

## Faculty and Staff

Selecting the best faculty for LCA is one of the most challenging responsibilities of the Administration and school board. What should we look for in selecting teachers for our children? LCA looks at the potential teacher's spiritual qualifications, Bible knowledge, and academic preparation.

### ***Spiritual Qualifications***

The Christian school teacher's spiritual qualifications are of utmost importance. Every teacher must have a personal relationship with our Lord Jesus Christ and be born again. Second, we look for Spirit-filled teachers. We specifically look for teachers who have experienced the wonderful baptism in the Holy Spirit. Third, Christian school teachers should expect the anointing of the Holy Spirit and should have the spiritual and natural gifts of teaching. Fourth, Christian school teachers must have the mind of Christ – a Christian world view. Christian school teachers must live a Christian lifestyle twenty-four hours a day. LCA teachers are to be trustworthy, empowered, and in agreement with the mission and vision of the Christian school. Alignment with the Christian purposes and objectives of the school is vital to teaching success. LCA teachers understand parents and guardians have the primary responsibility for the education and nurture of their own children. Teachers provide specialized ministry to help the parent fulfill God-given duties. The teacher never takes the place of the parent. Obviously, the teacher must have authority while the child is in the teacher's care. Further, the teacher must be willing to follow the school's leadership and be creative and constructive when making suggestions. The teacher would never do or say anything that would be detrimental to the school or the kingdom of God.

### ***Bible Qualifications***

Another essential characteristic of teacher selection is to love and understand God's Word. When Christian teachers love the Bible, they communicate that appreciation to their students in words and actions. Ideally, LCA teachers will have completed several Bible classes and faithfully attend Sunday school and church services. The Christian school teacher will be adequately prepared to teach the Bible as a separate subject and to integrate Biblical truths in every subject and student learning activity. The mandate to teach stems from the Great Commission and everything taught in the Christian school must be consistent with the *inerrant and infallible* Word of God. Christian school teachers understand the beginning of wisdom is the fear and reverence of God.

### ***Academic Qualifications***

Further, teachers must possess teaching skills, an academic background, and teaching experience to round out their teaching credentials. LCA teachers will be encouraged to become certified through the *Association of Christian Teachers and Schools*. Christian school teachers should continually improve their academic skills. Teachers at the elementary level must have competency in challenging subject matter including English and other language arts areas, mathematics, science, foreign languages, civics and government, economics, the arts, history and geography. Secondary level teachers must be competent in the assigned teaching subjects.

Teachers also should have competency in various learning styles and method of learning. Teachers will be prepared to help students become productive Christian citizens able to contribute in this world and throughout eternity.

### ***Additional Standards***

Christian school teachers must also meet additional standards. LCA teachers will develop the ability to effectively handle classroom discipline in a Christian manner – consistent with Scripture, school policy and parental concerns. Teachers will make the school as attractive as possible to students while maintaining a high standard of learning (*consistent with the student's ability*). Parents must be accurately informed and actively involved in their child's educational progress. LCA teachers know our school depends on families who make financial sacrifices for their children to attend. Christian school teachers also make financial sacrifices by accepting a salary that is consistent with the income of the school. Our teachers accept the additional challenge to make their students first in Bible knowledge, Christian character, and academics (especially math and science).

### ***A Final Word***

In conclusion, LCA will hire teachers who meet spiritual and Biblical standards. Our priority is to seek first the Kingdom of God and His righteousness. We are convinced that knowledge of the Bible without a college course is more valuable than a college course without the Bible. Luke 2:52 describes the balanced growth of Jesus Christ which included growth in wisdom, physical stature, in favor with God, and in favor with man. Christian school teachers must be prepared to help children and youth grow to be like Jesus.