



TARA PATTANA

INTERNATIONAL SCHOOL THAILAND

Information for Teaching Applicants

2025-2026

Tara Pattana International School's Cultural Fit

Working in a school where you are not aligned with the culture is a potentially unhappy experience. So we all need to have alignment if you come to work here.

We believe in our mission which is 'high expectations of teaching and learning that inspire students to reach their full potential in a caring and diverse international community'.

We believe that we take care of our staff, students and parents.

We believe that all teachers have a professional obligation to improve as teachers and stay up-to-date with current educational research and subject knowledge.

We believe the cornerstone of education is building knowledge.

We include rich learning experiences, communication activities and cultural capital for our students.

We expect the best of ourselves and each other.

We believe an evidence-informed approach to teaching and learning helps us identify what works best in the classroom.

We live by the values of working hard to build **Knowledge**, acting with **Integrity**, **Nurturing** dreams and aspirations and respecting our **Diverse** school community. Being **KIND**.

We believe that hard work is the key to success for staff and students.

We welcome diverse ideas and teamwork to solve problems.

We believe that feedback should be timely and respond to the needs of the individual student so that they can make the necessary improvements.

We believe in not judging anyone - students or colleagues - by their worst moments.

We believe in giving students the opportunity to do better when they fall short of community expectations.

We believe that reading is the single-most important activity for students to achieve academic success and we place a very high value on proven reading strategies such as whole-class reading.

We expect that all teachers will be committed to supporting our all-through school ethos and have the flexibility to work out of their own subject, year group and key stage in order to fully participate in our school community.

School Background

Tara Pattana International School was established in 2011. We broadly follow the National Curriculum for England, adapted to blend with Thai cultural values. TPIS is an all-through school with classes from Nursery (from 2 years) to Year 13. EY, Primary and Secondary are all located on the same site. Most children on the roll are mixed-culture Thai/Other followed by Thai, Chinese, Russian, Korean and other nationalities. Current enrolment is around 350; the school has capacity for around 400+ students (two-form entry throughout EY, Primary and KS3).

School facilities

Our school facilities include open-plan learning spaces with indoor and outdoor learning facilities. We have a well-stocked library, an outside games field with synthetic astroturf, grass football pitches, indoor sports centre, basketball courts, tennis courts, school garden, separate EYFS and /Primary playgrounds, a cooking room, dance and ballet studio, purpose built art and music facilities and a 25m swimming pool.

School Accreditation

We are a fully accredited International School by EDT at Silver level. Education Development Trust [Education Development Trust](#) has a well-established history of accrediting international schools in Thailand and is expanding this through Southeast Asia to the rest of the world. EDT have a particular expertise in the evaluation of school quality.

The Mission

High expectations of teaching and learning
that inspire students to reach their full potential in a caring and diverse international community

Learning Programme

Our learning programme has six interlinking elements designed to create caring, resilient individuals who can demonstrate leadership in a globalised world:

- **Academics:** A rigorous academic programme
- **Activities:** A range of activities to include the arts, sports, leadership and clubs.
- **Outdoor Education:** Learning outdoors in the real world. Challenges to build leadership and resilience.
- **Learning for Life:** Character education and life skills to prepare students for dealing with personal and social challenges that all young people face.
- **Community Service:** Empowering students to connect with others, take action and help the local community.
- **Global Citizenship:** Intercultural learning that allows students to connect with other cultures.

Teaching and Learning Approach

At TPIS, we believe all students have a right to access a broad and balanced curriculum that is rich in knowledge and comprehensive in approach. We provide a rigorous, knowledge-rich education with a global perspective for students of Early Years, Primary and Secondary ages that draws its strength from the National Curriculum of England, and adapts to blend with the values of Thai culture.

We include opportunities for public speaking, involvement in performing and visual arts, problem-solving, hands-on experiences, outdoor learning, physical education. We include day trips to museums and galleries, and to explore the local area and further afield.

Teaching Loads

The week has 30 x 55 minute periods per week

Primary Classroom, Specialist teachers & Secondary subject teachers: approximately 85%

Middle Leaders: approximately 75%

Senior Academic Leaders: approximately 65%

Teachers deliver up to 3 CCAs and are also required to do supervision duties as the needs of the school demand. As in all international schools, there is the expectation that teachers will - on occasion - be required to accompany students on day trips, residential trips or other educational and sporting trips that may take place at weekends or require overnight stays. Teachers are also expected to attend and support marketing and community events that may take place at the weekend (usually twice per year).

The Teaching Day & Week

Monday, Tuesday & Thursday

8.30am: National Anthem / Flag Ceremony / Line up / Registration

8.35am: Period 1

3.40pm - 4.30pm: Compulsory CCAs for Y1 - Y13

3.30pm Monday - Friday - School day finishes for Early Years but children can be collected from 3.00pm

4.30pm: School day finishes

Wednesday & Friday

8.30am: National Anthem / Flag Ceremony / Line up

8.35am: Registration

3.30pm: School day finishes for all students but EYFS can be collected from 3.00pm

3.40pm - 4.45pm - Staff CPD

Optional paid for Extra Curricular Activities (ECAs)

CPD

There is an expectation that teachers will take responsibility for their own professional development and keep up-to-date with current educational practices and have a working knowledge of recent cognitive science finding through professional reading and the school has a well-stocked CPD library. CPD is also provided in-house and time is devoted every Wednesday afternoon to teachers' CPD - either whole-school, at a phase or subject level or individual.. This is an opportunity for evidence-based teacher training, coaching and to share ideas, resources etc. Attendance is compulsory and all teachers are encouraged to contribute to these sessions. The school will also consider and fund individual requests for external CPD.

Phase or department meetings may also take place at other times, e.g. mornings, lunchtimes etc., as arranged by Heads of Year, SLT or in consultation with department colleagues.

Conditions of Service

All TPIS expat teaching staff must meet our minimum qualifications:

- a 4-year Bachelor of Education degree (or equivalent); or
- a Bachelor degree with PGCE, QTS (UK); or HDip (Ireland); or
- a Bachelor degree with iPGCE (UK); or
- a Bachelor degree with Teaching License (USA,Canada); or
- a Bachelor Degree with Dip.Ed. (Australia, New Zealand).

Other qualifications may be considered depending on whether they are approved by the Thai Ministry of Education and the licensing authority.

ESL/EAL/ELLS teachers must have, in addition to one of the four qualifications above:

- a recognised EAL qualification such as TEFL, DELTA or CELTA diploma.

A suitably experienced candidate would ideally have both international and home country experience of teaching.

Documents requested and Safeguarding Check

1. Passport details and current visa if working in Thailand (at least 1 month remaining)
2. Original certificates and degree(s).
3. Transcripts of qualifying degree.

NOTICE: Degree certificate and transcripts must be notarised by a lawyer from the home country or by the embassy in Thailand.

4. The educational degree certificate must be certified by local or overseas embassy or consulate of the foreigner and by the Legalization Division, Ministry of Foreign Affairs of Thailand. PAID FOR BY TEACHER.
5. Police clearance certificate from home country, the country you are currently working in and Thailand if hired locally. PAID FOR BY TEACHER.
6. English test for Non-Native speakers with an acceptable pass scoring: TOEIC (605) / TEFEL (550) / IELTS (65). Not required for those holding passports from UK, Ireland, USA, Canada, Australia or New Zealand.
7. Two references.. One reference must be from your current School Principal.

Permits

Initial single non-immigrant B visa – paid by the employer for the employee and legal dependants

Renewal of non-Immigrant B visa – paid by the employer for the employee and legal dependants

Work Permit - paid by employer annually

Teaching Licence – paid by the employer annually

Overstay fees are the responsibility of the employee

Medical Insurance

The health and accident insurance for the Teacher and two legal dependants (spouse or child) is provided. The conditions and benefits of insurance shall be as per the School's policy.

Tax

Teachers are required by Thai Law to pay income tax on all earnings including responsibility allowances. However, please note that your flight allowance, relocation allowance and expense claims are not subject to tax deduction. The due amount, determined by Thai Law, will be deducted from your gross remuneration each month or pay period. The school will prepare the tax returns for you to sign yearly. Usually, the school will make any final adjustment toward the end of the calendar year so that you will not have any refund or any tax to pay.

Teacher Accommodation

We can also offer single teachers a room rent-free, if available, or a housing allowance of 5,000THB for the first year of contract only to help with settling-in. There are 8 rooms available. Teachers are responsible for

paying utility bills. Depending on the requirements of new teachers and the school it could be possible to stay in the teachers' accommodation for the duration of your contract. Any changes would be discussed at contract renewal or at the end of the teacher's first year in the accommodation.

Responsibility Allowances

Please note that these responsibility points will be brought into effect as numbers in the school rise on a case-by-case basis. Even if a teacher has responsibility for a subject area the allowance will need to be re-negotiated at contract renewal time. These positions offer successful applicants experience in leading subjects or in middle management. Recipients report directly to their line manager.

Contractual Requirements

All teachers are required to be in school no later than 8.00am in the morning and should not leave the campus before 3.45pm Monday - Friday. Teachers may need to stay up to 4.45pm on Wednesdays for staff meetings and CPD. Teachers should not leave school before 3.45pm on Fridays.

New Staff Orientation

Staff recruited to commence the new school year at TPIS will receive further details in a booklet. Key points covered will include:

- Pre-arrival preparation and paperwork
- Arrival at the airport and pick up
- Non-Immigrant B Visa procedures
- Work Permits, Taxation and entitlements
- Accommodation on arrival
- Helpful hints on Thailand and Thai Culture/customs
- Bank opening
- Medical services

Living in Pattaya

Thailand is renowned for its high quality of life at a relatively low cost. It offers excellent healthcare, modern conveniences and a wide range of recreational activities. Chonburi, located on the eastern Gulf of Thailand, is a vibrant province that combines urban convenience with natural beauty. TPIS is situated close to the centre of Pattaya which is an exciting place to live and work. There are diverse dining options, exciting nightlife and family-friendly attractions. You can explore the beautiful beaches of Bang Saen and Jomtien, visit the scenic islands of Koh Si Chang, Koh Lan, Koh Samet and Koh Chang or engage in watersports such as diving, snorkelling and jet skiing. Nature enthusiasts will enjoy hiking and wildlife watching in Khao Kheow Open Zoo and Nong Nooch Tropical Botanical Gardens. There are also many cultural attractions within less than a 30 minutes drive from the school. Although a thriving city, Pattaya benefits from significantly less traffic than Bangkok making daily commutes and travel more pleasant and convenient. Pattaya is approximately 1.5 hours from Suvarnabhumi Airport which provides excellent connections for international travel.

There are lots of places to stay near the school that are only a 25-minute drive to Beach Road in Pattaya City. The school's location is quieter, has less traffic and lots of green space. Popular areas near the school with shops and restaurants include Khao Talo, Pattanakarn Road, Mabprachan Lake and Soi Siam Country Club.

are committed to safeguarding and promoting the welfare of children and young people. We expect all staff and volunteers in Thailand to share this commitment. Short-listed applicants will be subject to appropriate safeguarding checks, such as a satisfactory Police Clearance Certificate from their home country, and

professional references will be taken up. Siam Motors and Highgate School are committed to equal opportunities for employers. We aspire to attract staff that represent the social and cultural diversity of students and families in an international school setting.

Although Pattaya is a relaxed city, teachers are reminded of their obligations to uphold professional teacher standards both in- and out-of-school. This includes such things as wearing motorcycle helmets even though there is a more relaxed view of this practice amongst locals.

Pay scales

| Number of contracts / years of experience in international schools or schools in countries where English is the first language | Bachelor's degree in a curriculum subject or Bachelor's of Education and full teaching certificate from a British, Irish, Australian, New Zealand, USA or Canadian institution | Bachelor's degree in a curriculum subject or Bachelor's of Education from a British, Irish, Australian, New Zealand, USA or Canadian institution and working towards attaining full teaching credentials through iPGCE / MoE | Bachelor's degree in a curriculum subject <u>and full teaching certificate</u> from an EU country whose first language is not English, with a TEFL | Bachelor's degree in a curriculum subject with *TOEIC (600) / TEFEL (550) / IELTS (6.5) and working towards MoE requirements for full teaching licence |
|--|--|--|--|--|
| 1 | 80,000 | 60,000 | 50,000 | 35,500 |
| 2 | 82,500 | 62,500 | 51,800 | 36,700 |
| 3 | 85,000 | 63,000 | 53,500 | 38,000 |
| 4, | 87,500 | 67,500 | 55,400 | 39,300 |
| 5 | 90,000 | 69,000 | 57,300 | 40,700 |
| 6 | 92,500 | 71,500 | 59,300 | 42,100 |
| 7 | 95,000 | n/a | 61,400 | n/a |
| 8 | 97,500 | n/a | 63,600 | n/a |
| 9 | 100,000 | n/a | 65,800 | n/a |
| 10 | 102,500 | n/a | 68,100 | n/a |
| 11 | 105,000 | n/a | 70,500 | n/a |
| 12 | 107,500 | n/a | 72,900 | n/a |
| 13 | 110,000 | n/a | 75,500 | n/a |
| 14 | 112,500 | n/a | 78,000 | n/a |
| 15+ | 115,000+ + | n/a | 80,000 + | n/a |