

STAFF EXPECTATIONS AND STATEMENTS OF DOCTRINAL BELIEFS

*Arlington Heights Christian School requires that ALL employees
understand and agree to the following staff expectations*

RELATIONAL EXPECTATIONS:

- I affirm that I have submitted my life to the Lordship of Jesus Christ and I have been saved by grace through His mercy, love and forgiveness.
- I understand the importance of maintaining a regular and personal time of devotion, prayer, Bible study and fellowship with Jesus Christ in order to be effective as an employee at Arlington Heights Christian School, and I agree to do so.
- I affirm that I will carefully guard the unity within the family of God. I will speak truly and deal truly with every person in accordance with the scriptural principles outlined in Matthew 18.

PERSONAL EXPECTATIONS:

- I will conduct my personal life to set a worthy example of Christian life. I will not involve myself in the sale or use of tobacco, alcoholic beverages or illegal drugs.
- I am a member of and will regularly attend and actively support and participate in a local Bible-believing church.
- I affirm that ALL staff members at Arlington Heights Christian School have a religious ministry to fulfill, and are tasked with teaching, explaining, or guiding others in the beliefs of the organization.
- I understand that staff members are required to set a worthy example of Christian life in word and deed, and are required to support the ministry, and promote the mission of the organization.
- I further understand that staff members are required to affirm they will abide by the policies and provisions set forth in the school's Employee Handbook, and agree with the school's Statements of Doctrinal Beliefs.
- I affirm the biblical understanding of sexuality as a gift from God (Genesis 2:24). In concert with biblical teaching, I support the principle and practice of purity in singleness and fidelity in marriage, which is the union of one man and one woman. In addition, I recognize that the gift of gender is part of the goodness of God's creation, and is predetermined by God and revealed at conception. I will avoid, in fact and in appearance, lifestyles or practices inconsistent with these biblical teachings and the mission of Arlington Heights Christian School. I affirm the biblical teaching that all sexual conduct outside the sanctity of marriage, including both hetero and homosexuality, is a sin, a turning away from God's ideal as outlined in Scripture.

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PROFESSIONAL AND ACADEMIC EXPECTATIONS:

I understand that decisions I make as I plan for instruction influence all aspects of the classroom, including content, materials, teaching, activities, goals and learner needs.

- **Content:** includes identifying the subject matter, judging its appropriateness to the learner, its relation to previous and future lessons, curriculum materials and school guidelines.
- **Materials:** includes selecting instructional materials that are appropriate and available during instruction.
- **Teaching Activities:** includes identifying teaching strategies, their order, roles of the teacher and students, time spent on each activity, appropriateness of the activity and organization of the class for the activity.
- **Goals:** includes identifying learner outcomes resulting from instruction, understanding and acting upon the relationship between goals and planned instruction, and justifying goals in terms of curriculum guidelines.
- **Learner Needs:** includes identifying what students need to know, matching learner needs with instructional elements and determining that students have performed at an acceptable level following instruction

STATEMENTS OF DOCTRINAL BELIEFS:

Arlington Heights Christian School ascribes to the following Statements of Doctrinal Beliefs and requires that ALL employees concur. Any disagreements with these beliefs should be documented in writing prior to employment. Falsifying beliefs to become an employee may result in the revocation of employment.

- **The Scriptures:** I believe that the entire Bible, all 66 books of the combined Old and New Testaments are verbally inspired by God and are inerrant in the original writings. Through the providence of God, the Word of God has been protected and preserved, and is the only infallible and authoritative rule of faith and practice (2 Timothy 3:16-17; 2 Peter 1:20-21).

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- **God:** I believe that there is only one true, living, sovereign, holy, and eternally existent God. He exists in three co-equal persons Father, Son and Holy Spirit. Each one being a distinct person with a distinct function, but all of one essence and all possessing the same nature, perfection, and attributes. The triune God is the creator and sustainer of all things, the source of all truth, and is worthy of worship, confidence, and obedience (Deuteronomy 6:4-5; Genesis 1:31).
- **Holy Spirit:** I believe that the Holy Spirit is God, co-equal and co-existent with the Father and the Son. He is the chief convictor of sin, the chief agent of regeneration and sanctification. The Holy Spirit lives within every believer and empowers every believer to live a godly life (1 Corinthians 6:19-20; Romans 8:9-11; Titus 3:5).
- **Mankind:** The gift of gender, as predetermined by God and revealed at conception, is thus part of the goodness of God's creation. (Genesis 1:27, 31). We believe that human life is sacred from conception to its natural end; and that we must have concern for the physical and spiritual needs of our fellow persons. (Psalm 139:13, Isaiah 49:1, Jeremiah 1-5). I believe that in the beginning God created mankind in His image, and it is not in any sense the product of evolution. Mankind was originally created with the ability to live perfectly for God's glory. Man is the special creation of God, made in His own image. He created them, male and female, as the crowning work of His creation.
- **Sin:** I believe that Adam, the first man, sinned by disobedience. This act resulted in the fall of all mankind; therefore, all people have sinned and lost their ability to live for the glory of God. Every person's sin incurs both physical and spiritual death until there is forgiveness and salvation by the grace of God (Genesis 3:1-24; Romans 3:10-23; 5:12-21; 6:23).
- **Salvation:** I believe the salvation of lost and sinful people is a free gift of God's grace apart from human works, based solely upon Christ's vicarious and atoning death, effected by the regenerating work of the Holy Spirit, and received only through faith in the person and finished work of Jesus Christ on the cross and His resurrection from death (Ephesians 2:8-10; 2 Corinthians 5:21).
- **The Church:** I believe that the church is the body of Christ and the family of God. It is made up of saved and baptized believers, who regularly join together for worship, fellowship, and ministry (Matthew 16:18; 1 Corinthians 12:12-14; Hebrews 10:25).

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- **Evangelism:** I believe that it is the responsibility and privilege of every Christian to proclaim the good news of Jesus Christ and to seek to make growing disciples (Matthew 28:16-20; Acts 1:8).
- **The Home:** I believe that God has ordained the family as the foundational institution of human society. It is composed of persons related to one another by monogamous marriage, blood or adoption.

Marriage is the uniting of one genetic man and one genetic woman in the covenant commitment. In addition to these important beliefs, I also believe that God has given the parents and the home the responsibility to bring up their children in the nurture and admonition of the Lord. . I believe that a consistent and whole education will occur when home, church, and school work closely together and are in agreement on the basic concepts of life. (Ephesians 6:4; Proverbs 22:6).

PROFESSIONAL GROWTH:

I understand that being thoroughly knowledgeable in my field of expertise is imperative for excellence.

I agree to strive for that excellence by being current in my profession, which includes formal study within the last 36 months (AdvancEd requirement: six semester hours every five years), attendance at seminars and workshops and regular review of “cutting-edge” journals in all disciplines relevant to me. Arlington Heights Christian School will help provide funds for this purpose as available; however, I understand and agree that the initiative and expense rests with me.