



## Celebrating 60 Years of Excellence in Education

Ruamrudee International School (RIS) has spent 60 years honing its ethos, learning from its collective experience, and refining its rich academic tradition. Today, RIS is one of Thailand's leading international schools and is a model of excellence and innovation in global education.

Established in 1957 by the Redemptorist Fathers, RIS was one of the first schools in Asia to be accredited by the Western Association of Schools and Colleges (WASC) and the Thai Ministry of Education. RIS is also a member of the East Asia Regional Council of Overseas Schools (EARCOS) and the Council of International Schools (CIS).

*Ruamrudee* is a Thai word meaning “union of hearts,” and this name perfectly captures the school’s philosophy of welcoming all children and creating an environment of care and compassion. RIS embraces a progressive, innovative approach to education, emphasizing global citizenship and character development in a multicultural community.



Located just outside of Bangkok on a 29-acre clean-air campus, RIS is less than half an hour from Suvarnabhumi International Airport and is supported by a thriving suburban community. With separate buildings for each school section, multiple performing arts venues and theaters, two libraries, a recording studio, and computer labs, RIS offers a full range of vibrant educational opportunities.

Its newest state-of-the-art facilities include 21st-century learning spaces, a culinary arts center, a FINA-standard Olympic swimming pool, Makerspaces, and robotics lab.

RIS is organized into three sections (Elementary, Middle, and High School) and serves close to 1,200 local and expatriate students from PreK 2 through grade 12. The students are predominantly Thai (83%), followed by American (4.5%), Indian (4%), and Japanese (2%). The remaining students represent 22 other nationalities, many of whom are dual passport holders.

## Vision

Ruamrudee International School will be known globally as a hallmark of international education, nurturing intellectual development, moral character, and physical well-being, while fostering compassion through action and shaping the lives of tomorrow's leaders.

## Mission

Ruamrudee International School is a Catholic school that provides an interfaith, inclusive, and academically rigorous education for students to be balanced, successful, and compassionate individuals.

## Student Learner Outcomes (Principles of Phoenix)

### Head (Knowledge)



- Creative
- Critical Thinkers
- Open-minded

### Hands (Skills)



- Effective Communicators
- Collaborative
- Resourceful

### Heart (Values)



- Embrace diversity
- Lead happy and healthy lives
- Help others

## Candidates



Our commitment to providing a quality international education to our students begins with recruiting highly educated, caring, and committed teachers from around the world.

RIS teachers are experienced educators with a wealth of knowledge and a demonstrated dedication to the field of education. They are committed to the learning and development of each student and work collaboratively to provide a comprehensive academic program that ensures each student reaches his or her potential.

The current 162-member faculty is an internationally diverse group, with the three largest populations coming from the U.S (55%), Thailand (12%), and Canada (9%), with others from Australia, Europe, and Asia. Among these teachers, 73% hold Master's degrees and 3% hold a PhD. The average years of service for faculty is 8 years, although 8% of our faculty have been employed with RIS for more than 20 years.

Candidates for teaching positions at RIS are expected to have at least a bachelor's degree and current in-field certification. More than two years of experience in a K–12 school is preferred. New teachers recruited at overseas job fairs are asked to sign an initial 2-year contract. One-year or single-semester contracts may be offered when hiring locally or for short-term replacements. All contracts may be reviewed when the term of employment ends.

## Administration

The core of excellence at RIS is the talented faculty and administration. A principal and assistant principal head each of the three sections: Elementary, Middle, and High School.



The Senior Administrative Team includes the Head of School, School Director, School Manager, and Director of School Advancement. Aside from the Head of School, the latter three positions are held by Redemptorist priests. The Administrative Council includes the Head of School, the Curriculum Directors, section administrators, Director of Pupil Services, Director of Athletics, and Director of HR. This team works with section administrators in planning and managing school functions.

There are also trained and experienced counselors in each of the three sections, as well as librarians and resource staff for the Elementary and Middle/High Schools. Three full-time nurses oversee the school's clinic.

## Facilities & Resources

RIS is committed to providing outstanding facilities to fully support the delivery of a quality program in keeping with student learner outcomes and the learning environment. In honor of the school's 60th anniversary, the school has also developed a long-term facilities plan to renovate the buildings and infrastructure on campus and also reflect the school branding. To date, significant renovations have been started and updates to the ground facilities have also begun.

Current RIS campus and facilities include:

- Separate buildings for each section (with several annexes) on a 29-acre clean-air campus
- Air-conditioned classrooms
- Playground, music rooms, dance room, fitness room, and multipurpose rooms
- Purpose-built science labs
- 250-seat state-of-the-art Performing Arts Center
- 72,564-cataloged books in school libraries
- A FINA-standard Olympic swimming pool and a 25-meter, 4-lane swimming pool



- 3 gymnasiums and 1 full-sized sports complex
- 1 full-sized artificial turf and 1 full-sized natural turf
- 2 tennis courts
- Recently renovated fitness and weight-training rooms
- 6 fully equipped multi-purpose conference rooms
- Entirely wireless campus
- 1:1 laptop program for students in grades 4–12

- School-provided teacher laptop or desktop
- 1:3 iPad program in the Elementary School
- Google Apps, Google Classroom, and digital e-Portfolios for PreK–grade 8

## Curriculum

### Early Childhood



Our PreK 2 program serves 2-year-olds in a purpose-built center adjacent to the Elementary School. The PreK 3 and PreK 4 program follows the Creative Curriculum®. Each program fosters learning through play in the areas of social, emotional and cognitive development as well as in literacy, communication and language.

Students engage in learning as they investigate different areas of interest; dramatic play, blocks, writing, art, sensory, and computers. These focus areas, as well as performing arts and daily participation in physical education, allow our children to engage in active thinking, experimenting, and learning through first-hand experiences.

### Elementary School

Elementary School is a student-centered environment that nurtures the child both academically and socially. Our students are recognized for their strong academic achievement as well as principled character development. We provide a rigorous curriculum based on best practices that integrate Reader's and Writer's Workshop in a balanced literacy model. Math and science focus on inquiry learning with an emphasis on critical thinking.



RIS prides itself on building a learning community that encourages students to work together and to support each other through collaborative learning. We help children to develop a compassionate and empathetic spirit and to build social skills and relationships necessary for success in an ever-changing world.

## Middle School

With a dynamic, modified American curriculum, RIS strives to ensure that every child is challenged to grow on a daily basis. We offer a traditional core of academic courses: Math, Science, Language Arts, and Social Studies. Our students also take a full year of Physical Education with Health embedded at each grade level. Thai language courses are offered for both native and non-native speakers, along with other world languages such as Mandarin, Japanese, Spanish, and French. Performing and Visual Arts classes include Drama, Choir, Band, General Art, and 3-D Art and Design Technology. RIS also offers a wide range of exploratory classes, such as photography, 21st-century tech, media broadcasting, and yearbook, as well as a culinary arts program and STEM-based courses in our Makerspaces and robotics lab. These additional classes provide our students with further opportunities to discover their individual potential and interests.



In addition, there are several leadership opportunities for Middle School students, such as service learning activities, Student Council, and World Scholar's Cup. Furthermore, all Middle School courses are conducted in a 1:1 student-to-device environment.

## High School

The High School curriculum is dedicated to preparing students for ultimate success in college and university. Coursework is modeled after a standards-based American curriculum, adapted and enriched to serve our international student population. Using a 1:1 laptop program, the High School wholly embraces 21st-century teaching and learning.

RIS is one of the only schools in Asia where high school students can choose between the International Baccalaureate (IB) Diploma program and the Advanced Placement (AP) track. For decades, RIS has consistently garnered some of the highest IB and AP results in Thailand, far exceeding world averages.

In addition to its long-standing reputation of academic excellence, many events, committees, and clubs focus on community service. The school-wide emphasis on values, character education, and a deep commitment to global citizenship and responsibility has consistently produced high-performing graduates and successful, socially conscious global citizens.

RIS students secure places at the most prestigious colleges and universities in North America, the UK, Asia, Australia, and all across the globe. Collectively, the 114 graduates from the Class of 2017 received 415 offers to universities, 136 of which were to the world's top 100 universities. Of those, 22 were direct entries to medical schools.



## Athletics and Activities



RIS students from Elementary through High School have the opportunity to develop as life-long athletes. Our Phoenix teams enter every competition with the goal of growing as athletes and exhibiting sportsmanship on par with the culture of our school community. Likewise, the athletic faculty is dedicated to providing our student athletes with opportunities to focus on the qualities of sportsmanship, teamwork, cooperation, perseverance, and dedication.

Students have the opportunity to compete with other international schools in Bangkok and throughout Southeast Asia as a result of our BISAC and SEASAC affiliations. Each year, our 70 different sports teams participate in scrimmages, friendlies, invitationals, and tournaments. Most importantly, these activities contribute to their development as well-rounded young men and women.

## Extended Day Program

The Extended Day Program (EDP) is an activity-based program open to students from PreK–grade 12. Courses engage students in fun activities within a safe environment that contribute to their further growth and development. A wide range of activities from yoga to Taekwondo to cooking to jewelry-making introduces students to choices that inspire creativity, artistic expression, and a sense of personal accomplishment.



## Service Learning

Community Service is an integral part of our school's mission and culture. For our community, giving of oneself represents a primary tenet of character development, which is espoused in our mission statement. With a particular focus on building student awareness of those in need, RIS's contributions in the arena of service act as an exemplar for many international schools. Our Principles of Phoenix guide our students in building a foundation of compassion, global citizenship, and civic responsibility.

Across the ES, MS, and HS sections, teachers and students participate in a variety of community service projects that encourage a lifetime commitment to those who are less fortunate. With Student Council initiatives, special trips devoted to community welfare, IB students earning CAS hours, and after-school clubs devoting weekends to volunteer for various causes, the RIS community is deeply committed to helping people in need.



## Contracts

New teachers recruited at overseas job fairs are asked to sign an initial 2-year contract. One-year or single-semester contracts may be offered when hiring locally or for short-term replacements. All contracts thereafter are renewed on a yearly basis.

Contract days are as follows:

Teachers	190 days
Counselors	200 days
Administrators	210 days

## Offer of Employment

All offers of employment are confirmed in writing and signed by the Head of School. The employment process is complete only after all legal documents are verified and approved by the Thai authorities.

## Passport / Visa / Work Permit

- Teachers and accompanying dependents must have a valid passport for at least two years from the date of arrival from their native country.
- A Thai residence permit (visa) will be required. The Human Resources Department will guide new teachers step-by-step through this process prior to arrival. Initial visa expenses for the teacher and dependents (if any) are borne by the employee.
- The school will pay visa extension and work permit costs for employees.

## Initial Arrival on Site

New Hire employees arrive in Thailand at the end of July or the beginning of August, prior to the New Teachers' Orientation.

## Salary and Benefits

Salaries are based on a step system and depend on a teacher's educational background and number of years of teaching experience in a K-12 school.

Salaries are paid monthly in Thai baht and include the basic salary plus a professional stipend and housing allowance. Salaries are paid at the end of each month and deposited directly into the employee's Bangkok Bank account.

## Expatriate Teacher Salary Example (in Thai baht)

	Lowest entry salary (Step 1)	Highest entry salary (Step 10)
Degree Type	Includes professional stipend and housing allowance per annum (minimum 2 years of teaching experience in a K–12 school)	Includes professional stipend and housing allowance per annum (more than 18 years of teaching experience in a K–12 school)
BA + Cert	\$41,124	\$50,628
MA + Cert	\$43,440	\$54,348
PhD	\$46,164	\$59,160

**Note:** Currency rate (as of November 2017) is 33 Thai baht per \$1USD

- The first pay check is at the **end of August**.
- The average tax rate for RIS teachers is 15–21%.

## Benefits Overview 2017–2018

Benefits for Overseas Expatriate Faculty	Specifics
One-time relocation allowance, given on arrival	30,000 baht
5-nights' accommodation provided for new hires	Accommodation is arranged by the school
Incoming airfare/tickets for teacher and resident dependents ( <i>nonworking spouse and children under the age of 20/students enrolled at the school</i> )	One-way economy class airfare provided by the school

Benefits for Overseas Expatriate Faculty	Specifics
Outgoing airfare/tickets (at end of contract) for teacher and resident dependents ( <i>nonworking spouse and children under the age of 20/students enrolled at school</i> )	One-way economy class airfare provided by the school
Monthly professional stipend ( <i>RIS encourages faculty to develop new skills in current best practices in education and to keep themselves up to date in their field of expertise.</i> )	10,000 baht/month
Monthly housing allowance	25,000 baht/month
Annual professional development allowance	30,000 baht/year
Attendance incentive	20,000 baht/year
50,000 baht signing bonus ( <i>paid in two allotments</i> ) and supplementary perks	<p><u>First-year contract:</u> 25,000 baht (in the first paycheck at the end of August)</p> <p><u>Second-year contract:</u> 25,000 baht (in the August paycheck of the second year)</p> <p><u>Third-year contract:</u> One-month base salary bonus</p> <p><u>Fourth-year contract:</u> A two-step increase</p> <p><u>Fifth-year contract:</u> 100% of school contribution and earnings (for Provident Fund members)</p> <p><u>10 years of service and/or 62 or older:</u> Child tuition benefit until graduation (even if the teacher has retired from the school)</p>

Benefits for Overseas Expatriate Faculty	Specifics
School-financed family home leave allowance (for full-time expatriate teachers contracted with the school in the subsequent year) and their immediate family members	Round-trip economy class ticket(s) to the nearest major international airport of the teacher's declared home (city) of record (must be the least expensive and most direct route)
50% of flight expense for compassionate leave for immediate family members (father, mother, and/or siblings)	50% of the individual airfare quotation based on the teacher's home (city) of record
Annual health checkup for teacher and resident dependents who join the school's medical insurance	Provided by the school
Discount on tuition fees for teachers' children	Teachers pay about 2.2% of the tuition fee (14,000 baht per child) per school year.  Special service fees, i.e., Learning Support and/or ELD fees are <b>not covered</b> .
<p>Health Insurance</p> <ul style="list-style-type: none"> <li>• Medical insurance for teacher and maximum of two resident dependents (a spouse not over 65 years of age, or a child, unmarried, under the age of 18 or under the age of 23 if he/she is a current full-time student)</li> <li>• Medical insurance with travel insurance for a single teacher with no dependent</li> <li>• The option to buy your own medical insurance (the school will defray this expense, per the receipt, up to a maximum of 40,000 baht per year)</li> <li>• The current policy waives all preexisting conditions</li> </ul>	Provided by the school

Benefits for Overseas Expatriate Faculty	Specifics
Visa extension and work permit fees (for teacher only)	Paid by the school
Payroll savings plan (Provident Fund) <ul style="list-style-type: none"> <li>• Ten percent (10–15%) of your monthly base salary can be deposited with the school’s Provident Fund. The school will match this, up to 10%, monthly.</li> <li>• The Provident Fund year starts from <u>the date of joining the Provident Fund</u>, <b>not</b> from the start date of employment at RIS</li> <li>• After being a Provident Fund member for 3 years, the teacher will receive 50% of school’s contribution and earnings.</li> <li>• After being a Provident Fund member for 5 years, the teacher will receive 100% of school’s contribution and earnings.</li> </ul>	Optional

## Leave

Sick leave	30 days (according to Thai labor laws). For illnesses of three days or more, a medical certificate is required from a qualified physician.
Professional leave	3 days per school year to attend a conference, meeting, or seminar that directly relations to the responsibilities of the employee.
Personal leave	3 days per school year
Maternity leave	45 paid days (holidays included, weekends excluded) An additional 45 <u>calendar days</u> (without pay) can be allowed by doctor’s order. Maternity leave cannot be used in conjunction with sick leave.

Compassionate leave	5 days (with an additional 5 days for overseas travel)
Recruitment leave	3 days of Personal Leave can be used(or leave without pay)for full-time teachers in their second-year contract and subsequent years thereafter
Leave without pay	Granted only for compelling reasons

## 12 Reasons to Join RIS



1. Highly motivated and enthusiastic students who have involved and supportive parents
2. A dynamic curriculum with an emphasis on values, character education, and global citizenship that enables teachers to bring out the best in every single learner
3. A rigorous, standards-based American curriculum, including the International Baccalaureate (IB) Diploma and Advanced Placement (AP) courses
4. Experienced teachers who provide an expansive selection of courses for students of all levels
5. A culture of collaboration, innovation, and ambition that creates an exceptional learning environment for the entire RIS community
6. Effective specialists for all areas of the curriculum (including ELD and learning support)
7. Highly qualified faculty (more than two-thirds of whom hold a Master's degree or higher)

8. Ongoing Professional Development centered on the aspirations of both the individual and the school
9. Excellent Instructional Technology facilities and resources to support learning, including iPads in the Elementary School and a 1:1 laptop program from grades 4–12, as well as online learning tools such as Edmodo, Google Suite, and Moodle that allow opportunities for blended instruction
10. The opportunity to work alongside motivated and supportive colleagues
11. RIS's 29-acre campus, which offers an array of athletic facilities, science labs, performance theaters, and student residential accommodation.
12. Opportunities to develop leadership, management skills, and coaching through 70 different athletic teams and more than 30 clubs, many of which focus on community service. As a Catholic school, RIS has always been particularly focused on how students, faculty, and families use their talents, time, and efforts to support those in need.

