



Harvest Family Academy

FACULTY APPLICATION

Partnering with Parents to Train up
a Generation of Champions

Harvest Family Academy 2023 Faculty Employment Application

Thank you for your interest in applying for Harvest Family Academy! We appreciate your desire to partner with parents in raising up a generation of champions.

Luke 6:40 tells us that the student will become like the teacher. To this end, we are intentional about the teachers we hire, and our application process is thorough in nature. This process includes an application (this form), a resume or curriculum vitae, two character references (one from your pastor and one from a ministry leader or a supervisor), a background check, a worldview assessment, and an interview.

First, you can learn a bit more about our method, mission, and vision here:

Institutional Mission and Vision Statements

Harvest Family Academy Mission: The goal of the Academy is to foster a lifelong love of learning, a biblical worldview, and an appreciation for the arts in the context of church and culture, helping to equip the next generation of leaders to excel in the home, the church, and the marketplace.

Harvest Family Academy Vision: HFA endeavors to partner with parents, creating community, enhancing skills, and building the kingdom.

Philosophy of Ministry and Education

Harvest Family Academy is a Christian support system of professors, pastors, parents, and teachers who, as our mission statement notes, desire to foster a lifelong love of learning and an appreciation for the arts in the context of church and culture. The Academy offers a wide range of flexible and affordable academic and elective support from choir to chemistry, astronomy to apologetics, readers' theater to Lego engineering. Our flexible program is designed to partner with parents in their educational journey, and to provide a Christian option that will help rescue the next generation from the overt indoctrination of the public school system.

The Academy believes in a holistic, intergenerational, hands-on model of education. Modern culture segregates ages in every sphere of life, pushing toddlers in one direction and grandparents in another. Because of this selective segregation, families are often robbed of the

rich fellowship of intergenerational mentoring and apprenticeship. Ephesians, Deuteronomy, Timothy, and Titus provide wonderful pictures of family discipleship, and yet many parents do not realize that God has equipped them to train up their children. Instead, they outsource their children to coaches, teachers, and peer groups who are not equipped with the same mantle of leadership as the parent. The Academy reverses that mindset by coming alongside parents, creating a parent-directed model of education that supports the parent as the primary influence and gatekeeper in the child's life. Parents can trust that Academy coaches/teachers share a common spiritual DNA with their family and will support and encourage (rather than undermine) the traditional Christian values that are so often under attack in the public sector.

In a broken, hurting world, there is a clarion call for parents to raise up a generation of godly children who will shape culture. Out of the overflow of hearts and homes, Harvest Family Academy helps empower families to pour into the generation around us, to restore the hearts of the fathers to the children and the hearts of the children to the fathers. The Great Commission begins at home. Harvest Family Academy supports parents as they endeavor to raise up a generation of world leaders and world changers.

Statement of Beliefs and Leadership Expectations

Harvest Family Academy is a biblically-based model of education, and all employees hired within the Academy share in a core culture of spiritual DNA that forms the basis of how we treat ourselves and one another. Some slight variances in beliefs and behavior are normal in Christian institutions, of course, and many of these differences are often minor issues of personal opinion. In these matters of extrabiblical nature, it is vital to learn to agree to disagree and to demonstrate respect for another. As Paul said in Hebrews 12:14, we will endeavor, where possible, to live at peace with everyone. That said, there are also specific doctrinal statements upon which the Academy is founded, and in these, students, staff, and faculty should find commonality in agreement. We believe:

1. There is one God, eternally existent in three persons: God the Father, God the Son, God the Holy Spirit. (Deut. 6:4; Matt. 28:19; Mark 12:29)
2. In the deity of our Lord Jesus Christ the Son of God. In the virgin birth of Christ; in His sinless life, in His miracles, in His victorious and atoning death, in His bodily resurrection, in His ascension to the right hand of the Father, His constant intercession and in His imminent return. (Isaiah 7:14; Romans 8:34; Acts 1:10)
3. In Salvation through the blood of Jesus Christ. We believe in order to receive Salvation and the 'new birth', we must repent of our sins, believe in the Lord Jesus Christ and call on His name. We believe that our eternal destination of either Heaven or hell is determined by our response to the Lord Jesus Christ. 1 John 5:10, Romans 10: 9-10, 13-15, Matthew 25:46

4. In the sacraments of the Lord's Supper and baptism by full immersion in water for all believers. (Matt. 28:19)
5. In the sanctifying power of the Holy Spirit who enables a believer to live a holy life (Hebrews 12:14; I Peter 1:15-16). In the baptism of the Holy Spirit with the initial evidence of speaking in other tongues. (Acts 2:4; 10:44-46; 15:8-10)
6. The Bible is the inspired and only infallible written Word of God. (II Tim. 3:15-16)
7. In the redemptive work of Jesus Christ on the cross which provides healing of the body, which is received by the power of God through the prayer of faith and by the laying on of hands. Isaiah 53:4-5, Matthew 8:16-17, James 5:13-14, 1 Peter 2:24
8. In the resurrection of both the saved and the lost, the one to everlasting life and the other to everlasting separation from God. Jesus is coming back again as He promised. Acts 24:15, Luke 14:14, Revelation 19:7-9, Titus 2:13, 1 Thessalonians 4:16-17
9. In the power and significance of the Church and the necessity of believers to meet regularly together for fellowship, prayer, and the 'breaking of bread'. Acts 2:42, Hebrews 10:25
10. In the Biblical view of marriage as between one man and one woman. Genesis 2:21-24

Coaching/Teaching Process and Institutional Expectations

All coaches/teachers and volunteers within the Harvest Family Academy system complete a thorough application process, provide personal references, are active members of the local church, and receive annual performance evaluations from families and administration. The Academy teachers are responsible for providing quality educational programs in the Academy parent-partner model. Coaches/Teachers are responsible for attending teacher training with the Executive Director, creating and following a syllabus (template provided by the ED), meeting weekly course objectives, managing the classroom in spirit and behavior, and meeting the requirements and behavioral expectations set forth in the Academy Handbook. Coaches/Teachers are expected to engage with parents, to work together in a spirit of camaraderie, to model the mission and vision of the Academy in the classroom and community, to support program learning outcomes, and to maintain a spirit of excellence and Christian character as organizational leaders.

**Harvest Family Academy
Faculty Employment Application**

I. Personal Data

Date of Application: _____ Referred By (if applicable): _____

Full Name: _____

Previously Used Names: _____ Birthdate: _____

Drivers License # _____ Social Security # _____

Phone Number: _____ Email: _____

Present Address (street, city, state, zip): _____

Do you have the legal right to remain and work permanently in the US? _____

Have you ever been convicted of a misdemeanor or felony, or have you been arrested for a crime for which you are currently on bail or pending trial? (If yes, please explain). _____

What classes are you interested in coaching/teaching? _____

What days and times are you available to coach/teach? _____

II. Professional References

Please write in below or attach a document containing the names, email addresses, and telephone numbers of at least three people not related to you whom we may contact for an evaluation of your professional abilities.

III. Experience, Education, Volunteerism, Homeschooling Background

Please attach an updated curriculum vitae or resume containing the following:

- College or universities attended, locations, dates of attendance, and degrees or units earned
- Fields of study, including undergraduate and graduate majors, minors, and concentrations
- A specific listing of courses previously taught and where you taught them
- A list of any homeschool cooperatives, private schools, or other Christian coaching/teaching experience (including working with your own children)
- Any other qualifying experience, whether paid or voluntary, or other information you wish to have considered for the position

IV. Christian Testimony, Church Background, Socratic Experience

Please attach a document that answers the following questions.

- Provide a brief overview of your Christian testimony. When did you become a Christian, and what habits of belief or behavior now define your walk with Jesus?
- What attracts you to the Harvest Family Academy model? What resonates with you?
- What church do you attend? Please list the lead pastor, the website address, and your past and current ministry involvement (i.e., where you serve).
- Discuss your experience with or knowledge of mentor-driven, homeschool-centric, or Socratic classroom environments.
- Given the Academy's firm stance on biblical integration, describe how you plan to teach your subject as informed through Scripture. If you obtained your undergraduate or graduate degree from a secular institution, describe how you will break free of that lens and format to teach in the Harvest Family Academy's parent-directed, mentor-driven model.

V. Statement of Faith and Code of Conduct

Please initial below to note your agreement with Harvest Family Academy's Statement of Faith and Code of Conduct and Expectations.

_____ I have read and agree with the Academy's Statement of Faith

_____ I have read and agree with the Academy's Institutional Expectations

_____ I agree to undergo a background check for this coaching position

Signatures and Application Intention

By signing below, applicants certify that the information put forth in this application is true and indicates a desire to teach for Harvest Family Academy. Applicants agree to abide by the expectations of Harvest Family Academy to the best of their ability. They give permission to Academy leadership to contact references and to initiate a background check. Teachers are independent contractors, and the Homeschool Academy is an at-will employer. Teachers are observed in the classroom at least once every semester, and they are provided with a professional evaluation of their performance (the evaluation sheet may be found on the final page of the Teacher-Parent Handbook). The teaching contract is offered on a semester-to-semester basis.

The aforementioned roles and responsibilities represent a flexible, at-will model of employment. Job descriptions may be amended, updated, or otherwise altered as the organizational leadership sees the need for alteration in its sole and absolute discretion. The Homeschool Academy reserves the right to revise, supplement, or rescind any policies deemed ineffective or otherwise incongruent with its model.

As a religious organization, the Academy practices equal opportunity employment for all job applicants regardless of race, color, national origin, sex, age, ancestry, marital status, or disability. However, as a Religious 501(c)(3), the Academy is exempt from Title VII, Civil Rights Act of 1964 as it relates to discrimination because of religious beliefs.

The Homeschool Academy's policy is to recruit and hire only applicants who have made a personal commitment to Jesus Christ consistent with our organizational Statement of Beliefs.

Signatures of Agreement

By signing below, I certify that the information put forth in this application is accurate and true.

Applicant's Printed Name

Applicant's Signature

Date