



EMPLOYMENT ENVIRONMENT

PLEASE READ CAREFULLY BEFORE COMPLETING THE APPLICATION

Blackhawk Christian School is both a Christian ministry and a school. As such, employees must effectively represent Christ as well as possess the technical skills for the position. A successful applicant will provide evidence of being:

1. A born-again Christian with a mature walk of faith and whose lifestyle, convictions, and beliefs are consistent with Biblical principles.
2. Faithfully engaged in a local evangelical church.
3. Able to clearly articulate both the Biblical components of salvation and the ability to lead a child to a saving knowledge of Jesus Christ.
4. In agreement with and will support the school's Statement of Faith, Mission, Vision, Core Values and Teacher's Articles of Employment.
5. Able to provide at least 3 favorable references including a pastor, a current supervisor, (if employed) and a colleague.
6. Able to provide a "clean" criminal background check (if position includes supervising children).

INSTRUCTIONAL POSITIONS

Must have a minimum of a Bachelor's degree and currently hold, or be eligible to receive, an Indiana Teacher License.

SUBSTITUTE TEACHER POSITIONS

1. Possesses experience in working with children/students.
2. A high school diploma and at least 60 hours of college credit preferable.
3. Experience and/or training in substitute teaching preferable.

NON-INSTRUCTIONAL POSITIONS

Must have demonstrated experience and/or training in the area or responsibility for which he/she is making application.

Blackhawk Christian School Mission Statement

Preparing Hearts and Minds to Serve Christ

Statement of Vision

Blackhawk Christian School personnel model and students / graduates exemplify the following traits:

1. **Christian Character** – committed to Scripture: abiding in Christ, building community, serving others and making disciples.
2. **Core Capabilities** – excellent understanding and competency in core subjects.
3. **Critical Thinking** – purposeful, reflective judgment in thought, belief, speech and action.
4. **Collaboration** – highly cooperative, highly engaged in dialogue and committed to “finding a better way together.”
5. **Creative Problem Solving** – the ability to develop and implement innovative solutions to problems and life issues.
6. **Communication** – effectively deliver ideas, thoughts, and information to diverse audiences through oral, written, and nonverbal expression.
7. **Continuous Learning** – developing a "growth mindset and humble heart": committed to putting forth best efforts, willing to try new things, understanding that mistakes are opportunities to learn.

Core Values

In the pursuit of its mission, Blackhawk Christian School is committed to the following core values:

1. Christ centered. A complete education that is Christ-centered and based on Biblical truth, which produces students with a sound Biblical worldview. (Proverbs 22:6, I Peter 1:3)
2. Bible sufficiency. The inspired Word of God that is the source of truth and is applicable to all areas of life. (II Timothy 3:15-17)
3. Parent partnership. The Biblical authority and responsibility of parents for the academic and spiritual growth of their children while seeking to assist them in that process. (Deuteronomy 6-7)
4. Teacher quality. Gifted teachers, who are spiritually surrendered, professionally qualified, and who understand their partnership with parents and ultimate accountability to God.
(II Timothy 2:2, Deuteronomy 6:7, Proverbs 22:6, Colossians 3:23 & 24, James 3:1)
5. Student uniqueness. The uniqueness of each individual student's God-given ability. (Jeremiah 29:11, Psalm 139:13)
6. Academic achievement. High academic achievement and critical thinking skills. (Ecclesiastes 9:10, I Peter 3:15-17)
7. Relational health. Demonstrated love for each other as primary evidence of a healthy relationship with God. (1 Corinthians 13; Mark 12:29-31)
8. Extracurricular balance. A healthy, balanced student life while offering appropriate opportunities to grow in spirit, mind, and body. (Luke 2:52, I Corinthians 15:58, Colossians 4:5)
9. Environment safety. A school environment that is disciplined, respectful, productive, and safe. (Hebrews 12:5-6, Romans 13:7, I Peter 2:17)
10. Excellence pursuit. The pursuit of excellence, believing that it honors God and inspires students. (I Corinthians 10:31, Ecclesiastes 9:10)

Teacher's Articles of Employment

1. The teacher understands that he/she is an employee of Blackhawk Ministries, assigned to the ministry of Blackhawk Christian School.
2. The teacher affirms that, as part of the qualifications for employment, he/she is a born again Christian who knows Jesus Christ as Savior and Lord.
3. The teacher agrees to be members in good standing of a local church recognized by the school board as having a doctrinal stand compatible with that of Blackhawk Ministries.
4. The teacher agrees to submit to the authority of the school board and administration and to comply with Blackhawk Ministries and Blackhawk Christian School policies and practices.
5. The teacher agrees to support the practices and policies as set forth in the parent-student handbook.
6. The teacher agrees to obtain such health certificates or medical examinations as shall be required by the school board.
7. The teacher agrees to provide as needed; transcripts, evidence of certification, and such records as may be required by the school administration.
8. The teacher agrees to continued professional growth in his/her subject areas and Christian education.
9. The teacher agrees to avoid gossiping with or about co-workers, students and parents and will attempt to implement the procedures outlined in Matthew 18:15-17 whenever the occasion of human relationship problems demands.
10. The teacher agrees (per I Corinthians 6:1-8) that he/she will not take a complaint against Blackhawk Ministries or its ministries including the Blackhawk Christian School to a court of law. Rather, disputes or disagreements will be settled before a council of believers from Blackhawk Ministries.
11. The teacher will be sensitive to controversial issues and will avoid careless speech or actions that may unnecessarily offend students, parents or other stakeholders from other denominations.
12. The teacher agrees to live a personal life of moral purity that is separated from the world as defined by Blackhawk Ministries and Blackhawk Christian School. Further, the teacher agrees that male and female roles are clearly defined in Scripture and that homosexual acts and lifestyles are clearly perversion and sin in the sight of God. Persons so involved cannot be an employee of Blackhawk Ministries.
13. Scripture further teaches us that certain behaviors should be avoided, including: theft, lying, dishonesty, gossip, slander, backbiting, profanity, vulgarity, sexual promiscuity (including adultery, homosexual behavior, and premarital sex) drunkenness, and immodesty of dress.
14. The duties as a teacher will involve not only responsibilities normally a part of teaching, but also responsibilities which are part of that spiritual ministry to which he/she is called—the training of our students in the Christian faith and practice. It is the expectation of the board that teachers will continuously endeavor to understand, appreciate, and love the pupils that parents have entrusted to them for instruction. Teachers will, to the best of their ability, provide for their fullest spiritual, intellectual, emotional and physical development.

15. The contract between a teacher and the Blackhawk Christian School can be voided when any of the terms in the contract or its appendices are violated by either party. Should a teacher desire to be released from said contract, a request shall be presented to the school administration.
16. All employees are required to fulfill our religious mission.