



Bethel Christian School Teacher Job Description

General Description

Job Summary: The Teacher shall prayerfully equip students with the knowledge and skills to serve our Lord and Savior Jesus Christ throughout their adult lives and be Godly examples to others through their character and leadership. He/she will teach subject matter through the lens of a Biblical worldview.

Hired by: President

Responsible to: Principal

Evaluated: An annual written evaluation is provided by the Principal.

Type of Position: This is a contracted, exempt employee that is paid on a salaried basis.

Required Spiritual Qualities

It is expected that the Teacher will:

- Acknowledge Christ as Savior and seek to live their life as His disciple.
- Believe the Bible to be the inspired, the only infallible, authoritative, inerrant Word of God, our standard for faith and practice.
- Believe and actively support the school's **Statement of Faith** (attached).
- Demonstrate a desire for spiritual growth as evidenced by their prayer life, Bible study, and spiritual outreach to others.
- Be a **Christian role model** in attitude, speech, and actions toward others.
- Portray the fruits of the Spirit in dealing with team members, students, and families.
- Share the Christian faith with others.
- Have a Christ-centered home.
- Actively attend a local Bible-believing church.
- Hold a Biblical worldview in all subject matter that is being taught.

Required Professional Qualities

It is expected that the Teacher will:

- Hold a bachelor's degree from an accredited postsecondary institution.
- Preferably have 3 years of relevant teaching experience.
- Hold an ACSI Teacher Certificate or be willing to participate in a program to obtain such certificate within a specified time.
- Preserve, and promote the school mission with associated core values, philosophy, culture, and general school atmosphere.

Required Personal Qualities

It is expected that the Teacher will:

- Sign and live by the School's **Lifestyle Statement** as a condition for employment and continued employment (attached) in this ministry.
- Be an enthusiastic, encouraging, self-starter with a passion for the cause.
- Meet everyday stress with emotional stability, objectivity, and optimism.
- Defend principles and convictions in the face of pressure and partisan influence.
- Develop and maintain rapport with students, parents, and team members by treating others with courtesy, patience, friendliness, dignity, and respect.
- Maintain a clean, attractive, well-ordered classroom.

Essential Job Functions

It is expected that the Teacher will:

Spiritual Leadership

- Have a conviction that God has called him/her to Christian school teaching.
- Reflect the purpose of the school, which is to honor Christ in every class and in every activity.
- Motivate students to help them grow in their faith through his/her witness and Christian role modeling.
- Lead students to a realization of their self-worth in Christ.
- Ensure the classroom work environment is Bible-based, nurturing, and loving.
- Work with the administration and staff to address the spiritual formation needs of the students.
- Follow the Matthew 18 principle in dealing with conflict with students, parents, staff, and administration.
- Carry out Christ-centered counseling with students and staff.

Academic Leadership

- Have knowledge and understanding of the Christian philosophy of education that will enable him/her to provide leadership and guidance in the school's development of and commitment to a Christian worldview.
- Have knowledge of the school's curriculum, standards, and mission.
- Integrate biblical principles and the Christian worldview throughout the curriculum and activities.
- Teach classes as assigned following the prescribed scope and sequence as scheduled by the administration.
- Ensure that his/her school classroom reflects a professional and Christian environment.
- Have knowledge of the physical/emotional development of students being taught and understand the problems they face.
- Plan broadly using semester and quarterly plans and objectives.
- Plan a program of study that, as much as possible, meets the individual needs, interests, and abilities of the students, challenging each to do his/her best work.
- Employ a variety of instructional aids, methods, and materials that will provide for creative teaching to reach the whole student: spiritual, mental, physical, social, and emotional.
- Use homework effectively for drill, review, enrichment, or project work.
- Assess the learning of students on a regular basis and provide progress reports as required.
- Respond in a timely manner to parent requests for help or information, or to parent complaints.

- Participate in formal and informal parent-teacher conferences.
- Seek and accept constructive evaluation of his/her job performance.

Administrative Leadership

- Seek to accomplish the goals and objectives assigned by school administration and school policy.
- Understand supervision and how to lead students in a positive manner.
- Keep proper discipline in the classroom and on the school premises for a good learning environment.
- Meet on a regular basis with staff to ensure coordination of programs and prompt problem resolution. Provide input as needed for the school master calendar.
- Maintain a physical presence with the students by attendance and participation in school chapels, assemblies, and athletic events, and other presentations.
- Arrange for substitute teachers when needed and assist them in successfully carrying out their responsibilities.
- Participate in beginning of year staff orientation, staff devotionals, staff meetings, and parent/teacher meetings.
- Respect professional ethics that require confidentiality concerning the sharing of information about students, parents, or staff.
- Maintain regular and accurate attendance and grade records to meet the demands for a comprehensive knowledge of each student's progress.
- Keep students, parents, and the administration adequately informed of progress or deficiencies and give sufficient notice of student failure.
- Know the procedures for dealing with emergency situations in the classroom and school. Conduct required emergency safety drills in coordination with school leadership.
- Report safety, health, and maintenance needs that are observed to appropriate individuals.
- Inform the administration in a timely manner if unable to fulfill any assigned duty.
- Deal directly and frankly with the school administration when honest differences exist in an earnest effort to resolve such differences.

Growth and Public Relations

- Recognize the need for good public relations. Represent the school in a favorable and professional manner to the school's constituency and the public.

Bethel Christian School

Statement of Faith

1) THE BIBLE - We believe that the Bible is the inspired Word of God, and that it is the only infallible rule of faith and practice. (II Timothy 3:14-16)

2) THE TRINITY - We believe that God is Triune: The Father, Son and Holy Spirit. (2 Corinthians 13:14)

3) THE FALL OF MAN - We believe that man was created in the image of God but that by voluntary disobedience fell from perfection, thereby imputing sinfulness to all human beings. (Romans 5:12)

4) DEITY OF JESUS CHRIST - We believe in the Deity of the Lord Jesus Christ, that He was conceived of the Holy Spirit and born of a virgin. (John and Matthew 1)

5) SALVATION - We believe that the only way to be saved is by faith in the blood sacrifice, death and resurrection of Jesus Christ, the Son of God. This is a gift from God through His grace. (Ephesians 2:8) We believe that, upon sincere repentance and a whole-hearted acceptance of Christ, we are justified before God. We believe that this salvation is eternal and cannot be lost. (John 10:28)

6) CHRISTIAN LIVING - We believe that it is the will of God for believers to walk in progressive sanctification, growing continuously in the faith. (Hebrews 6:1) We believe that the Holy Spirit gives all of us certain spiritual gifts (1 Corinthians 12:1-11), and that we should show spiritual fruit as evidence of our salvation. (Galatians 5:22-25)

7) SECOND COMING OF CHRIST - We believe that the second coming of Christ is personal and imminent. (1 Thessalonians 4:16, 17; Titus 2:11-13)

8) AFTER DEATH - We believe in the bodily resurrection of the dead, both of the just and the unjust; and in the eternal punishment of the lost and the eternal joy of the saved. We believe every person will stand before the judgment seat of Christ to receive eternal life or death. (Revelation 20:11-15; Hebrews 9:27; 2 Corinthians 5:10) We believe that heaven is the glorious eternal home of born-again believers. (John 14:1-3; Revelation 7:15-17) We believe that hell is the place of eternal torment for all who reject Christ as Savior. (2 Thessalonians 1:9)

9) GENDER IDENTITY AND MARRIAGE - We believe that the term "marriage" has only one meaning and that is marriage sanctioned by God which joins one man and one woman in a single, exclusive union, as delineated in Scripture. (Genesis 2:24; Leviticus 18:22, 20:13; Romans 1:26-28) We believe that God creates each person as male or female from conception until natural death. These two distinct genders together reflect the image and nature of God (Gen. 1:26-28).

10) DIVERSITY AND EQUALITY - Each student, regardless of race, ethnicity, nationality, gender, or Christian denomination will have access to the opportunities, resources, and support they need to reach their God-given potential. (Revelation 7:9-10)

Bethel Christian School

Team Member Lifestyle Statement

Bethel Christian School is an independent, non-denominational school that's mission is to provide a Christ-centered, high-quality education to students based on Biblical truths that will equip students with the knowledge and skills to serve our Lord and Savior Jesus Christ throughout their adult lives and be Godly examples to others through their character and leadership.

Bethel Christian School requires its employees to be born-again Christians, living their lives as Christian role models (Rom. 10:9-10). Employees will conduct themselves in a way that will not raise questions regarding their Christian testimonies. A Christian lifestyle should reflect the biblical perspective of integrity and appropriate personal and family relationships, business conduct and moral behavior. A team member is expected to demonstrate fruits of the spirit, an ability to share love for others, a willingness to live contentedly under authority and a commitment to follow the Matthew 18 principle when an issue arises with other team members.

The Bethel Christian School Statement of Faith expects employees to maintain a lifestyle based on biblical standards of moral conduct. Moral misconduct, which violates the occupational qualification for team members to be Christian role models, includes, but is not limited to homosexual behavior and/or sexual orientation, bisexuality, polygamy, transgender identity, or any other violation of the unique roles of male and female. (Romans 1:21-27; 1 Corinthians 6:9-20.)

Bethel Christian School believes that the term "marriage" has only one meaning: the uniting of one man and one woman in a single, exclusive covenant union, as delineated in Scripture (Gen 2:18-25) and that God intends sexual intimacy to occur only between a man and a woman who are married to each other. (Exodus 20:14; Genesis 1:27-28; 2:21-24, Matthew 19:4-9; Mark 10:5-9; Ephesians 5:22-33.)

That to preserve Bethel Christian School's mission and reputation its team members must be born-again Christians, live their lives as Christian role models, and maintain a lifestyle based on biblical standards of conduct. Failure to do so may result in a reprimand or, in some cases, dismissal from employment. It is the goal of Bethel Christian School that each team member will lead a lifestyle where Christlike character is exemplified.