



GREENBRIER Christian Academy

311 KEMPSVILLE RD CHESAPEAKE, VA, 23320

Application of Employment

(Fully complete all fields. A resume or any additional information may be attached but may not be submitted without the application.)

Date: _____

Applicant's Full Name: _____

Other Name(s): _____

(Please provide any additional information relative to name change, assumed name, or nickname necessary to check previous employment)

Present Mailing Address: _____

Telephone Numbers: (h): _____ (c): _____

Social Security Number: _____ Email: _____

Any additional Address: _____

I. Employment: List position(s) desired. If more than one please number preferences 1st, 2nd, 3rd, etc.)

Administrative:

Principal _____ Assistant Principal _____

Level: Beginnings (P3-P4) _____ Foundations (K5-5th) _____

Junior Collegiate (6th-8th) _____ Collegiate (9th-12th) _____

Other: _____

Teaching:

Full Time _____ Part Time _____

(List below specific grades and/or subjects you are interested in teaching and in order of preference)

1. _____

2. _____

Updated: 11/14/2025

3. _____

4. _____

II. Educational and Professional Training (List chronologically)

***If already stated in resume, no need to duplicate information. Please note below to see resume.**

Level of Education	Name of School or University	State	Degree Subject	Type of Degree	Year of Graduation	Dates of Attendance
High School						
College/University						
College/University						
Other:						

III. Student Teaching Experience (If less than 2 years' experience)

Name of School	School City/County	State	Grade Level/Subject	Dates	Contact Name	Phone Number

IV. Professional Certification

(Teaching and Administrative Applicants Only)

1. Have you been issued an ACSI teaching certificate? Copy Enclosed: _____
Type of ACSI Certification: _____ Expiration Date: _____
2. Have you been issued a state certificate? Copy Enclosed: _____
State: _____ Expiration Date: _____

3. Have you had any courses in Christian Philosophy of Education? (yes/no) _____
4. Other Certification applicable to your application: _____
5. Other skills applicable to your application: _____
6. Have you previously completed any leadership or personality assessments? (yes/no) _____
7. If so, which ones? (Please attach copy of results) _____

V. Employment History and/or Teaching Experience

(Begin with your most recent employment and work backward to complete employment history)

Present or Last Employer/School

Name of Business/School: _____ Salary: _____

Position Held: _____ Dates: From __/__/__ to __/__/__

Duties Performed or Subject/Grade Taught: _____

_____ Full or Part Time? _____

Principal/Supervisor's Name: _____ Phone: _____

Email: _____ Reason for Leaving: _____

(May we contact your present employer? Yes/No _____)

Previous Employer/School

Name of Business/School: _____ Salary: _____

Position Held: _____ Dates: From __/__/__ to __/__/__

Duties Performed or Subject/Grade Taught: _____

_____ Full or Part Time? _____

Principal/Supervisor's Name: _____ Phone: _____

Email: _____ Reason for Leaving: _____

(May we contact your present employer? Yes/No _____)

Previous Employer/School

Name of Business/School: _____ Salary: _____

Position Held: _____ Dates: From __/__/__ to __/__/__

Duties Performed or Subject/Grade Taught: _____

_____ Full or Part Time? _____

Principal/Supervisor's Name: _____ Phone: _____

Email: _____ Reason for Leaving: _____

(May we contact your present employer? Yes/No _____)

Previous Employer/School

Name of Business/School: _____ Salary: _____

Position Held: _____ Dates: From __/__/__ to __/__/__

Duties Performed or Subject/Grade Taught: _____

_____ Full or Part Time? _____

Principal/Supervisor's Name: _____ Phone: _____

Email: _____ Reason for Leaving: _____

(May we contact your present employer? Yes/No _____)

VI. Christian Background

What is your definition of a Christian? _____

Give a brief account of your Christian experience. Please include how long you have known Jesus as your personal Savior: _____

Do you believe the Bible to be the ONLY inspired and infallible Word of God and our final matter in truth and conduct? Yes/No _____

What church do you attend and what are your involvements? (Please include how regularly you attend)

What other Christian services have you done since becoming a Christian? _____

VII. References

Pastor's Name: _____ Phone: _____

Please list 2 references that can speak of your spiritual experience and Christian service.

Name: _____ Phone: _____

Email: _____

Organization: _____ Relationship: _____

Name: _____ Phone: _____

Email: _____

Organization: _____ Relationship: _____

Please list 2 references that can speak of your professional training and experience.

Name: _____ Phone: _____

Email: _____

Organization: _____ Title: _____

Name: _____ Phone: _____

Email: _____

Organization: _____ Title: _____

Personal Information

Have you previously been employed by GCA? Yes/No _____ If so, Dates: _____

Who referred you to GCA? _____

Have you ever been refused a renewal of contract? Yes/No _____ If so, explain: _____

Have you ever been terminated or asked to resign from a former position? Yes/No If so, explain: _____

Is there any reason you would not receive a clear background check when submitted? Yes/No _____ If so, explain: _____

Please carefully read our Mission, Core Values, Statement of Faith, and Moral Integrity Statement. By signing and submitting this application to Greenbrier Christian Academy, you are acknowledging your full support of these statements.

MISSION: Rooted in God's Word, Greenbrier Christian Academy partners with parents and the local church to help students know Christ, pursue academic excellence, and grow in wisdom and character.

CORE VALUES:

- We pursue truth, wisdom, and transformation through God's Word.
- We cherish the God-given potential in every person.
- We commit to integrity, stewardship, and mutual responsibility before God.
- We strive for excellence through a biblical worldview in all learning.
- We embrace the church as a vital partner in faith and formation.

STATEMENT OF FAITH

The basis of Greenbrier Christian Academy shall be the Word of God. The following statement of faith is derived there of:

1. We believe the Bible to be the inspired and only infallible, authoritative Word of God.

All Scripture is given by inspiration of God, and is profitable for doctrine, for reproof, for correction, for instruction in righteousness, that the man of God may be complete, thoroughly equipped for every good work. II Timothy 3:16-17 (Also II Peter 1:19-21)

2. We believe that there is one God, eternally existent in three persons: Father, Son, and Holy Spirit. *I am the LORD, and there is no other; there is no God besides Me. Isaiah 45:5 (Also Matthew 28:19; Acts 5:3,4; Colossians 2:9)*

3. We believe in the deity of our Lord Jesus Christ, in His virgin birth, in His sinless life, in His miracles, His teachings, in His vicarious and atoning death through His shed blood, in His bodily resurrection, in His ascension to the right hand of the Father, and in His personal return in power and glory. *In the beginning was the Word, and the Word was with God, and the Word was God... And the Word became flesh and dwelt among us, and we beheld His glory, the glory as of the only begotten of the Father, full of grace and truth. John 1:1, 14 (Also Acts 1:11; Philippians 2:6-11)*

4. We believe in the present ministry of the Holy Spirit: to convict and regenerate the lost and to indwell the Christian, enabling him to live a godly life. *And I will pray to the Father; and He will give you another Helper, that He may abide with you forever; the Spirit of truth, whom the world cannot receive, because it neither sees Him nor knows Him; but you know Him, for He dwells with you and will be in you. John 14:16-17 (Also John 6:8,13)*

5. We believe that salvation for lost and sinful man comes only by God's grace through faith in the death of Jesus Christ on the cross, his burial and his resurrection from the grave thereby conquering death and providing eternal life for believers. *For by*

grace you have been saved through faith, and that not of yourselves; it is the gift of God, not of works, lest anyone should boast. Ephesians 2:8-9 (Also Romans 3:21-28; Titus 3:5-7; Acts 16:31)

6. We believe in the resurrection from the dead of both the saved and the lost: the saved unto the resurrection of life with Christ; and the lost unto the resurrection of eternal judgment apart from Christ. *Do not marvel at this; for the hour is coming in which all who are in the graves will hear His voice and come forth; those who have done good, to the resurrection of life, and those who have done evil, to the resurrection of condemnation. John 5:28-29 (Also Matthew 25:41-46; Revelation 21:1-8)*

7. We believe in the spiritual unity of believers in our Lord Jesus Christ through the practice of consistent worship in a local church. *And let us consider one another in order to stir up love and good works, not forsaking the assembling of ourselves together; as is the manner of some, but exhorting one another, and so much the more as you see the Day approaching. Hebrews 10:24-25 (Also Ephesians 5:23-32; 1 Corinthians 12:12-27)*

8. We believe that God has ordained marriage between a man and a woman as our basic unit of social order. According to scripture, marriage is defined only with one meaning: The uniting of one man and one woman in a single, exclusive union, as delineated in God's word, the Bible. *(Genesis 2:18-25)*. We believe that God intends the gift of sexual intimacy to only occur between a man and woman who are married to each other. *(1 Corinthians 6:18, 7: 2-5 and Hebrews 13:4)*. We believe that God's command is that there be no sexual intimacy outside of or apart from marriage between man and a woman.

9. 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 complimentary genders together reflect the true image and nature of God. *(Genesis 1:26-27)*.

Our Statement of Faith is not exhaustive of all of our beliefs. The Bible, as the inspired and infallible Word of God, speaks with absolute authority regarding the proper conduct of mankind and is the unchanging foundation for all belief and behavior. The Board of Directors of Greenbrier Christian Academy holds the final authority on biblical meaning and application with regard to faith, doctrine, policy, practice, and discipline.

DECLARATION OF MORAL INTEGRITY

Our school expects all of its employees and volunteers with unsupervised access to children to model the same Christian values and lifestyle that it seeks to inculcate in its students. As an applicant for ministry position, as an employee or as a volunteer at this school, I recognize, understand, and agree to live by the Christian moral standards of the school.

I declare that during the past year I have not engaged in, at the current time I am not engaging in, and promise that I will not during the term of my employment or volunteering, engage in inappropriate sexual conduct. Inappropriate conduct includes, but is not limited to, such behaviors as the following: heterosexual activity outside of marriage (e.g. premarital sex, cohabitation, and extramarital sex), homosexual or lesbian sexual activity, sexual harassment, use or view of pornographic material or websites, or sexual abuse or improprieties toward minors as defined by Scripture and federal or state law.

I declare that the above statement is factual and true. My signature below indicates that I meet the moral integrity standards and Christian role model lifestyle requirements of this Christian School.

IX. Teaching Philosophies

On a separate sheet of paper please answer the following questions chronologically, labeling them with the corresponding number.

*If applying for a **position in Administration**, please answer these questions.

1. **Mission Alignment:** How do you define the purpose of Christian education, and how does that purpose shape your vision for leading a school community?
2. **Spiritual Leadership:** How do you disciple and spiritually develop your faculty and staff? Provide an example.
3. **Academic Excellence:** How do you define academic excellence within a Christian worldview, and how would you cultivate it across a school?
4. **Team and Culture Building:** How do you build trust and unity within your leadership team, faculty, and parent community?

5. **Strategic Thinking:** In your opinion, what are the three most critical priorities for Christian schools in the next five years, and how should leaders respond?
6. **Conflict and Restoration:** Describe how you handle conflict among staff or parents in a way that honors Christ and restores relationships.
7. **Personal Calling:** What has led you to pursue this specific role, and how do you sense God's calling in this season of your life?
8. **Personal Growth:** How do you stay spiritually, emotionally, and professionally healthy in a demanding leadership role?
9. **Classroom Atmosphere:** What do you consider to be the proper classroom atmosphere for learning?
10. **Philosophy of Discipline:** What is your philosophy on discipline? Is any form of physical punishment part of that discipline?

*If applying for a **Teaching position**, please answer these questions.

1. Why do you wish to teach at a Christian School?
2. What do you consider to be the proper classroom atmosphere for learning?
3. What is your philosophy on discipline? Is any form of physical punishment part of that discipline?
4. What do you believe to be the origin of the earth and mankind?
5. What role does prayer have in your life as well as your classroom?
6. When you have an idea you believe to be good for GCA, how would you go about sharing and trying to implement that idea?

X. Conditions

Employment will not be offered until the following process has been completed:

1. Application completed and all additional materials have been received
2. Copies of transcripts of all completed college work have been received
3. The results of a clear background check have been received
4. Reference from current employer has been received

This application will remain on file for 2 years starting with the date marked as received. After the 2 years, a new application will have to be submitted, or a request must be submitted asking for it to stay on file.

All materials submitted with this application will become property of Greenbrier Christian Academy.

My signature below authorizes GCA to conduct a background investigation and authorizes release of information in connection with this application for employment. This investigation may include such information as criminal or civil convictions, driving records, previous employers and educational institutions, personal references and other sources deemed appropriate in the sole discretion of GCA. I waive my right of access to any such information, and without limitation hereby release GCA and the reference source from any liability in connection with its release or use. This release includes the sources cited above and illustrative examples as follows: the local sheriff, information from the Central

Criminal Records Exchange of either data on all criminal convictions or certification that no data on criminal convictions are maintained, information from the Virginia or other state Department of Social Services Child Protective Services Unit and any locality to which they may refer for release of information pertaining to any finds of child abuse or neglect investigations involving me.

I unconditionally certify that I have made true, correct, and complete answers and statements on this application in the knowledge that they may be relied upon in considering my application. I acknowledge that these questions shall be continuing in nature, and I have a duty to update, change, or furthermore amplify my answers to guarantee accuracy at all times. I understand that any omission, misleading or falsely answered statement made or implied by me on this application, or any supplement to it, whether written or oral, will be sufficient grounds for failure to employ or for my immediate discharge should I become employed with GCA. In the event the School Board determines, in its sole discretion, the existence of a material adverse report or omission as to any information, I agree that the employment offer/appointment will be deemed revoked immediately without further action, notice, or process. In conclusion, I affirm that I have read and accept without verbal or mental reservations the Mission, Core Values, Statement of Faith and Declaration of Moral Integrity, and am committed to upholding them. I also acknowledge that if accepted by GCA for employment, I hereby agree to abide by the conditions of employment, policies, regulations, and directives of the school.

Signature of Applicant: _____ Date: _____