



# CHRISTIAN ACADEMY

*A Mind For Truth And A Heart For God*

We educate using the Principle Approach®, which is America's historic Christian method of Biblical reasoning that makes the truths of God's Word the basis of every subject. We envision that our graduates will be prepared to lead their generation to advance God's kingdom as He has gifted and called them.

## **Academic Environment**

Qualified Christian Teachers  
Comprehensive Curriculum  
Academic Excellence  
Air-conditioned Classrooms

## **Facts & Figures**

Established: 1981  
Enrollment: 300  
Grades: Preschool through 12<sup>th</sup> grade

## **Student Life**

Weekly Chapels  
Athletics, various leagues including  
ILH Membership  
Fine Arts  
Media/Technology  
Active Parent/Teacher Fellowship

## **Membership / Affiliation**

Accredited by Association of Christian Schools International (ACSI)  
Accredited by Western Association of Schools and Colleges (WASC)  
Member of Hawaii Association of Independent Schools (HAIS)  
Licensed by the Hawaii Council of Private Schools (HCPS)  
Foundation for American Christian Education (FACE)  
Principle Approach International (PAI)

## **Our Graduates**

*"The Principle Approach® was challenging and difficult at times, but I am now able to instinctively draw Biblical principles from my studies and apply them to my life."*

Ruth Medcalf, Class of 2002, recipient of The Hawaii Pacific University President's Scholarship of 100% tuition.

*"The Principle Approach® has helped me to form my biblical worldview. It has taught me how to see things the way God views them. I feel that it has helped to build my character."*

Zachary Fu, Class of 2010, Scholarship recipient at Biola University.

## OUR MISSION AND VISION

Christian Academy's mission is to educate and train young men and women for the glory of God. We employ the Principle Approach®, which is America's historic Christian method of Biblical reasoning that makes the truth of God's character and His Word the basis of every subject. Our vision is that our graduates will be servants, stewards, scholars and statesmen who have *a mind for truth and a heart for God*. Our graduates will be prepared to advance God's kingdom as He has gifted and called them.

We educate because children are important to God. We teach and equip them, employing an intensive Principle Approach® curriculum that adheres to biblical principles, including the school's published doctrinal statement based on the authoritative Word of God. The Principle Approach® places the Bible at the heart of every subject taught. Principles illuminate the subject matter, thus revealing God's purpose for that subject. Subjects are related to the Chain of Christianity, which reveals how the subject matter contributed to or hindered the progress of the Gospel throughout history. As such, the Principle Approach® inspires creative Spirit-led thinking, which brings glory to God, not man. Placing principles at the heart of each subject guides every aspect of our teaching and learning, including our methods, content, curriculum, discipline, design, and government in the classroom.

The purpose of Christian Academy is to prepare children and young people to be citizens of heaven who will also fulfill their responsibilities on the earth. We are committed to educating and equipping a generation of children to be world-shakers and His-Story-makers. We help them discover and develop their God-given gifts and calling in building the church of God and advancing His Kingdom. We are committed to the development of their spiritual growth, academic excellence, Christian character and leadership skills for service. We disciple children through a deliberate values-driven process. Our purpose is historically Christian. It is to prepare students through a thoroughly Christian education to fulfill the Great Commission, found in Matthew 28:19-10.

Though we are an independent school, we are not isolated from our community, and our interrelationships with the church, the family, and the community are no coincidence. Our conviction that Jesus is Lord of all provides the basic reason for fostering relationships among Christian Academy, the church, the family, and the community.



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## THE MINISTRY OF TEACHING

Teachers and school administrators are called by God to help raise up the young in the ways of faith. Jesus, the Savior, was also a teacher. He gathered his disciples and others around him and taught with such conviction and truth that the *“many who heard him were astonished, saying, ‘Where did this man get all this? What is the wisdom given to him? What mighty works are wrought by his hand?’”* (Mark 6:2). His apostles, likewise, were teachers and gave witness *“with great power,”* through their words and their deeds, and *“gave their testimony to the resurrection of the Lord Jesus, and great grace was upon them all”* (Acts 4:33).

The ministry of teaching obligates the teacher to assist his or her students in understanding not only mathematics or physics, but how the order and discipline of mathematics or physics reveals the mind of God. It obligates one not only to instruct in geography and history, but inculcate the faith by helping the students know that God created the mountains, the sea, the rivers, the deserts, the forests, the plains, and all the creatures that inhabit them, and to learn that human discoveries, empires, conflicts, and social movements are measured by the divinely ordained order. The ministry of teaching requires one not only to help students acquire skill in spelling, reading, grammar, and writing, but to understand that human language is a primary means by which students might explore the wonders of poetry and narrative and sacred Scripture itself – all of which indirectly or directly disclose salvation history. Regardless of the subject, true teachers minister to their students by helping them follow Paul’s admonition:

*Finally, brethren, whatever is true, whatever is honorable, whatever is just, whatever is pure, whatever is lovely, whatever is gracious, if there is any excellence, if there is anything worthy of praise, think about these things. What you have learned and received and heard and seen in me, do; and the God of peace will be with you.* (Phil. 4:8-9).

Teachers in a Christian school must be ever mindful that they instruct not only through rational explanation of formal subject material but even more powerfully through word, deed, example, and shared experience. Simply put, they teach the faith by modeling the faith and by modeling faithfulness. This is why all teachers, even before their first meeting with students, must subscribe to the school’s Statement of Faith. This is why teachers are required to give a godly example, both at school and away. Teachers must teach truth and avoid falsehood. *“Therefore, putting away falsehood, let everyone speak the truth with his neighbor, for we are members one of another...Let no evil talk come out of your mouths, but only such as is good for edifying, as fits the occasion, that it may impart grace to those who hear”* (Ephesians 4:25, 29).

Teachers minister to their students by providing them with faith experiences. They lead the youth in prayer, praise, and mercy. Paul urged Christians to *“Let all bitterness and wrath and anger and clamor and slander be put away from you, with all malice, and be kind to one another, tenderhearted, forgiving one another, as God in Christ forgave you.”* (Ephesians 4:31-32). Teachers also model the Christian life by being active in their own church community and by serving as an intermediary assisting their students in becoming active in their respective church communities so that those students might be further nurtured in faith with their friends and family around them.



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## CANDIDATE PROFILE

**Spiritually**, *the candidate should possess characteristics that reflect:*

- A strong, clear Christian testimony having received Jesus Christ as his/her personal Savior.
- Believe that the Bible is God's Word and the standard for faith and daily living.
- Acceptance without reservation of the doctrines and beliefs of the Assemblies of God and the Christian Academy's Statement of Faith.
- Whole-hearted acceptance and agreement with Christian Academy's vision and mission, core values and beliefs, and the Christian philosophy of education.
- The importance of Scripture study and memorization, prayer, witnessing, and unity in the Body of Christ.
- A member in good standing at a local, evangelical church that has a Statement of Faith consistent with the core values and beliefs of First Assembly of God, Red Hill (FAOG).

**Professionally**, *the candidate shall be able to perform each essential duty satisfactorily. The requirements listed are representative of the knowledge, skill, and/ ability required to "train up a child in the way he should go."*

- Able to handle multiple tasks simultaneously
- Organizational skills
- Disciplined time management skills
- Integrity in dealing with confidential information
- The gift of being flexible and supportive of job assignments
- Able to work as part of a team
- Able to interact with children in a respectful and age-appropriate manner
- Computer literate

**Personally**, *the candidate shall:*

- Model Christian behavior in attitude, speech, and actions toward others. This includes being committed to God's Biblical standards for sexual conduct. Luke 6:40
- Recognize the parents as primarily responsible before God for their children's education and be prepared to assist them in that task.
- Demonstrate qualities of a heart submissive to the Holy Spirit: love, joy, peace, patience with enthusiasm, courtesy, flexibility, integrity, gratitude, kindness, self-control, perseverance, and punctuality. Galatians 5:22,23
- Meet everyday stress with emotional stability, objectivity, and optimism.
- Maintain a personal appearance that is a Christian role model of cleanliness, modesty, good taste, and in agreement with school policy.
- Use acceptable English in written and oral communication. Speak with clear articulation.
- Respectfully submit and be loyal to authority.
- Shall notify the administration of any policy he/she is unable to support.
- 
- Refuse to use or circulate confidential information inappropriately
- Place his/her teaching ministry ahead of other jobs or volunteer activities.
- Make an effort to appreciate and understand the uniqueness of the community.
- Demonstrate an ability to listen and respond to counsel.



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## DECLARATION OF MORAL INTEGRITY

**Christian Academy, as a ministry of First Assembly of God,** expects all of its employees and volunteers as ministers of the Gospel and spiritual mentors 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 a ministry position as an employee or as a volunteer at Christian Academy,

I \_\_\_\_\_ (*print your name*) recognize, understand, and agree to live by the Christian moral standards of Christian Academy and First Assembly of God's Statement on Marriage and Sexuality. (*Personnel Handbook, chp I*).

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 whether on or off campus. Inappropriate sexual conduct includes, but is not limited to, such behaviors as the following: heterosexual activity outside of marriage (e.g., premarital sex, cohabitation, extramarital sex), homosexual or lesbian sexual activity, sexual harassment, use or viewing of pornographic material or websites, or sexual abuse or improprieties as defined by Scripture and federal or state law towards minors.

I also 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 the following activities, whether on or off campus: (a) abuse of alcohol or prescription medication; or (b) use of illicit drugs; or (c) smoking/vaping; or (d) a romantic or sexual relationship with any minor or any student; or (e) sexual harassment of a minor, CA student, or co-worker (*Personnel Handbook, chp.III*).

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 First Assembly of God and Christian Academy, a Christian school.

I understand that failure to abide by the Christian moral and lifestyle standards of Christian Academy and First Assembly of God as stated above may constitute grounds for discipline up to and including termination of employment and/or non-renewal of my contract.

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*Applicant's Signature*

*Date*

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*Administrator's signature after discussion with applicant/volunteer*

*Date*

"Honor marriage, and guard the sacredness of sexual intimacy between wife and husband. God draws a firm line against casual and illicit sex." Hebrews 13:4 *The Message*

"A pupil is not superior to his teacher, but every one [*when he is*] completely trained – readjusted, restored, set to rights, and perfected – will be like his teacher." Luke 6:40 *The Amplified Bible*



## CHRISTIAN ACADEMY STATEMENT OF FAITH

### 1. We believe and teach:

- a. **The Bible is Inspired.** The Bible is the inspired and only infallible and authoritative written Word of God.
- b. **One True God.** There is only one God, eternally existent in three persons: God the Father, God the Son, and God the Holy Spirit.
- c. **The Lord Jesus Christ is Fully God.** The deity of our Lord Jesus Christ, His virgin birth, His sinless life, His miracles, His vicarious and atoning death, His bodily resurrection, His ascension to the right hand of the Father, His personal future return to this earth in power and glory to rule a thousand years.
- d. **The Fall of Mankind.** Mankind was created good and upright, however, mankind ignored God's instructions...choosing to engage in what they knew was wrong and evil.
- e. **The Salvation of Mankind.** Salvation is deliverance from spiritual death and enslavement by sin. God provides salvation for all who believe and accept His free offer of forgiveness. The only means of being cleansed from sin is through repentance and faith in the precious blood of Jesus.
- f. **The Ordinances of the Church.** (1) Baptism in water symbolically declares to everyone that the old sinful life style of the believer died with Christ and has been raised anew in Christ. (2) The Lord's Supper, or Communion, consisting of bread and the fruit of the vine (grape juice), is a memorial of Christ's suffering and death. The eating and drinking of these symbols express the believer's awareness that he has been made right with God and shares the divine nature of eternal life through Jesus Christ.
- g. **The Baptism in the Holy Spirit.** It is given to believers who ask for it. The Holy Spirit provides the power for victorious Christian living and productive service through specific spiritual gifts.
- h. **The Initial Physical Evidence of the Baptism in the Holy Spirit.** The gift of tongues (unlearned language) is spoken as the Spirit of God gives audible expression (Acts 2:4).
- i. **Sanctification.** The act of separating ourselves from evil and identifying with things that are good, upright, and morally pure.
- j. **The Church and Its Mission.** The church is a body of believers with Christ as the Head. As His church, our mission is to fulfill God's purpose concerning mankind.
- k. **The Ministry.** A divine call to ministry is ordained through Scripture. This is provided by the Lord for the purpose of leading the church in evangelization of the world, worship of God, and building a body of believers conforming to the life of Christ.
- l. **Divine Healing.** The redemptive work of Christ on the cross provides healing of the human body in answer to believing prayer.

- m. **The Blessed Hope.** The rapture of the church at Christ's second coming.
- n. **The Millennial Reign of Christ.** The visible return of Christ with his saints to reign on the earth for 1000 years.
- o. **The Final Judgment.** Those who died without accepting Christ's salvation will be raised and judged according to the way they lived. Anyone whose name is not found written in the Book of Life (the recorded list of people who received Christ's forgiveness), together with the devil and his angels, the beast and the false prophet, will be sent to everlasting punishment in the lake that burns with fire and brimstone, which is the second death. (Matthew 25:46; Mark 9:43-48; Revelation 19:20, 20:11-15, 21:8)
- p. **The New Heavens and the New Earth.** The promise of what God has prepared for His faithful followers (II Peter 3:13; Revelation 21,22).

**2. Statement on Marriage and Sexuality**

- a. We believe that term "marriage" has only one meaning and that is marriage sanctioned by God which joins one man and one woman in a single, exclusive union, as delineated in Scripture.
- b. We believe that God intends sexual intimacy to only occur between a man and a woman who are married to each other. We believe that God has commanded that no intimate sexual activity be engaged in outside of a marriage between a man and a woman.
- c. We believe that any form of sexual immorality, such as adultery, fornication, homosexuality, bisexual conduct, bestiality, incest, pornography, or any attempt to change one's biological sex or to otherwise act upon any disagreement with one's biological sex, is sinful and offensive to God.
- d. We believe that in order to preserve the function and integrity of the Assembly as the local Body of Christ, and to provide a biblical role model to the church members and the community, it is imperative that all persons employed by the Assembly in any capacity, or who serve as volunteers should abide by and agree to this Statement on Marriage and Sexuality and conduct themselves accordingly. We believe that God offers redemption and restoration to all who confess and forsake their sin, seeking His mercy and forgiveness through Jesus Christ.
- e. We believe that every person must be afforded compassion, love, kindness, respect, and dignity. Hateful and harassing behavior or attitudes directed toward any individual are to be repudiated and are not in accord with scripture nor the doctrines of the Assembly.

I, \_\_\_\_\_ (**print name**) have read the above statements and agree to teach the doctrines in these statements.

\_\_\_\_\_  
**Applicant's Signature**

\_\_\_\_\_  
**Date**



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## TEACHER'S EMPLOYMENT APPLICATION

Each question should be answered as completely as possible. All information will be held in confidence.

Date: \_\_\_\_\_ Grade Preference: \_\_\_\_\_ Subject Preference: \_\_\_\_\_

### A. PERSONAL

1. Full Name: \_\_\_\_\_ Contact No(s): \_\_\_\_\_  
Last First Middle

2. Address: \_\_\_\_\_

### B. HONORS AND CREDENTIALS

1. What valid teaching credentials do you have? \_\_\_\_\_

\_\_\_\_\_

2. Academic and Athletic Honors, Extra-Curricular Activities, Travel and Office(s) Held: \_\_\_\_\_

\_\_\_\_\_

3. Academic Preparation (Attach a transcript of grades and subjects).

### C. EDUCATION

NAME & LOCATION OF SCHOOL	DATES	DIPLOMA	DEGREE	MAJOR AND MINOR
High	From	<input type="checkbox"/> Yes <input type="checkbox"/> No		
	To			
Business or Trade	From	<input type="checkbox"/> Yes <input type="checkbox"/> No		
	To			
College	From	<input type="checkbox"/> Yes <input type="checkbox"/> No		
	To			
Graduate	From	<input type="checkbox"/> Yes <input type="checkbox"/> No		
	To			
U.S. Military Training	From	<input type="checkbox"/> Yes <input type="checkbox"/> No	Description of Training	
	To			



Other Training	From	Language	Speak	Read	Write
	To				

D. UNIT EVALUATION OF CHRISTIAN EDUCATION

STUDY	NO. OF CREDITS	MAJORS	MINORS
Education			
Christian Education			
Bible			
Graduate Work			

Have you ever left a teaching job at any time other than the end of the year? If yes, please explain. \_\_\_\_\_

\_\_\_\_\_

E. WORK EXPERIENCE (Other Than Education)

NAME OF COMPANY & SUPERVISOR	ADDRESS	POSITION	MO/YR		REASON FOR LEAVING
			FROM	TO	

F. TEACHING EXPERIENCE

NAME OF COMPANY OR SCHOOL & PRINCIPAL	ADDRESS	SUBJECTS & GRADES	MO/YR		REASON FOR LEAVING
			FROM	TO	

1. List experience with children other than in teaching. \_\_\_\_\_

\_\_\_\_\_

2. List special school activities you are qualified to conduct. \_\_\_\_\_  
\_\_\_\_\_
3. On your grade level, can you teach your own classroom music? \_\_\_\_\_ Do you sing? \_\_\_\_\_  
Do you play a musical instrument? \_\_\_\_\_ If so, which? \_\_\_\_\_
4. Can you teach physical education? \_\_\_\_\_
5. Do you have any physical or mental condition which might interfere with the job for which you are applying? If so, provide details.  
\_\_\_\_\_

Note: You will not be eliminated from consideration because of a physical or mental condition unless such condition is determined to prevent safe, complete and satisfactory job performance.

G. CHRISTIAN SCHOOL PREPARATION

1. Have you had any courses in Christian Philosophy of Education? \_\_\_\_\_  
When / Where? \_\_\_\_\_  
Briefly describe content. \_\_\_\_\_
2. Would you work on a suggested program on this topic? \_\_\_\_\_

H. CHRISTIAN EDUCATION STATEMENTS (continue on separate sheet if required)

1. State briefly your view of Christian Education. \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_
2. List special interests – talents and skills conducive to working with children: \_\_\_\_\_  
\_\_\_\_\_
3. List courses, seminars, and workshops not shown in preparation statements: \_\_\_\_\_  
\_\_\_\_\_

I. SPIRITUAL PREPARATION (continue on separate sheet if required)

1. How long have you known Christ as your Lord and Savior? \_\_\_\_\_
2. Do you believe the Bible to be the inspired and infallible Word of God, and the authority in all matters of faith and conduct? \_\_\_\_\_
3. Describe the Baptism of the Holy Spirit? \_\_\_\_\_  
\_\_\_\_\_
4. Briefly state your personal relationship with God. \_\_\_\_\_  
\_\_\_\_\_

5. If possible, please share your personal testimony of God's work in your life recently. \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

6. Church Attendance:  
 Denomination \_\_\_\_\_ Church attending \_\_\_\_\_  
 Frequency of attendance \_\_\_\_\_ Member? Yes \_\_\_\_\_ No \_\_\_\_\_  
 Pastor's Name \_\_\_\_\_ Phone \_\_\_\_\_  
 List any volunteer or ministry responsibilities you may have in your church \_\_\_\_\_

7. State briefly your attitude toward smoking, drinking, gambling, and immodest dress.  
 \_\_\_\_\_  
 \_\_\_\_\_

8. In what ways would you teach subject material in a Christian school that would differ from the presentation in a non-Christian school?  
 \_\_\_\_\_  
 \_\_\_\_\_

9. On what basis would you require obedience from the children with whom you come in contact?  
 \_\_\_\_\_  
 \_\_\_\_\_

10. State briefly your convictions regarding discipline and student behavior in the classroom. \_\_\_\_\_  
 \_\_\_\_\_

11. Why do you wish to teach at Christian Academy? \_\_\_\_\_  
 \_\_\_\_\_

12. References: List three references and addresses. Include at least one educator and your pastor. We will send evaluation questionnaires to those listed.

	REFERENCE NAME	ADDRESS	PHONE NO.
Educator			
Pastor			
Other			

I certify that all statements made by me on this application are true and complete to the best of my knowledge, and that I have not withheld anything that will affect this application unfavorably.

Applicant's Signature \_\_\_\_\_

Date \_\_\_\_\_



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## AUTHORIZATION TO RELEASE REFERENCE INFORMATION

I have applied for a position as a \_\_\_\_\_ with **Christian Academy**. I have authorized the school to thoroughly interview the primary references which I have listed, any secondary references mentioned through interviews with primary references, or other individuals that know me and have knowledge regarding my testimony and work record. I also authorize the school to thoroughly investigate my work records and evaluations, my educational preparation, and all other matters related to my suitability for employment.

I authorize references and my former employers to disclose to the school any and all employment records, performance reviews, letters, reports, and other information related to my life and employment, without giving me prior notice of such disclosure.

In addition, I hereby release **Christian Academy**, my former employers, references, and all other parties from any and all claims, demands, or liabilities arising out of or in any way related to such investigation or disclosure.

I waive the right to ever personally view any references given to **Christian Academy**.

I agree that a photocopy or facsimile copy of this document and any signature shall be considered for all purposes as the original signed release on file.

I certify that I have carefully read and do understand the above statements.

\_\_\_\_\_  
Applicant's Name (Print)

\_\_\_\_\_  
Date

\_\_\_\_\_  
Applicant's Signature

\_\_\_\_\_  
Social Security Number

Please return the completed application to:

Christian Academy  
3400 Moanalua Road  
Honolulu, HI 96819

(808)836-0233  
(808)836-4415 fax