

Profile of a Caldwell Teacher

Recognizing that the fear of the Lord is the beginning of wisdom, and such wisdom is best cultivated in students' lives from the living examples of their teachers, Caldwell Academy desires to hire faculty who understand the need to live one's life under the authority of the canopy of Scripture and who do so with eagerness in joyful submission to God. This life lived before the Face of God should flow from a vibrant relationship with the Lord Jesus Christ. We expect teachers to be skillful in using and modeling the tools of learning: to think critically, listen carefully with discernment and understanding, reason persuasively, and articulate precisely. We ask that our teachers fill their classrooms with the Classical virtues of Truth, Goodness, and Beauty in order to demonstrate those through the Spiritual virtues of Faith, Hope, and Love. We endeavor for our faculty to exemplify the social graces and to be spiritually gracious, desiring to grow in understanding while fully realizing the limitations and foolishness of the wisdom of this world. Our teachers are those who will not conform to the pattern of this world, but rather are being transformed into the likeness of Jesus Christ: serving sacrificially, having a heart for the lost, and boldly bringing the message of Christ's salvation to a broken world. Ultimately, our desire is that all Caldwell faculty, through the indwelling of the Holy Spirit, will do justly, love mercy, and walk humbly with their God.

Excellent teachers are indispensable to the success of a school. At Caldwell Academy teachers are models for what we desire our students to become. In every classroom, the pursuit of wisdom and virtue is integral to what we do as we seek to demonstrate for students what constitutes goodness, truth, and beauty. It is imperative that Caldwell teachers be committed to Christ, that they love not only learning but also their students, and that they are highly competent within their discipline. Our teachers should manifest the truths and ideals they teach, demonstrating the importance of imitation as expressed by the apostle Paul in Philippians 4: 8-9, "Finally, brothers, whatever is true, whatever is honorable, whatever is just, whatever is pure, whatever is lovely, whatever is commendable, if there is any excellence, if there is anything worthy of praise, think about these things. Whatever you have learned and received and heard and seen in me—practice these things, and the God of peace will be with you."

Teachers are to embody both the spirit of inquiry and the Spirit of Christ. They are to be saturated in the Word of God and demonstrate for students what it means to think biblically. Teachers are to model humility and grace, both in their teaching and in relationships with students. They must also exhibit proficiency in their academic life through writing and other forms of expression as well as through excellent instruction.

At Caldwell Academy, we look to employ teachers who exhibit particular gifts and continue diligently and prayerfully to hone their skills once they are employed. They are to demonstrate a passion for learning by reading continually, participating in school improvement, and actively pursuing professional development. Finally, at Caldwell we desire teachers who shape the culture of the school by passionately cultivating wisdom and virtue in their own lives and in the lives of their students.

Expectations of a Caldwell Teacher

He or she:

- *Understands and embraces the revelation of Christ as the center of all knowledge and wisdom and is able to successfully integrate that understanding into the curriculum and relationships.
- *Demonstrates a biblical understanding of authority.
- *Demonstrates Christian love, faith, truthfulness, repentance, and virtue in all facets of life and teaching.
- *Demonstrates a growing depth of understanding of and vision for both Christ-centered, classical education and the school community's approach to education.
- *Exhibits the ability to manage a classroom of different personalities and learning styles in order to foster order, joyful learning, and mutual service.
- *Understands Christian community and works to lead the community toward building a common love for Jesus Christ and one another.
- *Displays an attitude of collegiality, sharing with other teachers, and exchanging ideas.
- *Exhibits a desire and an ability to incorporate interdisciplinary integration.
- *Exhibits a love for children, their learning, and their formation in joyful ways.
- *Demonstrates professionalism in attendance and work habits, respecting deadlines, and completing assigned work in a timely manner.
- *Is committed to biblical peacemaking (Matthew 18: 15-16).
- *Applies biblical principles and complies with school policy in administration of discipline in the classroom.
- *Communicates regularly regarding assignments through weekly assignment sheets/syllabi.
- *Communicates clearly and frequently to parents and administration about disciplinary and academic matters regarding students and is able to promote a high level of parental involvement through regular and effective communication.
- *Responds within twenty-four hours to parent, student, and administrative concerns.
- *Maintains a rigorous commitment to professional growth, particularly in the understanding and practice of Christian classical education.
- *Exhibits skill in lovingly training, habituating, and discipling students according to biblical principles, focusing on the heart rather than mere behavior modification.
- *Displays professionalism in deportment and fulfillment of responsibilities.
- *Serves as an advocate of Christian classical education in all settings.

Qualifications

Faculty members of Caldwell Academy should:

- *Exemplify a mature, committed Christian walk reflecting a growing relationship with Jesus Christ as well as understanding of, support for, and agreement with the school's Statement of Faith.
- *Agree with the mission, vision, and educational philosophy of Caldwell Academy.
- *Possess a God-given ability to teach.

- *Be experienced in teaching children, with prior experience in Christian classical education preferred.
- *Demonstrate a commitment to academic excellence.
- *Demonstrate a commitment to personal lifelong learning.
- *Possess a bachelor's degree.
- *Possess a master's degree and appropriate teacher certification whenever possible.
- *Exhibit a thorough understanding of Christian classical education and/or express willingness to be trained.
- *Be a member of a local Christian church whose teachings are consistent with orthodox Christian doctrine.