

PROSPECTIVE TEACHER HANDBOOK

2022-2023



THRIVE
ACADEMY

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Our Mission Statement

Thrive Academy's mission is to partner with homeschool families by providing a hybrid learning program that complements the education of schooling at home. We aim to do this by integrating God's word, living books, teacher instruction, peer interaction, and the exploration of nature to train up children that are well equipped to fulfill their God-given purpose as human beings created in His image. It is our goal to help children thrive and fulfill their maximum potential while they enjoy childhood, study the world around them, and are nurtured towards a lifelong passion of learning.

Our Philosophy

Thrive Academy operates as a unique hybrid model that recognizes parents as the primary educators of their children. Utilizing this model, parents are afforded the time to teach their children in the way they see fit for each individual child, whom they know best, and to create their own individual family culture. We do not desire to take away this great gift, but to come alongside each family and provide additional part-time instruction and a community of like-minded families.

Our education philosophy is largely influenced by a British educator of the late 19th century named Charlotte Mason. She believed that children are "born persons". They are not simply blank slates to be written upon however we see fit, but humans with souls that deserve to learn about the world around them and be offered the opportunity to gain knowledge on a large number of worthy subjects.

Charlotte Mason spoke of education being "an atmosphere, a discipline, a life." She spoke on making a child's learning atmosphere to be full of joy and discovery - not just dry facts, textbooks, and standardized tests. The discipline of good habits was another key principle. She believed in short lessons, in order to retain a child's full attention and to keep intact the enjoyment of learning. It was also very important that a child be exposed to "living" books and ideas. Content that came alive with excitement and firsthand experience. We desire for children to love learning and to see adventure in the everyday.

In addition, we aim to emphasize time spent outdoors. We believe there is much to be gained physically, mentally, and emotionally from affording children plenty of outside time. Both in free play time as well as structured nature study, exploring and learning about God's good creation.

Above all, we believe that education should expose us to that which is good, true, and beautiful. All of life should point us to the Creator. The whole world around us displays His glory. We desire to help raise up children who see the living God in every area of their life and who will become men and women ready to engage the world with the hope of the gospel.

Statement of Faith

Thrive Academy seeks to partner with parents in educating their children in a way that will equip them to serve and glorify God. We believe the gospel of Jesus Christ is central to this education. We are not affiliated with any specific church or denomination, but are unapologetic about our Christian worldview. We require that teachers share this faith in Christ on a personal level and plan to teach with this view as central. Agreement with our Statement of Faith is a requirement for teaching at Thrive Academy as well as regular attendance at an evangelical church.

I. The Word

We believe that the 39 books in the Old Testament and the 27 books in the New Testament are the written Word of God. All together, they are the infallible standard for all of life, including: understanding who God is, who we are, what went wrong in this world, how we can be reconciled to God, and how to live a life pleasing to Him.

II. God, The Trinity

We believe that before anything existed, God did. There is only one, true, and living God who exists in three separate, equal, unified, and distinct persons: The Father, the Son, and the Spirit. We call this, "The Trinity."

III. God, the Father

We believe in God the Father, the Almighty, the Maker of all things, who created all that there is through the Son. We believe that the Father sovereignly governs all things that happen on the earth and mercifully chose to save sinners through the work of the Son.

IV. God, the Son

We believe in Jesus Christ, the Son of God, not created, the only begotten of the Father, who took on a human body, conceived without sin in the womb of the Virgin Mary by the Holy Spirit. We believe that He came to this earth to die for the sins of His people and that He was raised from the grave on the third day, as the first fruits from the dead, that He ascended into heaven, and now that He sits at the right hand of God the Father, where He constantly makes intercession for His people and is waiting to return to this earth in glory.

V. God, the Spirit

We believe in the Holy Spirit, who was not made, but proceeded from both the Father and Son. We believe that He holds together and helps apply the plan of the Father and the work of the Son in creation and redemption. He was sent to convict the world of sin, righteousness, and judgment. He was sent to give new life, sanctify, empower, help, comfort, and indwell those who come to Christ by faith.

VI. The Gospel

We believe that the Bible primarily tells one story that is called, 'The Gospel,' which means, 'Good news.' This good news is the proclamation that all humans have rebelled against the true God, who is their judge, and deserve His judgment. There is no way that any person could make atonement by their words, deeds, or the motivations of their heart. But that God sent His Son, born into this world with a body, suffered the just judgment of God on behalf of His people. Christ died, was buried, rose from the dead, and is now seated at the Right Hand of God, where He is Lord of all and Ruler of kings on earth. He will return to judge His enemies and establish His people on a renewed Earth.

VII. The Church

We believe that God's redemption is not merely an individual experience, but that God is redeeming a people to unite together in His Son. It is through the gathering together of His people that displays the wonder and majesty of His wisdom. God's design for His people to meet together, gather together, and commit to each other in local churches. These local churches are not buildings, signs, or paperwork – they are sinners who have been redeemed by Christ, brought to the God the Father, and made into a new family by the Holy Spirit.

VIII. Man and Woman

We believe that God created us male and female in His image; that gender identity may not be detached from the biological sex of the human body; that marriage is a covenantal, procreative union of one man and one woman; and that God intends for children to be raised and nurtured in an environment that honors these distinctions. We believe that sexual union is to be exclusive to covenantal, heterosexual marriage.

VIII. The End

We believe that Christ will return to judge His enemies and reward His people. There will be a resurrection for every human who ever lived. Some will rise to be judged forever. The people of Christ will rise again to life. The earth will be remade and His people will dwell with Him forever

Required Meetings and Training

As a teacher at Thrive Academy, you will be required to participate in various training throughout the summer and school year. This may include but is not limited to educational philosophy, classroom management, CPR/First Aid, etc. We also plan to have teacher/administration meetings at least once every other month.

Subjects Taught

Teachers will be responsible for teaching all subjects to their assigned student group. Students will be split into groups based on age/grade level with no more than 12 students per classroom. Subjects may include but are not limited to; history, geography, art/artist study, Bible, composer study, science, nature study, cooking, literature, etc. Thrive Academy will provide lesson plans and materials.

Outdoor Time

At Thrive Academy, we have a strong emphasis on outdoor time. We plan for the students to be outside approximately twice a day no matter the weather (barring dangerous/extreme weather). Some of this time will be unstructured play time and some will be in structured nature study. The children will be required to have the appropriate clothing for any weather (rain jackets, boots, snow pants, etc) and we will also expect our teachers to be equipped to be outside to supervise and/or direct. If you are unable or unwilling to do so, we may not be the best fit for you.

Clearances

All teachers and volunteers at Thrive Academy must have appropriate criminal background checks and child abuse clearances. The cost of these clearances will be covered by Thrive Academy.

Appropriate Dress

Teachers and volunteers at Thrive Academy are expected to dress modestly and appropriately for a teaching environment. The following will not be permitted: short skirts or dresses, tank tops, low cut shirts, see-through clothing, off the shoulder shirts, halter tops, or shirts that reveal the midriff. Any images or jewelry that are suggestive, obscene, or distracting may not be worn.

Hours and Salary

Thrive Academy will operate two days a week from approximately Labor Day through Memorial Day. We will have time off for Thanksgiving, Christmas, and Easter.

Each academy day will run from 9:00 AM to 3:00 PM. We expect teachers and staff to arrive at 8:30 AM and finish at 3:30 PM to allow for preparation and wrap up.

We will also plan for some field trips, open houses and other off-site events throughout the year for which teachers will be encouraged to attend.

Thrive Academy teacher compensation will be \$15/hour and will be based off of scheduled school days.