

New Applicant Interview Policy

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PURPOSE

The purpose of this policy is to explain the reasons for new applicant interviews and offer suggestions for those conducting the interviews.

DEFINITIONS

Applicant – New applicants are those applying for membership in CFS that have never been CFS members or have not been a member of CFS in the last two school years. For the purposes of this policy, a new applicant has submitted all required documentation and applicable fees.

PROCEDURE

Each new applicant to CFS will be interviewed by one or more Board members. This interview is an opportunity to determine if the applicant is a good fit for CFS.

To assist in the assessment, an interview guide (see Attachment A) has been developed and at a minimum should be asked of the candidate.

As the interview progresses, the interviewer should consider such as the following

- Does this family demonstrate Godly character?
- Does this family appear to have a stable family life and Christian walk?
- Is this family willing to be an active member, willing to volunteer in support of CFS?
- Is it likely this family could create issues for other CFS families or CFS leadership?

VERSION HISTORY

Version	Description	Date
2.0	Replace old interview questions with updated interview guide.	10/2017

Attachment A

CFS New Member interview guide

The purpose of the interview guide is to evaluate potential new members to CFS. We should also strive to provide a picture of the CFS organization and provide an overview of member family expectations.

Review with the prospective family:

- **Purpose** of CFS. See Purpose Statement:...accountability, support, and encouragement. Christian Organization.
 - 1) Accountability: Goals, Weekly Schedule, Quarterly Reports, Testing
 - 2) Support: Cooperative learning opportunities, athletic teams, social events.
 - 3) Encouragement: Liaisons, cell group leaders, various classes, being involved.

- **Responsibilities** of members review:
 - 1) See the Accountability note above
 - 2) Pay fees
 - 3) Volunteer
 - 4) Conduct policy and dress code (see the “about us” page on the web site)
 - 5) Seek to get your student(s) involved
 - 6) Understand that CFS is an all volunteer organization
 - 7) Ask questions, use the website, watch the emails

- **Decision**

After the application is totally complete and the interview is performed, the CFS Board must **unanimously** approve new members.

Notification occurs after the Board meets, discusses and decides.

CFS New Member interview questions

Please also see Policy F-004 “New Applicant Interview Policy”

Family Name and date _____ Interviewers _____

These questions are a **guide** to offer suggestions for those conducting interviews.

When did you start home schooling?

What brought your family to consider becoming a member of CFS?

Please describe what homeschooling is to your family.

Specifically, is your vision for homeschooling in your family:

- Mostly performed in your home?
- Primarily parent directed curriculum?
- Primarily parent directed planning?
- Primarily parent directed student evaluation?
- Other?

What curriculum are you planning to use?

What challenges, hindrances or barriers do you see for your family to homeschool?

How do your children feel about homeschooling?

Describe your philosophy of discipline and correction in your home. Also comment regarding your expectations of your children's behavior in a group setting.

What might your family bring to the CFS organization? For example: gifts, talents, abilities, experience.

Are there current CFS members that you know that might be of support to you?

Do you have questions about the goals and requirements of being a member of CFS?

Are there children living in the home which are not natural or adopted children? If so, will they be homeschooled as well?

Has anyone living in your household been questioned by authorities concerning alleged child abuse, neglect or other legal issues? Please explain.

Are there any behavior, beliefs or activities of any members of your household which could adversely effect the wellbeing or safety (physical, mental or spiritual) of your child or children with whom you may be involved with in group activities.

Have any of your children ever been suspended, expelled or otherwise required serious disciplinary measures in any school program or setting?

Has any person in your household been questioned, detained or charged in connection to or convicted of a crime? Has any household member been in any difficulty with civil authorities?

Does your family participate in a local Bible Believing Church?

Are there any members of your household who do not adhere to a Christian mindset such as described in the CFS's statement of Faith? Are there any spiritual issues in your household that would be contrary to CFS's statement of faith?