



English as an Additional Language Teacher

DIVISION

Elementary School

HIRING MANAGER

Elementary School Principal

POSITION DESCRIPTION

Full Time (2-Year Initial Contract)

POSITION OVERVIEW

The ES EAL Teacher supports ES learners in developing English proficiency through co-teaching, co-planning, and co-assessment with homeroom teachers. Using the Sheltered Immersion Model and data-driven instruction, they scaffold learning for diverse students while advocating for multilingualism. EAL teachers assess and monitor progress using the WIDA framework, ensuring growth in language proficiency to support both academic and social success.

SCHOOL OVERVIEW

ISB was founded in 1951 as the first international school in the Kingdom of Thailand. Since our inception we have provided access to an American curriculum education for those wishing to matriculate to the finest global universities. We are proudly international and serve a community representing over 60 nationalities.

At ISB, we believe that all students are able to learn at the highest levels when nurtured in a community of high expectations and incredible support. We're seeking educators who are excited by the challenge of honoring each child's unique ability and inspires our students to be curious, engaged, and committed to their learning journey.

We are inspired by a future of endless possibilities and are eager to embrace the opportunity to shape what's next. We are a school seeking continuous improvement and share a collective commitment to continuously pursue meaningful growth in our diverse and dynamic community. If you dare to dream, have the courage to begin, and the determination to transform learning for our students we invite you to learn more about our shared vision and the exciting opportunities ahead.

Safe Recruitment Statement

At ISB, student safety and well-being are our top priorities. We are committed to safeguarding children and young people, and expect all staff and volunteers to share this commitment.

As part of our recruitment process, applicants undergo thorough checks, including identity and qualification verification, professional references, and comprehensive background screenings (criminal, civil, and social media). Additional checks may be conducted as needed to ensure the highest standards of due diligence.

Culture of Connection

At ISB our strength is our community. We value the very nature of being an international school that engages with a spectrum of cultures and identities. As a community, we are committed to fostering connection that is centered around respect and the celebration of differences. ISB stands firmly against all forms of discrimination and fosters an inclusive culture that prepares our thinkers to thrive within a cosmopolitan and ever evolving future.

POSITION RESPONSIBILITIES

ISB's Community of Practice

ISB is a Professional Learning Community built on a deep commitment to collaboration. We rely on every educator to actively engage in this work, using student evidence to guide decisions and respond to the evolving needs of our learners. Together, we ensure that all students achieve at high levels and make at least a year of growth. Each teacher's role in this shared effort is essential to realizing that commitment.

We see education as a journey of continuous improvement and are seeking dedicated, student-focused educators to join us. ISB strives to be a model of excellence, continually evolving to prepare students for both their present and future. By working together, we will enhance the learning experience and ensure every student thrives.

Leading the Learning

Teachers at ISB:

- Provide meaningful, intentional learning opportunities aligned with the practices, standards, benchmarks, and learning outcomes of the ISB curriculum, along with its Vision, Mission, Core Values, and Community of Practice
- Actively participate in collaborative team meetings with a growth mindset and focus on improving learning for all students
- Partner with counselors, administration, and other staff to ensure care and support for the social, emotional and learning success of students
- Assess student learning and provide timely, quality feedback to improve student learning
- Adjust for learning needs based on students' needs using a data informed approach
- Demonstrate skill at differentiating within the classroom for students needing extension and enrichment as well as those needing support
- Engage in professional development to ensure research-supported practices in the instruction and care of children are used at ISB
- Communicate directly and collaboratively with parents or guardians to positively improve student learning and/or well-being
- Positively contribute to school culture through positivity, care for others, and shared sense of purpose and community
- Maintain a mindset of high expectations facilitated through systems of high support

Other Duties

- Support student participation and connection through sponsorship of a student club or non-stipended extracurricular activity
- Assist with assessment of new students including evaluating English proficiency and meeting with families
- Collect and analyze WIDA and other assessment data to monitor progress and inform instructional planning
Facilitate data-focused protocols with teachers and teams to ensure student needs are understood and met
- Advocate for the value of multilingualism and support a culture where all languages are respected and celebrated

POSITION REQUIREMENTS & QUALIFICATIONS

The ideal candidate will:

- Hold a valid teaching license or certification; Hold a valid EAL certification (e.g., TESOL, Applied Linguistics, or equivalent) and preferably a Master's degree in a related field
- Have experience with, and a belief in, an inquiry approach to teaching and learning
- Have experience teaching English Language Learners
- Have experience using data to inform instruction through a Professional Learning Community (PLC)
- Be invested in pedagogical best practice and alignment with current educational research
- Model the ISB Professional Standards of Integrity, Responsibility, Respect, Care, Collaboration, and Commitment
- Exhibit an appropriate sense of humor
- Demonstrate a proven ability to scaffold instruction to support language acquisition
- Understand and apply the Sheltered Immersion Model to classroom practice
- Have experience assessing language proficiency and using WIDA data to track growth
- Demonstrate skill at differentiating instruction and using translanguaging strategies to support diverse learners
- Have experience with MTSS/RTI frameworks, particularly in supporting Tier 2 interventions

WORKING REQUIREMENTS

- Some evening and weekend commitments to support school events
- Active engagement in the curricular and co-curricular life of the school
- Chaperoning and/or leading international and local student trips

TERMS OF EMPLOYMENT

- Two year initial contract including competitive salary and benefits package
- First year teacher contract is 193 days (additional time for onboarding), second year onward, 189 days (181 student contact days and 8 professional learning)
- All candidates must pass stringent background checks, particularly in areas of child safeguarding.



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