



STANDARD EMPLOYMENT APPLICATION

10101 54th Avenue N., St. Petersburg, FL 33708-3498 • (727) 393-9100 • FAX (727) 397-5378 • www.keswickchristian.org

PERSONAL INFORMATION

- Mr. Mrs.
- Dr. Rev.
- Miss

Last Name	First Name	Middle
-----------	------------	--------

If you have ever worked or gone to school under a different name, please list: _____

Present Address: _____

Number-Street	City	State	Zip
---------------	------	-------	-----

Permanent Address (if different): _____

Number-Street	City	State	Zip
---------------	------	-------	-----

Phone: Days () _____ Evenings: () _____

Best time to call you? _____ Social Security Number: _____

Are you a citizen of the U.S.? _____ If not, give your alien registration number: _____

Have you ever worked here before? _____ If so, when? _____

Do you know anyone employed here? _____ Who? (state relationship) _____

What led you to apply here? _____

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

Marital status: _____ Have you ever been: separated _____ divorced _____ remarried _____

If you have been divorced, give date: _____ Has your spouse been divorced? _____

Marriage date: _____ Spouse's name: _____

Has your spouse/fiancé accepted the Lord Jesus Christ as Savior? _____ When? _____

Is your spouse/fiancé in complete agreement with the idea of working at Keswick Kids Inc.? _____ If not, why? _____

Have you ever been arrested? _____ If yes, please give date and explain. _____

POSITION DESIRED

Position preferred _____ When available _____

- How long do you want employment? Less than 2 years
 More than 2 years

- Are you available: Full time Part time
 Summer only

Typing speed (if applicable): _____ Other office skills _____

Other machines operated _____ Rate of pay expected _____

Referral source: Advertisement Relative Friend Other _____

SPIRITUAL INFORMATION SHEET

1. Have you accepted Jesus Christ as your Savior and Lord? Yes No
When? _____

2. How do you know you are a Christian? _____

3. Please give a brief testimony, including the circumstances of your conversion. _____

4. Have you read and do you agree with Keswick Kids Inc. Doctrinal Statement? Yes No

5. What church are you presently attending? _____
Name of Church

Are you a member in good standing? Yes No

Pastor's Name _____

Church address: _____

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

7. What other Christian service have you done since becoming a Christian? _____

8. Please use the space below to share anything else which you feel would be helpful; i.e. your personal goals as a Christian, doctrinal beliefs, Christian involvement, separation standards, etc.

POSITION DESIRED

Please indicate 1,2,3,4,5 in the parenthesis below as to the Preschool ages you would like to teach in order of preference?

- () Infants
- () Ones
- () Twos
- () Threes
- () Fours

Check the type of employment you are interested in: Full Time _____ Part time _____ Substitute _____

PROFESSIONAL QUALIFICATIONS

***Please attach photocopies of all your postsecondary transcripts. Should you be offered a position, official copies of your transcripts must be provided to the school for inclusion in your personnel file.**

Have you received your high school diploma/GED? _____

Are you age 18 or older? _____

Do you have Staff Credential? _____

Childcare Clock Hours Taken? _____

What degree or degrees do you hold?

Degree	Date Received	Institution

Your major(s)

Your minor(s)

Cumulative grade point average: Undergraduate _____ Graduate work: _____

TEACHING EXPERIENCE

Name of School	Location	Age(s) taught	From	To	Reason for leaving

Total years of full time teaching experience: _____

PERSONAL PHILOSOPHY

***On a separate paper please succinctly answer in one or two paragraphs each of the questions below:**

- A. What is your personal Christian philosophy of Preschool Education and how would you implement it in the classroom?
- B. Why do you wish to teach in a Christian school?
- C. What are the main characteristics that distinguish a Christian Preschool from a public Preschool?
- D. What do you consider to be the proper Preschool classroom atmosphere for learning?
- E. What is your philosophy of discipline?
- F. What areas do you feel are your strengths? Weaknesses?
- G. Why do you feel best prepared to teach the ages you indicated above?
- H. Why do you prefer those ages?

EMPLOYMENT HISTORY

1. Employer _____ Position _____
Address _____
Dates of Employment _____ Supervisor's name & phone number _____
Describe the work you performed _____
Salary: (beginning) _____ (Ending) _____ Reason for leaving _____
2. Employer _____ Position _____
Address _____
Dates of Employment _____ Supervisor's name & phone number _____
Describe the work you performed _____
Salary: (beginning) _____ (Ending) _____ Reason for leaving _____
3. Employer _____ Position _____
Address _____
Dates of Employment _____ Supervisor's name & phone number _____
Describe the work you performed _____
Salary: (beginning) _____ (Ending) _____ Reason for leaving _____
4. Employer _____ Position _____
Address _____
Dates of Employment _____ Supervisor's name & phone number _____
Describe the work you performed _____
Salary: (beginning) _____ (Ending) _____ Reason for leaving _____

PERSONAL REFERENCES

Give three references who are qualified to speak of your spiritual experience and Christian service. List you current pastor first. Do not list family members or relatives for references.

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

APPLICANT'S CERTIFICATION AND AGREEMENT

I understand that Keswick Kids, Inc. 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 Keswick Kids, Inc. 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 Preschool to thoroughly investigate my work records and evaluations, my educational preparation, and other matters related to my suitability for the job.

I authorize references and my former employers to disclose to the school any and all employment records, performance reviews, letters, reports, and other information related to my life and employment, without giving me prior notice of such disclosure. In addition, I hereby release the preschool, 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 the preschool.

I authorize the preschool to conduct a criminal records check. I understand and agree that any offer of employment that I may receive from the preschool is conditioned upon the receipt of background information, including criminal background information and a drug test. The preschool may refuse employment or terminate conditional employment if the preschool deems any background information unfavorable or to reflect adversely on the preschool 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

AUTHORIZATION TO RELEASE REFERENCE INFORMATION

I have made application for a position as a staff member with Keswick Kids, Inc. I have authorized the preschool 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 preschool 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 preschool 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 Keswick Kids Inc., 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 Keswick Kids, Inc.

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 Name (Print)

Date

Applicant's Signature

Applicant's Social Security Number

KESWICK KIDS, INC. POSITION STATEMENTS

Our Starting Point

What we undertake to prove as necessary, we shall make good out of Scripture.

Our Mission

Responding to the biblical command that families raise their children in the knowledge and admonition of the Lord, Keswick Kids, Inc. provides a Christ-centered education that instills and reinforces Christian thought, beliefs, and practices in all areas of life.

Our Vision

Keswick Kids, Inc. will be the premier God-glorifying preschool in Pinellas County excelling in discipling children to love, trust, and obey God.

Our Core Values

Keswick Kids, Inc. will demonstrate in all of its actions and beliefs that it values:

1. a biblically based educational experience that honors and glorifies God.
2. the authority and responsibility of Christian families to educate God's children.
3. the spiritual authority and responsibility of the local church.
4. academic discipline and excellence modeled and provided by skilled Christian educators.
5. an affordable educational experience that addresses the spiritual, mental, physical, and social needs of its students.
6. a safe and secure environment for its students, parents, employees and visitors.
7. institutional financial transparency and accountability.

Our Code of Ethics – (Exodus 20.1-17; Psalm 73.25-26; Matthew 22.37-40; I Corinthians 10.31)

Because of God's grace alone through faith alone on account of Christ alone, every member of the Keswick Kids, Inc. community ought to:

1. fear, love, trust, and enjoy God above all things.
2. think, speak, and do all things for the glory of God alone and the physical and spiritual benefit of others.
3. fear, and love God so that he does not curse, swear, use satanic arts, lie, or deceive by His name, but call upon it in every trouble, pray, praise, and give thanks.
4. fear, and love God so that he does not despise preaching and His Word but hold it sacred and gladly hear and learn it.
5. fear, and love God so that he does not despise or anger his parents and other authorities, but honor them, serve and obey them, love and cherish them.
6. fear, and love God so that he does not hurt or harm his neighbor in his body, but help and support him in every physical need.
7. fear, and love God so that he leads a sexually pure and decent life in what he thinks, says, and does.
8. fear, and love God so that he does not take his neighbor's money or possessions, or get them in an dishonest way, but help him to improve and protect his possessions.
9. fear, and love God so that he does not tell lies about his neighbor, betray him, slander him, or hurt his reputation, but defend him, speak well of him, and explain everything in the kindest way.
10. fear, and love God so that he does not scheme to get what belongs to his neighbor, or get it in any way which only appears right, but helps and is of service to him in keeping it.
11. fear and love God so dressing is in conformance with one's biological sex.
12. fear and love God so using rest rooms, locker rooms, and changing facilities conform with one's biological sex.

Our Statement of Faith

In professing Jesus Christ as Lord and personal Savior, each member of the Keswick Kids, Inc. Board and the instructional and non-instructional staff subscribes without reservation to the following Statement of Faith:

1. We believe the Bible to be verbally inspired by the Holy Spirit in the original manuscripts, and to be the infallible and authoritative Word of God. (II Timothy 3:16; II Peter 1:21)

2. We believe in the Triune Godhead in three persons - Father, Son, and Holy Spirit -- three persons and yet but one God. (Deuteronomy 6:4; Matthew 28:19; I Corinthians. 8:6)
3. We believe in the personality of Satan, called the Devil, and his present control over unregenerate mankind. (Genesis 3:1,14,15; II Corinthians 11:14; Luke 10:18; Ephesians 6:11,12; 2:2; Revelation 12:9,10)
4. We believe in the fallen and lost estate of man, whose total depravity makes necessary the new birth. (Romans 3:10,23; John 3:3)
5. We believe in the deity of Jesus Christ, His virgin birth, death, bodily resurrection, present exaltation at God's right hand, and personal and imminent return. (Colossians 1:15; Matthew 1:18-25; Matthew 28:1-10; Acts 1:9-11; Hebrews 1:1-4; I Thessalonians 4:16-18)
6. We believe that salvation is the gift of God brought to man by grace and received by personal faith in the Lord Jesus Christ, whose precious blood was shed for the forgiveness of our sins. (John 1:12; Acts 4:12; Ephesians 1:7; 2:8-10; I Peter 1:18-19)
7. We believe in the resurrection of the saved unto everlasting life and blessedness in heaven, and the resurrection of the unsaved unto everlasting punishment in hell. (I Corinthians 15:50-58; Revelation 20:4-6; 11-15; II Thessalonians 1:7-10)
8. We are members of the church, The Body and Bride of Christ, consisting only of those who are born again, for whom He now makes intercession in heaven and for whom He shall come again. (Acts 13:38,39; Acts 2:41; Ephesians 1:3-6; I Corinthians 12:12,13; Revelation 11:15-17)
9. We believe Christ's great commission to the Church to go into all the world and preach the gospel to every creature, baptizing and teaching those who believe. (Matthew 28:18-20)¹
10. We believe marriage is ordained of God and is a spiritual and physical union in which a man and a woman are joined by God to live together as one. (Genesis 2:24; Mark 10:7) We believe that God has commanded that no intimate sexual activity be engaged in outside of a marriage between a man and a woman. We believe that any form of homosexuality, lesbianism, bisexuality, transgenderism, bestiality, incest, fornication, adultery, and pornography are sinful perversions of God's gift of sex and identity. (Genesis 2:24; Genesis 19:5, 13; Genesis 26:8-9; Leviticus 18:1-30; Romans 1:26-29; I Corinthians 5:1, 6:9; 1 Thessalonians 4:1-8; Hebrews 13:4)
11. We believe that God wonderfully foreordained and immutably created each person as either male or female in conformity with their biological sex. These two distinct yet complementary genders together reflect the image and nature of God (Genesis 1:26-27).

Final Authority for Matters of Belief and Conduct: The statement of faith does not exhaust the extent of our beliefs. 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. For purposes of Keswick Kids, Inc. faith, doctrine, practice, policy, and discipline, our board of directors is Keswick's final interpretive authority on the Bible's meaning and application.

Our Position Statements

The Keswick Kids, Inc. community member (Teacher/Staff/Board Member):

1. affirms that he/she trusts Christ alone and the atoning power of the Gospel for his/her justification and sanctification.
2. commits to the Christian philosophy of education and preschool Statement of Faith as adhered to and taught by Keswick Kids, Inc..
3. believes that human life begins at conception and that the unborn child is a living human being, the image of God.
4. affirms that same gender sexual relationships, intercourse, marriages, etc., are violations of the commandments of God (including but not limited to homosexuality, lesbianism, bisexuality, transgenderism, bestiality, incest, fornication, adultery, and pornography) and are grounds for termination of employment from Keswick Kids, Inc..
5. believes that God created the universe in six literal 24-hour periods as the biblical model of creation. (This position is contradictory to belief in evolution, the Gap Theory, the Day-age Theory, Progressive Creationism, and Theistic Evolution.)

¹ Article IV Keswick Kids, Inc. By-Laws, July 31, 2016.

- 6. if married, has a spouse who is united with him/her in his/her support of the Preschool, and the ministry that he/she has. (God hates divorce and intends marriage to last until one of the spouses dies. Divorce and remarriage is regarded as adultery except on the grounds of marital infidelity.)
- 7. will enroll his/her age appropriate children at Keswick Kids, Inc. and/or Keswick Christian School
- 8. will manifest, in precept and example, both on and off the campus, a role model of Christian living. (Choices in dress, drink, entertainment, and recreation are to be such that befits a mature Christian in a leadership capacity.)

With humble reliance on the goodness and grace of God and the power of His Holy Spirit, I will endeavor to live in accordance with the Keswick Kids, Inc. Starting Point, Mission, Vision, Core Values, Code of Ethics, Statement of Faith, and Position Statements.

_____ Date _____
 Applicant Signature

Statement of Church Support	
I support with my time, talent, and treasure _____,	
Church Name	
_____	_____
Church Address	Pastor's Name
I _____ am _____ am not a member. (I am not a member because _____	

_____)	
_____	_____
Applicant signature	Date