



**NORTH CAROLINA APPLICATION FOR EMPLOYMENT  
AN EQUAL OPPORTUNITY EMPLOYER**

**INTRODUCTION**

Kids 'R' Kids is a full service School of Quality Learning. Each center is individually owned and operated by families such as your own who wish to provide today's parents with Quality Child Care.

At Kids 'R' Kids we teach the often-underestimated art of Quality Child Care along with the needs and expectations of parents and children.

Kids 'R' Kids is rated as one of the top ten Child Care Centers throughout the United States. If employed, you will be expected to perform at the level that rates among the highest in the nation.

Thank you for considering Kids 'R' Kids for your employment needs.

**EQUAL OPPORTUNITY POLICY**

Kids 'R' Kids is an equal opportunity employer. In all our employment practices, including hiring, we are firmly committed to equal opportunity without regard to race, religion, color, sex, age, national origin, citizenship, disability or any other basis of discrimination prohibited by applicable local, state or federal law. No question on this application is used for the purpose of limiting or excluding any applicant's consideration for employment on such grounds.

**ANSWER ALL QUESTIONS. INCOMPLETE APPLICATIONS WILL BE REJECTED.  
PLEASE PRINT**

**APPLICANT'S CERTIFICATION**

Pursuant to North Carolina Department of Human Resources Rules and Regulations for Day Care Centers Administration and Staff Requirements (Director, Assistant Director, Lead Teacher etc.), certify to the following:

1. I \_\_\_\_\_ am not suffering from any physical handicap or mental health disorder, which would interfere with my ability to perform adequately the assigned job duties and in accordance with State Child Care Rules and Regulations of providing for the care and supervision of the children under my care at this time.
2. I \_\_\_\_\_ do not have a criminal record; and,
3. I \_\_\_\_\_ have never been found by credible evidence, e.g. a court or jury, a department investigation, or reliable evidence, to have abused, neglected, or deprived a child or adult, or to have subjected any person to serious injury as a result of intentional, or grossly negligent misconduct as initially evidenced by an oral or written statement to this effect obtained by the administrator from the employee at the time of this application.
4. I will comply with all state requirements for initial certification and to continue certification.

\_\_\_\_\_  
Signature of Applicant

\_\_\_\_\_  
Date

**DRUG POLICY**

**NO DRUG USE POLICY:** Kids 'R' Kids does not hire persons who use illegal drugs. All persons hired at Kids 'R' Kids will be required to take and pass a strict screen for illegal drugs, and may be subject to periodic tests for illegal drugs.

I hereby certify that I {check one} do  do not  use illegal drugs.

\_\_\_\_\_  
Signature of Applicant

\_\_\_\_\_  
Date



**PERSONAL INFORMATION**

|                    |           |               |        |
|--------------------|-----------|---------------|--------|
| Application Date   | Last Name | First Name    | Middle |
| Street Address     | City      | State         | Zip    |
| Home Telephone:    | ( )       | Cell:         | Work:  |
| Emergency Contact: | Phone:    | Relationship: |        |

Are you a citizen of the United States? Yes  No

Would you be known to any employer, school or reference under another name? Yes  No

If so, indicate what names:

Are you 18 years of age or older? Yes  No

If applying for Director's position, are you 25 yrs of age or older. Yes  No

Specify position(s) desired. (An "ANY" response is unacceptable.)

|                                   |   |                                       |                                  |                                     |                                    |                                     |                                |
|-----------------------------------|---|---------------------------------------|----------------------------------|-------------------------------------|------------------------------------|-------------------------------------|--------------------------------|
| Director <input type="checkbox"/> | Assistant Director <input type="checkbox"/> | Lead Teacher <input type="checkbox"/> | Teacher <input type="checkbox"/> | Substitute <input type="checkbox"/> | Dietitian <input type="checkbox"/> | Bus Driver <input type="checkbox"/> | Other <input type="checkbox"/> |
|-----------------------------------|---|---------------------------------------|----------------------------------|-------------------------------------|------------------------------------|-------------------------------------|--------------------------------|

Check Preferred Age Group:

|                                      |  |  |                                  |                                  |                                |                                |                                     |
|--------------------------------------|--|--|----------------------------------|----------------------------------|--------------------------------|--------------------------------|-------------------------------------|
| 6 wk - 12mo <input type="checkbox"/> | 12 mo - 18 mo <input type="checkbox"/> | 18 mo - 24 mo <input type="checkbox"/> | 2 - 2 ½ <input type="checkbox"/> | 2 ½ - 3 <input type="checkbox"/> | 3 - 4 <input type="checkbox"/> | 4 - 5 <input type="checkbox"/> | School Age <input type="checkbox"/> |
|--------------------------------------|--|--|----------------------------------|----------------------------------|--------------------------------|--------------------------------|-------------------------------------|

|                       |     |                    |                                    |                                    |                                     |
|-----------------------|-----|--------------------|------------------------------------|------------------------------------|-------------------------------------|
| Salary/Wage expected: |     | Employment Desired | Full Time <input type="checkbox"/> | Part-time <input type="checkbox"/> | Temporary: <input type="checkbox"/> |
| \$                    | Per |                    |                                    |                                    |                                     |

If hired, when could you start work? Date: \_\_\_\_\_.

Have you ever filed an application or been employed here before, or at another Kids 'R' Kids? Yes  No

If yes, when? Date: \_\_\_\_\_

List any relatives or friends working at any Kids 'R' Kids. (Give name and relationship)

Have you ever been convicted of a crime (including any guilty, no contest or similar pleas)? Yes  No

[Exclude minor traffic violations unless applying for bus driver position.] If yes, give all details.

Are you currently on layoff status, leave of absence or other suspension of employment and subject to recall with another employer? Yes  No  If yes, give all details.



**PERSONAL REFERENCES**

Legal considerations require us to request that you not include your previous employer, minister, pastor, and do not list any relative.

| NAME | ADDRESS | TELEPHONE | OCCUPATION |
|------|---------|-----------|------------|
|      |         |           |            |
|      |         |           |            |
|      |         |           |            |

**SOURCE**

How did you learn about us? Friend  Relative  Advertisement

State Employment Service  Private Employment Agency  Name of Agency \_\_\_\_\_

**EDUCATION**

|                   | NAME | CITY/STATE | YEARS | TYPE OF DEGREE | MAJOR AREA OF STUDY |
|-------------------|------|------------|-------|----------------|---------------------|
| High School       |      |            |       |                |                     |
| College           |      |            |       |                |                     |
| Business School   |      |            |       |                |                     |
| Vocational School |      |            |       |                |                     |
| Other Training    |      |            |       |                |                     |

Are you current in First Aid/CPR training? Yes  No

Please list certificates:

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**PERSONAL HISTORY**

**Smoking is NOT PERMITTED in the center or anywhere on the premises or bus.**

Do you have access to transportation? Yes  No

Do you have children that will attend Kids 'R' Kids? Yes  No  If yes, please list:

| NAME | AGE | GRADE |
|------|-----|-------|
|      |     |       |
|      |     |       |
|      |     |       |

Would you be willing to participate in a training program for teachers? Yes  No

Are you involved in any extracurricular activities outside of your job? Yes  No

If yes, please list activities that would affect your attendance.

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**EMPLOYMENT RECORD**

| Employer | Dates |    | Salary   |       |
|----------|-------|----|----------|-------|
|          | From  | To | Starting | Final |

Address: \_\_\_\_\_ Phone Number: \_\_\_\_\_

|            |                 |
|------------|-----------------|
| Job Title: | Work Performed: |
|------------|-----------------|

Supervisor: \_\_\_\_\_ Reason for leaving: \_\_\_\_\_

| Employer | Dates |    | Salary   |       |
|----------|-------|----|----------|-------|
|          | From  | To | Starting | Final |

Address: \_\_\_\_\_ Phone Number: \_\_\_\_\_

|            |                 |
|------------|-----------------|
| Job Title: | Work Performed: |
|------------|-----------------|

Supervisor: \_\_\_\_\_ Reason for leaving: \_\_\_\_\_

| Employer | Dates |    | Salary   |       |
|----------|-------|----|----------|-------|
|          | From  | To | Starting | Final |

Address: \_\_\_\_\_ Phone Number: \_\_\_\_\_

|            |                 |
|------------|-----------------|
| Job Title: | Work Performed: |
|------------|-----------------|

Supervisor: \_\_\_\_\_ Reason for leaving: \_\_\_\_\_

| Employer | Dates |    | Salary   |       |
|----------|-------|----|----------|-------|
|          | From  | To | Starting | Final |

Address: \_\_\_\_\_ Phone Number: \_\_\_\_\_

|            |                 |
|------------|-----------------|
| Job Title: | Work Performed: |
|------------|-----------------|

Supervisor: \_\_\_\_\_ Reason for leaving: \_\_\_\_\_



Explain any employment gaps. If you need additional space, please continue below or on a separate sheet of paper.

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What is your philosophy in educating preschool children?

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What is your experience with children? (Indicate ages of children and duties other than those listed in the employment record.)

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**AGREEMENT AND CERTIFICATION**

(PLEASE READ THE FOLLOWING CAREFULLY AND SIGN IN THE SPACE PROVIDED)

I hereby certify that the facts set forth in this employment application (and accompanying resume, if any) are true and complete to the best of my knowledge and I agree and understand that any misrepresentation of information or failure to disclose information, during the employment application process, may disqualify me from further consideration for employment, and if employed, will subject me to dismissal. If I am offered employment, I understand I may be required to submit to a physical examination designed to determine whether I am able, with or without reasonable accommodation, to perform the essential functions of the job offered, as specified by Kids 'R' Kids, and that final acceptance for employment is subject to me successfully passing this physical examination. I further understand that any misrepresentation of information, or failure to disclose information at the time of my physical, may result in employment disqualification or dismissal.

I understand that in connection with my application for employment, an inquiry into my background may include an investigative consumer report, which provides applicable information concerning character, general reputation, personal characteristics and mode of living. I understand that I have the right to make a written request within a reasonable period of time for information as to the nature and scope of any such report.

If employed, I agree to conform to all Kids 'R' Kids rules and regulations and all Federal, State, and local rules and regulations. In this regard, I understand that Kids 'R' Kids may at its discretion conduct searches of lockers, lunch boxes, clothing, purses, briefcases, vehicles, desks, work areas, and other personal or Kids 'R' Kids property, and I hereby consent to such search. I also understand and agree that if employed, my employment is for an indefinite period of time, that either Kids 'R' Kids or I may terminate my employment at will at any time, with or without cause or notice. I hereby disclaim the existence of any contract of employment, either expressed or implied.

I understand that Kids 'R' Kids prohibits the use of, or presence of tobacco in any form while at the center or on its property. In addition to buildings, parking lots, and playgrounds the term property includes all vehicles used by Kids 'R' Kids to transport children and any location of any fieldtrip or extra curricula activity organized or sponsored by the center.

This application is current only for 60 days. At the conclusion of this time, if I have not heard from Kids 'R' Kids and still wish to be considered for employment, I understand that it will be necessary for me to submit a new application.



This agreement contains and represents the entire agreement between Kids 'R' Kids and me concerning the topics discussed herein. There are no oral or collateral agreements of any kind concerning such topics. I further understand and agree that this agreement cannot be orally modified and that any subsequent modification of this agreement including the at-will state of employment I seek, must be in writing and duly executed by the president of Kids 'R' Kids or his or her designee.

I certify that I am a true and bona fide job applicant honestly interested in the position(s) for which I have applied, and am seeking employment with Kids 'R' Kids solely to provide me the benefits of a job and for no other purpose.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

**AUTHORIZATION TO RELEASE INFORMATION**

I agree and understand Kids 'R' Kids and its agents may investigate or seek information concerning my background and/or previous employment, whether of record or not. I further agree and understand that if employed, Kids 'R' Kids may at any time seek any information from whatever source in its discretion deemed relevant to my employment. Accordingly, I hereby authorize previous employers and references listed in my application, any medical facility, or related personnel, or any other source contacted by Kids 'R' Kids any and all information concerning my previous employment, my medical condition, or medical treatment, or any other information they may have, personal or otherwise. I hereby release Kids 'R' Kids and its agents, my previous employers, any medical facility, or related personnel, and any other persons or entities whatsoever involved in such an investigation or inquiry from all liability of any kind, including any damages on account of such information.

*I further understand that my Criminal Records Check will be sent in the date of hire and my employment at Kids 'R' Kids #8 NC may be terminated if my Records Check is not in compliance with State and Child Care Standards.*

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

Notes:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

## PERSONNEL ATTITUDES SURVEY

These phrases refer to 2- to 6-year-old children and to teaching them in a preschool situation. Please complete each phrase in as few words as possible. Complete them quickly, briefly, and honestly. There are no right answers, only the way you feel.

1. Children are wonderful, but \_\_\_\_\_  
\_\_\_\_\_
2. When a child cries, it makes me feel like \_\_\_\_\_  
\_\_\_\_\_
3. When I speak to children \_\_\_\_\_  
\_\_\_\_\_
4. Children who are not potty trained \_\_\_\_\_  
\_\_\_\_\_
5. What children *want* to make them happy is \_\_\_\_\_  
\_\_\_\_\_
6. What children *need* most is \_\_\_\_\_  
\_\_\_\_\_
7. A child feels unhappy when \_\_\_\_\_  
\_\_\_\_\_
8. Children are naughty because \_\_\_\_\_  
\_\_\_\_\_
9. Children who "pretend" \_\_\_\_\_  
\_\_\_\_\_
10. Friends are important to children because \_\_\_\_\_  
\_\_\_\_\_
11. Children get into everything because \_\_\_\_\_  
\_\_\_\_\_
12. Children learn the most when \_\_\_\_\_  
\_\_\_\_\_
13. Children's art \_\_\_\_\_  
\_\_\_\_\_
14. Before children go to kindergarten they should know \_\_\_\_\_  
\_\_\_\_\_
15. My favorite activity with children is \_\_\_\_\_  
\_\_\_\_\_
16. My favorite story or picture book for children is \_\_\_\_\_  
\_\_\_\_\_
17. My favorite children's game is \_\_\_\_\_  
\_\_\_\_\_

18. My favorite TV show for children is \_\_\_\_\_  
\_\_\_\_\_
19. Something that always makes me smile is \_\_\_\_\_  
\_\_\_\_\_
20. Something that makes me so angry is \_\_\_\_\_  
\_\_\_\_\_
21. When I first get up in the morning, I feel \_\_\_\_\_  
\_\_\_\_\_
22. My childhood was \_\_\_\_\_  
\_\_\_\_\_
23. What I consider a real mess is \_\_\_\_\_  
\_\_\_\_\_
24. The kind of mess that doesn't bother me is \_\_\_\_\_  
\_\_\_\_\_
25. The teacher I remember most from my childhood (describe the teacher) \_\_\_\_\_  
\_\_\_\_\_
26. Teachers need \_\_\_\_\_  
\_\_\_\_\_
27. Teachers should \_\_\_\_\_  
\_\_\_\_\_
28. Supervisors \_\_\_\_\_  
\_\_\_\_\_
29. I am easy to get along with because \_\_\_\_\_  
\_\_\_\_\_
30. I think my two most important jobs as a preschool teacher will be \_\_\_\_\_  
\_\_\_\_\_
31. Preschool should be \_\_\_\_\_  
\_\_\_\_\_
32. I want to work at this preschool because \_\_\_\_\_  
\_\_\_\_\_