

**WHAT IT MEANS TO TEACH AT MARANATHA CHRISTIAN COLLEGE.*****Vision***

“Maranatha Christian College, a community of excellence in education, for life and eternity”

***Motto***

“Our Lord Comes”

***Core Values***

- Maranatha Christian College will be God centered and Christ focused.
- Maranatha Christian College will function in partnership with parents and church.
- Maranatha Christian College is committed to having qualified Christian personnel, who are called by God to the ministry of a Christian school, who are spiritually compatible with the College and who model Christ like character.
- Maranatha Christian College is committed to academic excellence to maximize the potential of each student.
- Maranatha Christian College is dedicated to providing facilities, support services and technology in order to equip the whole person (spirit, mind and body) to excel in a rapidly changing society as servant leaders impacting their world for Christ.
- Maranatha Christian College will be a learning community where relationships are more important than structures.
- Maranatha Christian College will have a mission orientation.

***Mission Goals 2004 - 2006***

- Pastoral Care and Spiritual Development
- Creative and Performing Arts
- Excellence in Learning and Teaching
- Quality and Effective Communications
- Development of Physical Resources
- Board Governance and Policy Development
- Funds Development and Stewardship

***Beliefs and Values we share***

In a society where all values are seen as relative, where truth itself is seen as a human construct, it is important for Maranatha Christian College to teach Biblical concepts and values. Maranatha Christian College accepts the following beliefs:

- God is our creator and sustains His creation by His power. The world did not evolve by a random process or chance and thus the world has purpose and meaning.
- God created man and woman in His own image. Each individual person regardless of age, sex, race, wealth or poverty, ability or disability has equal significance and value. People were created to care for and develop the world God created for His glory and their enjoyment.
- The world was made perfect, but sin entered the world by Adam and Eve's rebellion, and this has corrupted the world and introduced suffering, death and imperfection.
- A person is saved by God's grace and through faith in Christ Jesus, God's only son who existed from all eternity, and Who was born of a Virgin, died for our sins, was raised from the dead and sits at God's right hand and will return to the earth to receive His own people and to judge the living and the dead.
- It is the work of the Holy Spirit to regenerate those who believe, creating in them the fruit of His Spirit, endowing them with the spiritual gifts and empowering them to serve God and their fellows.
- God has called those whom He saves to be His people, to live lives worthy of their calling in love and unity with each other. The Christian classroom should be an expression of godly community and should be characterised by love and mercy, justice and worship of God that is expressed in humble service to one another.
- God gave to people the responsibility to have dominion over His world. Each person has a responsibility to care for God's creation and His creatures and the privilege of enjoying His good creation. We should thus value beauty and creativity and reflect these values in our classrooms.
- God has revealed His will to people through the Bible, His authoritative and inerrant guide to how we should live a life of love and service to God and our neighbours. This includes the *Values We Share*, which follows.

We as staff, parents and students of Maranatha Christian College seek to honour God by:

- giving first priority in life to the One true God revealed in the Bible as three persons, Father, Son and Holy Spirit;
- not worshipping material goods, popularity or power;
- not using language that is blasphemous or unclean, and being just and fair in all our dealings with other people and not discriminating unfairly against others because of their race, beliefs, gender, disability or values;
- being willing to work to support to provide our needs and also to set apart time for God and for our relaxation;
- honouring parents and those set in authority over us;
- respecting the sanctity of life in all situations; loving others as oneself and avoiding actions, words or attitudes that will deliberately hurt others;
- respecting the sanctity of marriage as a lifelong commitment rejecting divorce as an option to solving marriage difficulties except as allowed by the Bible, and ensuring that sex occurs only within a monogamous marriage, and that we abstain from pre-marital sex, extra marital sex, and homosexual activities;
- respecting the property and good name of others and not stealing their property or their reputation;
- speaking truthfully and not lying or spreading false or distorted information about others.
- Avoiding greed, lust, pornography, gluttony, addiction and drunkenness.

***Expectations of a Staff Member at Maranatha Christian College******Christian Life and Witness***

Essential conditions of initial appointment and continuing employment at Maranatha Christian College include:

- a. a personal faith in Jesus Christ;
- b. an understanding of, and an acceptance of, the philosophy of Christian education, the beliefs and values of the Christian Community School, as set out above;
- c. a lifestyle that is consistent with the beliefs and values set out in this paper, and that honours Jesus Christ as Lord;
- d. maintaining active fellowship with an evangelical Church.

***Professional Qualifications***

For a staff member to be employed at Maranatha Christian College he or she must:

- a. possess qualifications acceptable to the College and applicable to the position undertaken;
- b. show evidence of ability to relate within the College according to the philosophy of education of the school;
- c. demonstrate competencies commensurate with training and experience.

***Professional Experience***

When employed a staff member shall:

- a. perform duties with competencies commensurate with the staff member's experience;
- b. maintain confidentiality about students' information and information gained from their professional duties;
- c. become involved in the school community, including curricular and extra-curricular activities, taking part in staff worship, staff meetings, students' worship activities, and parent-teacher activities;
- d. demonstrate a professional attitude to work, including being punctual, dressing according to the school staff dress code, being faithful in all allocated duties;

- e. set a positive Christian example to students in language and in lifestyle;
- f. exercise a pastoral duty of care to students and seek to influence students by word and example to live as faithful disciples;
- g. cheerfully accept the authority of the school board, as delegated to the principal and other school leadership;
- h. refrain from non-school activities, including paid employment, which may detract from the ability to fulfil school responsibilities.

### ***Professional development***

The teacher should show a willingness during employment to undertake professional development activities including:

- a. attending conferences and seminars on a Christian philosophy and practice of education, as suggested by the school;
- b. undertaking some appropriate training courses in every five-year period, or as otherwise agreed by the school;
- c. helping other less experienced staff in their development;
- d. taking part, as directed by the principal, in professional development activities arranged by the school.
- e. Being aware of school policies and seeking to implement these in dealing with students and fellow staff.
- f. Handling conflict situations with students, staff, parents or schools authorities using Biblical principles, including:
  - (i) praying personally about any difficulties encountered before discussing the matter with another person;
  - (ii) seeking as far as lies within you to live at peace with all people and to promote peace in relationships;
  - (iii) living in unity with other people through a humble and patient approach;
  - (iv) discussing any matter initially with the person who has caused offence;
  - (v) avoiding spreading gossip about others;
  - (vi) where a person will not respond after discussing the matter on a personal basis, going to that person with an appropriate other person as an aid to reconciliation and as a witness of what takes place;

- (vii) where conflict involves the school authorities being willing to use independent mediation services proposed by the school to seek to resolve the conflict.
- (viii) Where a person still does not respond, referring the matter to the principal or, if it involves the principal, to the chairman of the school board or the pastor of the church, and accepting the results of the intervention of the school authority.

### ***Termination of Service***

A staff member may have his or her services summarily terminated in the event that the staff member:

- Ceases to be actively in fellowship of either the supporting church or another church acceptable to the board of the school;
- Repudiates, denies or subverts, by his or her words or actions or lifestyle, the teachings and standards of the school as expressed in this paper;
- Refuses to accept or obey reasonable directives of the school or board authority; or
- Ceases to possess, or is found not to possess, teaching qualifications acceptable to state registration or certification authorities.

In other cases when a staff member fails to demonstrate the professional requirements and expectations listed above in this paper and, after the school has undertaken reasonable steps to remedy the situation through counselling and a program of professional development then, after due notice, his or her services will be terminated. In the event of other circumstances arising such as:

- Closure of the school or a campus;
- Budgetary constraints;
- Changes in patterns of enrolments or subject choices;

A position may be made redundant and a staff member's services terminated as a result. The school will consult with staff should this situation arise.

**A Charter for Maranatha Christian College*****Maranatha Christian College will be God-centred and Christ-focussed***

- It will accept Jesus Christ as Lord and this will be:
  - Recognised in its ethos, as expressed in its philosophy, policies, curriculum and approaches to teaching; and
  - Evidenced in all its relationships and activities.
- It will accept that faith, love and worship, including obedient service, are the proper responses to God, and these will be evident in all aspects of its life. Prayer will be a vital part of its function.
- It will accept the Bible, as God's infallible revelation to man and this revelation will provide the basis for all teaching and learning, and the development of the student's world and live view.
- It will be governed and staffed by men and women with a clear testimony as born-again disciples of Jesus Christ who are striving to be obedient to His call on their lives.
- It will seek to play its part in leading its students to a saving relationship with Jesus Christ, and to nurture them to grow up into Christ in every area of their lives and to serve him faithfully.
- It will accept the responsibility of the State to ensure that everyone has access to a good education, and will meet its legal obligations, except where these conflict with Biblical standards.
- It will always seek to act with honesty and integrity.

***Maranatha Christian College will function in partnership with parents and the church***

- It will accept that God has given to parents the prime responsibility for the nurture of their children. It recognises that the school's authority is delegated to it by parents. It will encourage, value and support the authority and role of parents and their involvement in the school, and will co-operate with parents in areas that rest primarily with them.
- It will accept that it is part of the ministry of the church and that its staff members have been gifted to the church for ministry in the school. It will recognise the spiritual oversight of the church and seek to work co-operatively with other ministries of the church.
- It will work in co-operation with parents and the church:"
  - to provide an education that enables its students;

- to develop to their fullest their spiritual, academic and physical gifts and talents;
- to appreciate and understand their culture and be effective Christian citizens; and
- to fulfil whatever vocation God calls them to; and
- to provide adequate resources to meet its aim and objectives.

***Maranatha Christian College will be a learning community where relationships are more important than structures***

- It will be led by the Holy Spirit and the fruit of the Spirit will be evident in the lives of the members of its governing body and staff, and in all school relationships. It will seek to uphold Biblical standards of relationship between all members of its community, and will encourage the development of “servant leadership” as a way of life.
- It will recognise that each student is to be loved and valued as a person created in the image of God, and will teach them to support and encourage each other and to work co-operatively for the glory of God.
- It will administer discipline in love, seeking always the growth of the individual for the glory of God and the good of His church. It will be neither legalistic nor permissive; but will always aim to correct without causing offence through insincerity or injustice, or by acting in a harsh or arbitrary way.
- It will train, equip and encourage its staff to exercise their gifts to serve the Lord Jesus Christ, for the building up of His church. This training will involve the development of Biblical and academic understanding, wisdom and discernment, spiritual maturity and relational skills.
- It will honour and support its staff in a way that is worthy of their calling, including proper remuneration and working conditions.

***Maranatha Christian College will have a ‘mission’ orientation***

- It will recognise that the church is in the world as an expression of God’s Kingdom and Christians are called to be part of Christ’s mission to save a lost world. It will see itself as an instrument of God to prepare a people for Himself.
- It will seek to develop in its students an understanding that faith must lead to action, and discipleship must involve an attitude of cheerful service to others in Christ’s name.
- It will seek to encourage its students to be actively involved in the world outside the school in terms of reaching the lost, and helping the weak, the poor, the sick, and the disadvantaged.

- It will be committed to being part of the national fellowship of Christian Schools Australia.
- It will accept the Confession of Faith of Christian Schools Australia Ltd as the basis for this fellowship, and the position from which it will teach, and this Charter as a guide to its ministry.
- It will teach from a creationist position that accepts God as the creator and sustainer of the universe.
- It will work together with other schools in the fellowship and be committed to the development and implementation of a Biblical philosophy and practice of education and a Christ-focused curriculum approach that will aim to develop the gifts of each student and equip them for co-operative service in the Body of Christ and in the community.
- It will pray regularly for other member schools and, while retaining the right to determine its own individual action, will give priority to supporting fellowship activities such as conventions, conferences and seminars.
- It will prayerfully maintain and renew its vision for Christian education and will be involved in regular evaluations of its effectiveness in terms of its own goals and this Charter.