



# PROVIDENCE SCHOOL

**Middle and Upper School (7-12)**  
630 East Canon Perdido Street, Santa Barbara, CA 93103  
**Phone:** (805) 962-4400; **Fax:** (805) 962-0132

**Lower School (K-6) and Preschool**  
3225 Calle Pinon, Santa Barbara, CA 93105  
**Phone:** (805) 962-3091; **Fax:** (805) 962-3092

## Employment Application

Date \_\_\_\_\_

Name \_\_\_\_\_  
Last First Initial

Address \_\_\_\_\_  
Street City State Zip

Cell Phone # \_\_\_\_\_ Other Phone # \_\_\_\_\_ Date of Birth \_\_\_\_\_

Email Address \_\_\_\_\_

What faculty/staff/administrator position are you applying for? \_\_\_\_\_

How did you hear about this position? \_\_\_\_\_

Are you known to schools/references by another name?  Yes  No If yes, by what name?  
\_\_\_\_\_

Do any of your friends or relatives work here?  Yes  No List name(s)/relationship(s)  
\_\_\_\_\_

Can you, after employment, submit verification of your legal right to work in the United States?  Yes  No

References: Please provide at least two professional and one personal references.

Name of Reference	Relationship	Phone Number

Please list activities, sports, hobbies, or interests that might add to the vibrance and quality of our school and community.

Activity/Sport/Hobbies/Interest

Christian Background: Please list the names of churches you have attended in the last 10 years.

Name of Church	Denomination	Dates of Attendance

## Other required employment application documents:

### RESUME & TRANSCRIPTS

A resume or vita is required for all applications. If you have not already submitted one, please enclose a summary that includes standard information (education, previous employment, memberships, and professional activity). Also, include photocopies of your college transcripts and/or any other pertinent certifications that relate to the position.

### PERSONAL STATEMENTS

Please make three brief statements responding to the prompts below. Please attach your responses.

1. Give a brief summary of your testimony and personal faith. How does your faith guide your life? Also address where your faith practice fits within the umbrella of Christianity.
2. Healthy relationships are of critical importance to a Christian school community. Please comment on how you engage with and relate to students, parents, and coworkers..
3. The integration of faith and learning is a distinctive of Christian education. How do you see your faith incorporated into the position for which you have applied?

***Providence requires that all full-time employees indicate full agreement with the Providence Statement of Faith (page 3) and support the standards enumerated in the Providence Behavioral Expectations (page 4). Please read, sign, and return these with the application.***

#### **AUTHORIZATION AND AGREEMENT:**

***I certify that, to the best of my knowledge, the information provided on this application is correct and complete, and that I have not knowingly withheld or misrepresented any fact or circumstance. I understand that falsification or omission of information on this application may result in disqualification from further consideration for employment or, if hired, dismissal from employment.***

***I authorize the school and its representatives to confirm any and all of the information contained on this application, to evaluate my experience and background as it relates to my application and supporting documents, and to contact former employers, unless I otherwise stipulate. References listed on this application are hereby authorized to give any and all information concerning my previous employment and character. I hereby release the school from any liability arising from such investigation.***

***I understand and agree that this application does not represent an offer of, nor contract for, employment. I also understand and agree that if I am offered, and I accept, employment with the school, all disputes arising out of such employment shall be resolved by binding arbitration or mediation. In respect of any such dispute, I hereby waive my right to any court action or jury trial.***

***I understand and agree that if hired, my employment is at will, which means that both the school and I have the right to terminate my employment with or without notice or cause.***

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

***Providence does not discriminate on the basis of age, race, color, sex, national or ethnic origin, marital status, medical condition, and genetic information, mental or physical disability in its employment practices, except where physical fitness is a valid occupational qualification. As allowed by federal and state law, Providence chooses to exercise religious preference in all areas that it deems appropriate for its mission.***

## PROVIDENCE STATEMENT OF FAITH

This corporation (Providence School) is based on the truths revealed in the written Word of God. We interpret these truths to have the following implications for our educational program:

### Statement on Scriptural Authority

WE BELIEVE that the Bible (both Old Testament and New Testament) is the Word of God, divinely inspired as originally given, and is the supreme authority in all matters (Exodus 24:4; Joshua 1:8; Psalm 1:2; Matthew 7:24; 2 Timothy 3:15-17).

### Statement on the Nature of God and Humankind

WE BELIEVE in one God, eternally existing in three persons: Father, Son, and Holy Spirit. Humankind is created in His image, creation and providence are revelatory of Him (Genesis 1:26; John 1:1; John 10:33; Philippians 2:9-11). Though created in His image, we believe in the fall and consequent total moral depravity of humanity, resulting in our exceeding sinfulness and lost estate, and necessitating our regeneration by the Holy Spirit (Psalm 143:2; Isaiah 53:6; Romans 3:23; 5:7-8; 5:12,19; 1 John 1:8, 10).

### Statement on Jesus Christ

WE BELIEVE that Jesus Christ is God manifested in the flesh, born of a virgin. He lived a sinless life, suffered and died on our behalf, arose bodily from the grave, ascended, and is coming again in power and glory (John 1:1, 14; John 10:30-33; Colossians 1:15, 2:9).

### Statement on the Holy Spirit

WE BELIEVE that God the Holy Spirit convicts us of sin, brings us to faith in Jesus Christ, and conforms us to the image of Christ. God the Holy Spirit regenerates and empowers his people to continue God's work, and for a life of holiness and service (Ezekiel 36:26-27; John 3:6-8; Romans 8:2-6; Titus 3:5-6).

### Statement on Christian Unity

WE BELIEVE in the spiritual unity of believers in our Lord Jesus Christ (Psalm 133:1; 1 Corinthians 1:10; Ephesians 4:11-13; Colossians 3:13-14).

***I do agree with, believe, and confirm that these statements are true by signing below:***

Name (Print): \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

## PROVIDENCE BEHAVIORAL EXPECTATIONS

The Providence community chooses, freely and willingly, to impose upon itself rules for behavior that serve both the long-range interests of the institution and the immediate good of its individual members. While we do not necessarily view these expectations as an index to maturity in Christ, we do regard violations as a serious breach of integrity within the community because each member has voluntarily chosen to associate with it and to accept its standards.

Providence School establishes the following specific behavioral expectations for all faculty and staff members:

- We will not condone or participate in practices that Scripture forbids. Such activities include occult practices, sexual relations outside of heterosexual marriage, drunkenness, theft, profanity, and dishonesty. We also recognize that Scripture condemns “sins of the spirit” such as covetousness, jealousy, pride, and lust. By their very nature, these sins are more difficult to discern. However, because they lie at the heart of the relationship between the individual and God they are of central concern to the Providence community.
- We uphold integrity as a core value of the community. Faculty and staff members are expected to take responsibility for their own violations of all behavioral guidelines and demonstrate commitment to the value of integrity in word and deed.
- We believe that the use of tobacco products and alcoholic beverages presents a danger to personal health. Under no circumstances shall any member of the community use or possess these products on campus or when attending school-related student activities.
- We uphold the laws of the local community, the nation, and the state of California. Such laws include prohibitions against possession or use of illegal drugs or drug paraphernalia, the purchase of alcohol for minors, the consumption of alcoholic beverages by persons under the age of 21, drunkenness, and driving under the influence of alcohol.
- Providence is committed to providing a learning and work environment free of harassment of any kind. Harassment of any type will not be tolerated.
- We expect our faculty and staff members who choose to marry to abide by the commitment to lifelong heterosexual marriage, and, whether single or married, to strive to maintain healthy family relationships.
- We consider the unborn fetus to be a human being and expect all faculty and staff members to support the sanctity of human life at least within the classroom and larger Providence community.
- We will join in the greater Christian community of Santa Barbara, regularly participating in a local church body.

**Note:** Providence School will establish other rules and regulations necessary for orderly community life and will list them in appropriate documents.

***I (undersigned) agree with and will abide by the expectations listed in the Behavioral Expectations and understand that I may be released from my contract if my actions are not in line with these expectations.***

Name (Print): \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_