION:**

Your college major: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Minor (s) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Professional/personal organizations in which you hold membership or participate

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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**PERSONAL REFERENCES:**

**Name Address Phone Number Relationship**

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**QUESTIONS:**

(If you need more space to expand on any item, please attach a separate sheet of paper.)

1. *Why are you interested in this position?*

1. *Discuss your career objectives and where you expect to be five years from now.*

1. *How do you view your role as a Christian School employee?*

1. *What specific skills would you bring to this position?*

1. *What do you consider to be your gifts?*

1. *Please comment briefly on your Christian commitment.*

1. *What is your view of the child?*

1. *Other relevant experiences or comments.*

Authorization to Release Information

I have applied for a position as a \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_with Timothy Christian School. I have authorized the school to thoroughly interview the primary references which I have listed, any secondary references mentioned through interviews with primary references, or other individuals, which 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 all 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 Timothy Christian School, 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 Timothy Christian School.

I agree that a photocopy or facsimile copy of this document and any signature shall be considered for all purposes as the original signed release on file.

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

Applicant’s Full Name (Print): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ SSN: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

List any other names under which you have been employed. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Applicant’s Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

I understand that Timothy Christian School 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 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 the school to conduct a criminal records check. I understand and agree that any offer of employment that I may receive from the school is conditional upon the receipt of background information, including criminal background information. The school may refuse employment or terminate conditional employment if the school deems any background information unfavorable or that reflects adversely on the school 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 certify that I have carefully read and do understand the above statements.

Signature of Applicant: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_



18000 D Ave PO Box 70 Wellsburg, IA 50680

Phone: 641-869-3679 Fax: 641-869-3510

www.timothychristianschool.net

Administrator: Rebecca Johnson

rjohnson@timothychristianschool.net

Spiritual Recommendation

Please complete and return to the above address, attention Rebecca Johnson. TCS cannot arrange an interview until receipt of this form.

Name of applicant: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Position desired:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

I ∘ waive my right; ∘ do not waive my right to examine this form. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Applicant’s Signature

The individual named above is applying for a teaching position at Timothy Christian School. We appreciate your honest evaluation of the applicant’s spiritual life. Thank you for your part in this recommendation process.

Your name (please print): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Main telephone number: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

How long have you known the applicant? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

What is your relationship to the applicant? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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| **Please give us your honest evaluation of the following areas of the applicant’s spiritual life.** | **Not Observed** | **Weak** | **F**air | **Very Good** | **Out-**  **standing** |
| 1. Personal commitment/devotion to Jesus Christ |  |  |  |  |  |
| 1. Life reflects the life of Jesus Christ in moral purity |  |  |  |  |  |
| 1. Actions are temperate and self-controlled |  |  |  |  |  |
| 1. Has a good working knowledge of the Bible |  |  |  |  |  |
| 1. Capable of communicating God’s Word to children |  |  |  |  |  |
| 1. His/her life reflects Christian ethics |  |  |  |  |  |
| 1. His/her life is above reproach |  |  |  |  |  |
| 1. Manage his/her household well |  |  |  |  |  |
| 1. Exhibits control over emotions |  |  |  |  |  |
| 1. Actively extends Christ’s love to others |  |  |  |  |  |
| 1. Has a great desire to learn and grow spiritually |  |  |  |  |  |
| 1. Deals with conflict in a biblical manner |  |  |  |  |  |
| 1. Is content with his/her life |  |  |  |  |  |
| 1. Is not given to drunkenness |  |  |  |  |  |
| 1. Is not materialistic |  |  |  |  |  |
| 1. Regularly attends church services |  |  |  |  |  |
| 1. Is a good influence on others |  |  |  |  |  |
| 1. Exhibits self-discipline |  |  |  |  |  |
| 1. Leads a respectable life |  |  |  |  |  |
| 1. Exhibits a life surrendered to the Lord |  |  |  |  |  |

How would you describe the applicant’s overall spiritual character?

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How would you describe the applicant’s overall Christian experience and example?

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If the applicant is hired, is there an area of his/her spiritual life that TCS could help to nurture and grow?

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Is there anything we should know about the applicant’s life that would cause concern regarding his/her ability to teach young children at TCS?

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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Please include any additional comments below.

Signature \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_



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Phone: 641-869-3679 Fax: 641-869-3510

www.timothychristianschool.net

Administrator: Rebecca Johnson

rjohnson@timothychristianschool.net

Professional Recommendation

Please complete and return to the above address, attention Rebecca Johnson. TCS cannot arrange an interview until receipt of this form.

Name of applicant: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Position desired \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

I ∘ waive my right; ∘ do not waive my right to examine this form. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Applicant’s Signature

The individual named above is applying for a teaching position at Timothy Christian School. We appreciate your honest evaluation of the applicant’s professional life. Thank you for your part in this recommendation process.

Your name (please print): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Main telephone number: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

How long have you known the applicant? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

What is your relationship to the applicant? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Where do you work? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

What is your position? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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| **Please give us your honest evaluation of the following areas of the applicant’s professional life.** | **Not Observed** | **Weak** | **F**air | **Very Good** | **Out-**  **standing** |
| 1. Has a personal commitment to teaching |  |  |  |  |  |
| 1. Is able to teach children in a way that is effective |  |  |  |  |  |
| 1. Is a role model for children and adults |  |  |  |  |  |
| 1. Is dependable |  |  |  |  |  |
| 1. Contributes as a team player |  |  |  |  |  |
| 1. Shows a genuine interest in students |  |  |  |  |  |
| 1. Is active in extracurricular activities |  |  |  |  |  |
| 1. Manages time well |  |  |  |  |  |
| 1. Effectively handles conflict and disagreement |  |  |  |  |  |
| 1. Is a person of integrity |  |  |  |  |  |
| 1. Has a great desire to continue to learn |  |  |  |  |  |
| 1. Has the ability to communicate ideas well |  |  |  |  |  |
| 1. Uses creative teaching techniques, demonstrating new ideas and concepts |  |  |  |  |  |
| 1. Follows the counsel of supervisors |  |  |  |  |  |
| 1. Shows initiative |  |  |  |  |  |
| 1. Has strong work ethic |  |  |  |  |  |
| 1. Competent in teaching abilities |  |  |  |  |  |
| 1. Exhibits self-discipline |  |  |  |  |  |
| 1. Exhibits leadership skills |  |  |  |  |  |
| 1. Exhibits intellectual ability |  |  |  |  |  |

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| **Please give us your honest evaluation of the following areas of the applicant’s professional life.** | **Not Observed** | **Weak** | **F**air | **Very Good** | **Out-**  **standing** |
| 1. Demonstrates good interpersonal skills |  |  |  |  |  |
| 1. Acts as a coach or mentor to students |  |  |  |  |  |
| 1. Demonstrates potential for career advancement |  |  |  |  |  |
| 1. Effectively plans classroom strategies |  |  |  |  |  |
| 1. Demonstrates aptitude for chosen profession |  |  |  |  |  |

How would you describe the applicant’s overall professional character?

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How would you describe the applicant’s overall Christian teaching abilities?

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Is there anything we should know about the applicant’s life that would cause concern regarding his/her ability to teach young children at TCS?

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Please include any additional comments below.

Signature \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_



18000 D Ave PO Box 70 Wellsburg, IA 50680

Phone: 641-869-3679 Fax: 641-869-3510

www.timothychristianschool.net

Administrator: Rebecca Johnson

rjohnson@timothychristianschool.net

Personal Recommendation

Please complete and return to the above address, attention Rebecca Johnson. TCS cannot arrange an interview until receipt of this form.

Name of applicant: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Position desired \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

I ∘ waive my right; ∘ do not waive my right to examine this form. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Applicant’s Signature

The individual named above is applying for a teaching position at Timothy Christian School. We appreciate your honest evaluation of the applicant. Thank you for your part in this recommendation process.

Your name (please print): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Main telephone number: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

How long have you known the applicant? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

What is your relationship to the applicant? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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| **Please give us your honest evaluation of the following areas of the applicant’s personal life.** | **Not Observed** | **Weak** | **Fair** | **Very Good** | **Out-**  **standing** |
| 1. Is a person of integrity |  |  |  |  |  |
| 1. Displays a passion for teaching |  |  |  |  |  |
| 1. Shows a genuine interest in others |  |  |  |  |  |
| 1. Is dependable |  |  |  |  |  |
| 1. Is reliable |  |  |  |  |  |
| 1. Is honest |  |  |  |  |  |
| 1. Encourages others |  |  |  |  |  |
| 1. Manages time well |  |  |  |  |  |
| 1. Effectively handles conflict and disagreement |  |  |  |  |  |
| 1. Sets personal goals and follows through with them |  |  |  |  |  |
| 1. Shows respect towards others |  |  |  |  |  |
| 1. Is trustworthy |  |  |  |  |  |
| 1. Is self-disciplined |  |  |  |  |  |
| 1. Shows a consistency between words and actions |  |  |  |  |  |
| 1. Is a good listener |  |  |  |  |  |
| 1. Is loving toward others |  |  |  |  |  |
| 1. Is always available and accessible |  |  |  |  |  |
| 1. Easily builds relationships with others |  |  |  |  |  |
| 1. Offers a helping hand when others are in need |  |  |  |  |  |

How would you describe the applicant’s overall character? (Please describe actions or behaviors which can support your comments, if possible)

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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How would you describe the applicant’s overall personality and how it fits with working at a Christian school? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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Is there anything we should know about the applicant’s life that would cause concern regarding his/her ability to teach young children at TCS?

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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Please include any additional comments below.

Signature \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_