

## **Michiana Covenant Academy Instructor Qualifications**

The following is not an exhaustive set of qualifications for the offices listed. The Session will determine the fitness of instructors and substitutes based on principles of wisdom, not just detailed checklists. The Session reserves the right to reject a candidate for reasons not detailed herein.

### **Academy Instructor Requirements**

Each candidate for first-time instructor must provide a resume giving personal information, statement of belief and church membership, qualifications for the job, and criminal record. All information must be provided to the Session 60 days before start of classes. Each candidate, whether a first-time or repeat instructor, is subject to interview by the Session.

#### **A. First-time instructor:**

1. Professed believer and communicant member of a Christian church.
2. In general agreement with reformed doctrine, practice and worldview and have read the Westminster Confession of Faith.
3. Clean bill of health regarding arrests or convictions involving crimes against children. This will be determined by a search of the sexual offender registries for states of current and previous residence.
4. Formal training in the subject they will teach (bachelor's degree or equivalent), or demonstrated competence in teaching that subject. Those with an education degree and teaching experience may teach any subject they have already taught in a school in a paid position. Exceptions to the formal training requirement may be granted for weighty considerations.
5. An understanding of how Christian belief applies to and informs the subject being taught.
6. Instructors shall utilize a curriculum that reflects a Christian and classical model of education (using either board-recommended or board-approved materials).
7. All new instructors will be interviewed by the Session. The Session will ask questions to assess issues and compliance with the above requirements.

#### **B. Repeat instructor: 1 - 7 above plus**

8. No unresolved attendance, financial or teaching issues in the previous teaching trimester.
9. For long-term instructors, proof that income is declared and taxes paid on monies previously received for teaching.

## **Academy Substitute Instructor Requirements**

30 days prior to teaching a class, every approved instructor is to make available to the Session the names of potential substitutes for the class. For each candidate, a resume should be provided as detailed above for instructors. Candidates for substitute must be:

1. Professed believer and communicant members of a Christian church.
2. Personally known and vouched for by the approved instructor as:
  - Competent to teach in the subject area
  - Prepared to handle the curriculum
  - In general agreement with reformed doctrine, practice and worldview
  - Having a clean bill of health regarding arrests or convictions involving crimes against children

The Session retains the right to interview and approve or disapprove any substitute candidate before allowing that person to teach.