

NIST
INTERNATIONAL SCHOOL

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NIST
INTERNATIONAL SCHOOL



OUR GUIDING STATEMENTS

OUR VISION

To be a preeminent international school that develops global citizens who flourish and make a positive impact in the world.

OUR MISSION

To
Inspire growth,
Empower excellence,
Enrich lives.

OUR VALUES



INTEGRITY

We believe in being honest and principled, being committed to our mission and being accountable for our choices.



CARING

We believe in being compassionate and empathetic. Combined with reflection and balance, caring contributes to our wellbeing and growth.



COMMUNITY

We believe in collaborating with others within a diverse community. Doing so helps us to become open-minded and globally aware.



GROWTH

We believe in working toward excellence through active and intentional engagement in all that we do.

OUR HISTORY

How we got to where we are and where we are going tomorrow

In 1992, only a small handful of international schools existed in Thailand, each connected to a single national curriculum. NIST emerged as an option for parents wanting their children to experience and enjoy learning in a diverse, multicultural and inclusive international school.

NIST was—and still is—unique.

Working hand-in-hand with members of the United Nations, the first parents, students and teachers envisioned a school free from any one national curriculum programme. They imagined a learning community dedicated to an international education to develop global citizens. When NIST opened its gates on the morning of 13 August 1992, the first 502 students made that dream a reality.

NIST became the first full International Baccalaureate (IB) World School in Thailand, offering all three IB programmes by 1999. Focused on inquiry, exploration, reflection and—most significantly—the belief that learning is at the core of the human experience, the IB philosophy aligned with the shared vision of our growing community.

Today, our internationalism is not only expressed in our curriculum but also through our diverse community. Students from more than 77 different nationalities learn about themselves, their cultures and the cultures of others while always honouring the traditions of our host country, Thailand. Our teachers are as diverse as our students, with most having experienced teaching in an average of three other countries before joining NIST.

Over the last decade, the school has matured and developed a reputation for excellence, clearly demonstrated in our professionalism and expressed through our curriculum: The NIST Learning Programme. Even as an established school, we recognise the critical role that our teachers and support staff play in the school's ongoing success. We remain a community of dreamers, constantly seeking ways to improve everything we do. NIST aims to be a preeminent school that develops global citizens who flourish and make a positive difference in the world.

NIST through
the years



A NIST classroom in the early 1990s

OUR CAMPUS

An oasis in the city

Nestled in the heart of one of Bangkok’s busiest business districts, the NIST International School campus is a hidden oasis at the end of a quiet, unassuming soi. Our campus is a vibrant, active and energetic place that allows our community to enjoy world-class facilities and a patch of nature in the middle of a metropolis. In January 2023, we will complete the first phase of a four-phase project that will add to our expansive campus a new innovation centre, a welcome pavilion, and a new elementary school. Alongside the new construction are plans to renovate our current arts building, canteen and language centre, the secondary buildings and early years centre, and the expansion to a 50m swimming pool. Our facilities were already excellent but, when completed, these improvements will lift NIST’s facilities to world-class standards.

Buildings only become a school when they are brought to life through teaching and learning. We are creating spaces that inspire and align to support our curriculum. We employ thoughtful and intentional biophilic designs that bring the best of nature into our school lives and enjoy all of the benefits that plants, greenery and natural designs offer.

Through all of our design processes, we think about the way our community uses our spaces: we connect our buildings to ensure that travel across the school can be efficient, safe and dry; we create fit-for-purpose classrooms designed to facilitate the best learning outcomes and comforts; in all that we do, we look to reduce our impact on the natural world.



THE LEADERSHIP TEAM



Dr. James Dalziel
Head of School



Ms. Poonam Sachdev
School Director



Ms. Lisa Hewitt
Director of Support Services



Dr. Angelo Coskinas
Secondary Principal



Mr. Iain Macfarlane
Elementary Principal



Ms. Nancy Fairburn
Director of Teaching & Learning

THE NIST LEARNING PROGRAMME

At NIST, we believe that education is more than just an academic programme. While academics are fundamental to the learning experience, we also recognise the importance of wellbeing, activities, service learning and expeditions. These five elements come together to provide a breadth of opportunities for personal, social and cognitive development, helping students to find their interests and reach their full potential.

We understand what students gain by playing on a sports team, working with a service group, engaging in a school expedition, participating in a drama production, or looking after their physical and emotional health. These experiences make a lasting and positive impact on the growth of a child.

This is why the NIST Learning Programme has been carefully curated to provide a range of experiences that all work together to deliver a holistic education, every day, from Early Years through to graduation.

Through the experiences that underpin the elements of our Learning Programme, students develop the skills and dispositions they will need to be successful at NIST and beyond. As a committed IB World School, the NIST Attributes are informed by and align with the IB Learner Profile and Approaches to Learning.



THE NIST ATTRIBUTES

NIST learners strive to be global citizens who flourish and make a positive impact in the world.

SKILLS



DISPOSITIONS

As a committed IB World School, the NIST Attributes are informed by and align with the underpinnings of the IB Learner Profile and Approaches to Learning.

THE NIST LEARNING PROGRAMME

ACADEMICS

Over the past three decades, NIST has cultivated a reputation for excellence. As the first full International Baccalaureate (IB) World School in Thailand, NIST offers the PYP, MYP and DP as well as the opportunity to earn a NIST Diploma. Using the frameworks and philosophical approaches of the IB, NIST has articulated a concept-based curriculum that specifies the knowledge, skills and understanding at each year level. In addition, the curriculum connects the intended learning goals with the NIST Attributes and the United Nations Sustainable Development Goals. These critical elements of a well-rounded education are not left to chance but galvanised within our curriculum.

NIST is also a member of an exclusive group of schools offering the Global Citizenship Diploma (GCD) in addition to our International Baccalaureate Diploma. The GCD is available to all secondary students in Years 10-13 and acknowledges experiences and growth in areas outside the classroom that have direct links to the development of global citizenship.



ACADEMIC RESULTS

In May 2022, 109 NIST students graduated with the IB Diploma.

The International Baccalaureate Diploma Programme (IBDP) is a rigorous two-year pre-university curriculum aimed at students aged 16 to 19 in their final two years of high school. It leads to a qualification that is widely recognised by the world's leading universities and many award advanced standing or university credit for successfully completed diplomas.

The IBDP requires students to select a broad range of academic subject areas in addition to developing skills in research and writing through the Extended Essay, metacognitive skills through Theory of Knowledge and life and community service skills through the CAS (Creativity, Activity and Service) core elements.

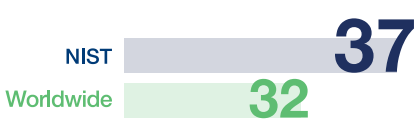
The Diploma Programme prepares students for university and encourages them to ask challenging questions, learn how to learn, develop a strong sense of identity and culture, builds intercultural understanding and respect and develops caring young people who help to create a better and more peaceful world.



IB Diplomas awarded

109

Average IB Diploma Score

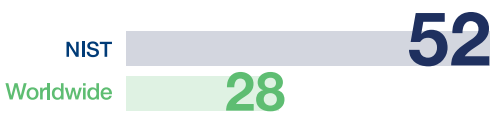


Pass rate

100%

(worldwide average 86%)

Percentage earning Bilingual Diploma

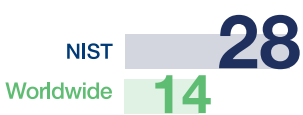


Achieving 32+ points

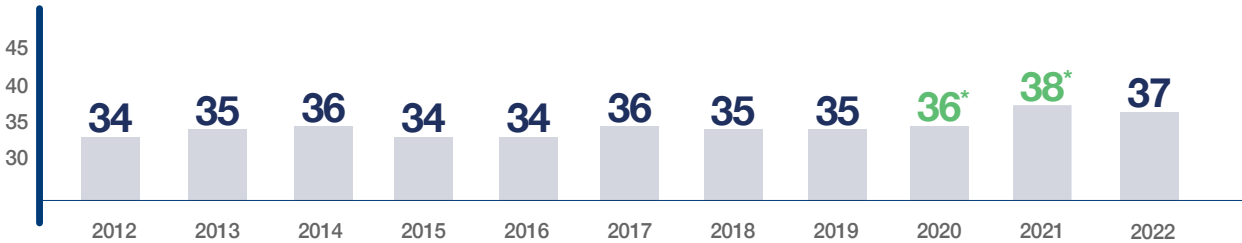
89%

(worldwide average 55%)

Percentage achieving 40+ points



NIST Students Average Diploma Score (max. 45)



*non-exam route scores due to COVID-19, awarded by IBDP

THE NIST LEARNING PROGRAMME

EXPEDITIONS

The Expedition element of our NIST Learning Programme offers structured and developmentally appropriate opportunities to engage in outdoor education-based activities. In the mid 20th century, educational philosopher Kurt Hahn declared to his pupils “Plus est en vous” (“There is more in you than you think”). The way that Hahn, and numerous other outdoor educators, suggested we access, explore and understand ourselves more deeply was through engaging in challenging experiences outside of our normal, often comfortable, daily routines. The expeditions offer a unique opportunity for children to understand that they are capable of more than they think, and develop resilience, self management and care for themselves and the world.

Our Expedition Programme starts with our youngest students and challenges them with a self-contained overnight experience with their classmates on the school campus. With each successive year, these expeditions increase in remoteness, duration and skill level until our NIST students are planning and undertaking their own expeditions. We align our more advanced expedition programme with the Duke of Edinburgh's International Award scheme.

At all levels, teachers play a significant role in our expedition programme. Our influence as educators is felt both inside and outside the classroom and students gain a tremendous amount from sharing their experiences with their teachers. There are also plentiful opportunities for interested teachers to be involved in the International Award trips and other optional expeditions with students.



ACTIVITIES

True learning and growth requires stretching your boundaries. Whether they are joining an unfamiliar activity, playing an instrument for the first time or trying out for a sports team, children benefit from exploring new interests.

To encourage all students to push beyond their limits, the NIST Activities Programme offers more than 300 activities throughout the year across eight areas: academics, creative arts, enrichment, music, performing arts, service, sports and STEM (science, technology, engineering and math).

The diversity of activities encourages students to excel by challenging themselves, and growing both as individuals and as a part of a community. Equally important, experiencing these new challenges empowers them to develop a growth mindset, view failure as an important part of learning and become more resilient.

Through activities, children learn that success in life is not measured only by awards or trophies, but also through our own growth and the positive impact we have on others.



THE NIST LEARNING PROGRAMME

SERVICE

We define Service Learning as the development of global citizens who commit to local and global partnerships that work towards sustainable positive change for people and the planet.

Service is an essential component of learning at NIST. It is at the heart of our learning programme because we recognise our shared responsibility as global citizens to make a positive difference in the world. Service Learning is developed in our community through intentional age-appropriate learning opportunities to build a service mindset, broaden perspectives as systems thinkers, and create local and global partnerships towards a sustainable future. As changemakers, we can work towards a sustainable future by advocating and taking action for people and the planet, peace and justice, equity and inclusivity, unity and collaboration, guided by the United Nations Sustainable Development Goals.

Service Learning at NIST is a continuum of learning from early years to graduation that articulates the journey of a changemaker. Students engage in learning that contributes to who they are, who they are becoming and the impact they can have in the world as global citizens. Students learn to recognise their feelings, actions and choices and the impact these have on people and the environment.



WELLBEING

Wellbeing is when people flourish and find meaning through connections to a caring community where they feel safe, secure, and supported. When members of the NIST community are thriving and feel a sense of belonging, an environment is created that is essential for optimal learning and growth.

Wellbeing is recognised as an essential element of the NIST Learning Programme. It is expressed through the development of respectful relationships, a balanced and healthy lifestyle, community engagement and a robust curriculum designed with the lifelong learner in mind.

Through this, we create opportunities for all members of our community to develop a sense of competency, to find enjoyment, and to engage purposefully in shared experiences that help us to flourish.





SUPPORT SERVICES

We want to ensure that every student thrives at NIST. We follow a whole school, multi-tiered system of support to collaboratively meet the needs of all students. We employ a large team of specialists to help those who need additional challenges or support to realise their full potential.

NIST students come from diverse language backgrounds. For students whose home language is not English, language acquisition support is provided, based on the individual's short-term or longer-term needs.

Our counseling services are for all students, with focused and specialised support provided when required. We aim to understand the whole child within the context of culture, family and school, to ensure the right support is available for each student.

Our allied health team provides an on campus additional fee-based service. These services, provided by medical professionals, aim to support the cognitive and physical development of children.

SAFEGUARDING & CHILD PROTECTION

Safeguarding and child protection are NIST's top priorities. Driven primarily by our commitment to diversity, equity and inclusion, we foster an environment where everyone feels safe, secure, and supported.

We believe that safeguarding and child protection are the responsibility of every member of our community. We believe that children have a right to live free from harm or abuse. We expect everyone who works with students to support their safety and to promote their development and wellbeing.

As part of our recruitment practices all new employees are subject to rigorous background, qualification and employment checks including the verification of references.

FACULTY & STAFF OVERVIEW

NIST employs more than 500 faculty and staff, including teachers, administrators, learning coaches, support staff, nurses, counselors and health specialists, and transport, food service and maintenance staff. The total employee headcount in 2021-2022 remained relatively stable at 540.

To continue our commitment in prioritising student learning, and to maximise the learning experience environment at NIST, the number of appropriately qualified and experienced faculty and staff is commensurate with the number of students and the demands of the school's services, curriculum, pedagogy, and complementary programmes. There is a 1:5 faculty-to-student ratio across the school, with the exception of the Middle School which has a 1:6 ratio.



EMPLOYEE QUALIFICATIONS

FACULTY	STAFF
Doctorate: 6	Masters: 34
Masters: 113	Bachelors: 168
PGCE: 24	Others: 120
Bachelors: 68	
Others: 3	



100%

NIST FACULTY & STAFF COMPLETED TRAINING
IN CHILD SAFEGUARDING

PROFESSIONAL DEVELOPMENT

NIST prides itself on the quality and experience of our teachers.

We are a community of lifelong learners who are committed to growth and development. NIST provides a robust professional learning programme for every teacher, including:

- an individual professional learning budget
- school-directed professional learning
- community-driven learning (e.g. teachers teaching teachers, book clubs)

NIST offers four professional learning days each school year where staff come together to discuss and focus on key priorities. Earmarked as “non-student days”, these days are an opportunity to learn and to work collaboratively with peers.

“

Professional Learning at NIST starts in our hallways. We are surrounded by a richness of experience, resources, perspectives and philosophy that allow us to constantly reflect on and adapt our practices. Opportunities for individual professional learning are encouraged as we have so many reputable schools and teachers in the region to learn alongside. My experience with professional learning over the last 8 years exemplifies the NIST value of growth; it's constant, reflective, encouraged and aiming for change.

”

- Hannah McMacken, Year 4 Teacher



TEACHER’S ANNUAL SALARIES

Experience

- Each year of relevant teaching and/or administrative experience is equivalent to one step.
- Related, non-teaching experience may be considered with three years equaling one step (rounded to the nearest multiple of three).

Education

- A bachelor’s degree and a valid teaching qualification will be credited as one step.
- A graduate degree (e.g. M.A., M.Ed., PhD) will be credited once as one step.

STEP	SALARY (THB)
1	1,713,347
2	1,778,883
3	1,860,507
4	1,936,505
5	2,006,879
6	2,073,033
7	2,136,352
8	2,195,466
9	2,253,158
10*	2,308,065

STEP	SALARY (THB)
11	2,357,315
12	2,402,339
13	2,443,159
14	2,479,745
15	2,510,715
16	2,536,029
17	2,555,750
18	2,569,809
19	2,578,249
20	2,638,494

* maximum step for new hires

All salaries are paid entirely in Thai baht.
Salaries and benefits are subject to Thai taxation.

SAMPLE TAX CALCULATION

Income Tax Table (in Thai Baht)

LEVEL	NET INCOME	NET INCOME DIFFERNCE	TAX % RATE	TAX IN EACH LEVEL	ACUMULATED TAX*
1	1 - 150,000	150,000	EXEMPT	-	-
2	150,001 - 300,000	150,000	5	7,500	7,500
3	300,001 - 500,000	200,000	10	20,000	27,500
4	500,001 - 750,000	250,000	15	37,500	65,000
5	750,001 - 1,000,000	250,000	20	50,000	115,000
6	1,000,001 - 2,000,000	1,000,000	25	250,000	365,000
7	2,000,001 - 5,000,000	3,000,000	30	900,000	1,265,000
8	> 5,000,000		35		

* Tax from previous levels is added to the qualifying level
Note: tax rates may change depending on government policies

Thailand Personal Tax Deductions (in Thai Baht)



Employment Income:
100,000



Personal Allowance:
60,000



Spouse Allowance:
60,000



Child Allowance pre-school:
30,000



Child Allowance school age:
30,000

The average tax rate for teaching staff following deductions is approximately 23%.
NIST provides year-end tax submissions to The Thai Revenue Department on behalf of all teaching staff.

TEACHER BENEFITS



Flights:
Flights are provided for teachers hired from overseas and for their dependents at the beginning and end of their contract. Teachers who renew their contract, and their dependents, will become eligible for annual flight allowances at the end of the second year. Flight allowances are provided annually upon contract renewal.



Shipping of Personal Effects:
Shipping and freight expenses are reimbursed up to a set budget amount at the beginning of their first contract and at the end of their last.



Housing:
All overseas hires receive a generous monthly housing allowance, based on family status, of between THB 42,800 and THB 64,200.



Insurance:
Full international health insurance, and dental care through reimbursements, is provided for full time teachers and their dependents.



Saving:
Generous salaries, a low cost of living, and a percentage of salary paid toward a pension scheme and a completion bonus provide excellent savings opportunities for every full time teacher.

Beyond NIST's highly competitive salary and benefits package, life in Bangkok offers easy access to incredible holiday destinations, world-class medical facilities, a vast range of restaurants and shopping and a richly diverse cultural experience.

NEW TO NIST

Moving to a new country and working at a new school can often be challenging, particularly when adjusting to different cultures and expectations. To support all newly hired teachers, we provide comprehensive orientation and connect new staff with our transition coordinator who oversees your transition into NIST. In addition to ensuring that you have all of the necessary information to make your transition as smooth as possible, we assign a social “buddy” to further connections with our faculty, someone to whom you can direct any and all questions.

The NIST orientation schedule includes: getting to know Bangkok and Thailand, becoming familiar with NIST, understanding your school’s sections and getting to know your team leaders. We understand how important it is to settle quickly, and this includes finding your new home. To help you with this, NIST provides hotel accommodation for the first few days and provides contacts of recommended housing agents. At NIST we understand that transitioning well takes time. Throughout your first year we provide opportunities to connect with each other and your leadership team through a number of social activities.

At any school, it is always a challenge to provide the right amount and types of information through the orientation process. Our hope is that resources like our New Faculty Orientation Handbook, Welcome Booklet, the NIST staff portal and a new staff blog will help you to settle quickly and gain a deeper understanding of NIST, Bangkok and Thailand.



ACCOMMODATION

Bangkok offers an enormous number of options for housing, ranging from high-end condos and apartments to small, quiet homes. Below are some examples of the types of accommodation available to our teachers.

SINGLE ACCOMMODATION

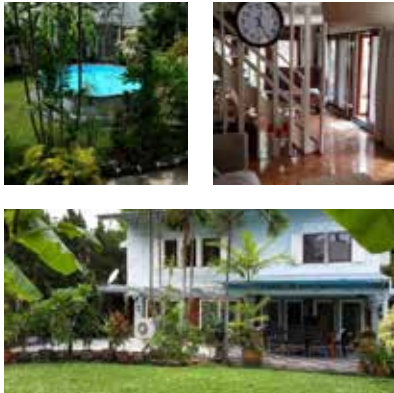


Price: THB 35,000-45,000/month
Area: 70-120 Sq.m.
Bedrooms: 1-3
Bathrooms: 1-2

Example facilities:

- Swimming pool
- Whirlpool
- Sauna
- Fitness room
- Shared communal areas
- 24-hour security
- Shuttle service

COUPLES ACCOMMODATION

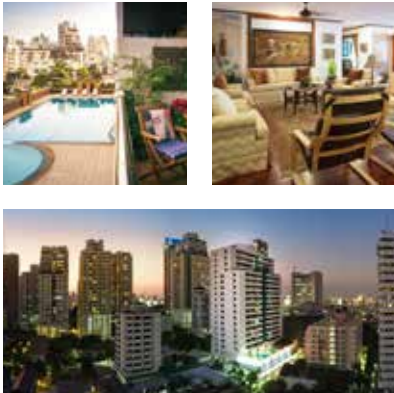


Price: THB 40,000-50,000/month
Area: Up to 200 Sq.m.
Bedrooms: 2-3
Bathrooms: 2-3

Example facilities:

- Garden
- Additional outdoor kitchen
- BBQ area
- Usually pet friendly

FAMILY ACCOMMODATION



Price: THB 55,000-70,000/month
Area: Up to 400 Sq.m.
Bedrooms: Up to 4
Bathrooms: Up to 4

Example facilities:

- Swimming pool
- Whirlpool
- Sauna
- Fitness room
- Shared communal areas
- 24-hour security
- Shuttle service



TEACHER VOICES



James Dykman
Joined NIST in 2011

Today, and throughout my years at NIST, I walk onto campus grateful, inspired and happy. The healthiest and happiest schools are learning habitats where students and teachers grow, blossom and bloom together. Every day I get to enter our campus oasis, a well-nourished and thriving community environment. I get the opportunity to gather with and be inspired by like-minded colleagues, passionate about learning and teaching. I get to think about how to meet students' needs best in the context of their education, focused on individual student

strengths and where to support them next. Alongside my colleagues and our learners, I have grown daily as a teacher and continue to blossom as a human in immeasurable ways.

I started at NIST supporting Year 2 learning and language acquisition (EAL). Since then, I have taught many levels in the Elementary School. Every year I have had opportunities to learn and develop my teaching practice, pursue my interests, and engage in the development of the whole school in positive and productive ways. The time has flown by, and I will watch proudly this year as my first NIST students will graduate from Year 13.

Beyond our gates at NIST, Bangkok and Thailand are teeming with life and things to do year round. Markets come alive in the early morning with aromatic treats and savoury eats in every neighbourhood; it is my favourite time of day. Urban sightseeing and nature adventures are in plentiful supply. Places to nurture relaxation and well-being are easily accessible. Because we are in the heart of Bangkok, sensational food choices from across the land are on our doorstep. Any weekend, we have the option of being on a beautiful tropical beach or taking in stunning mountain views; there is a lot to love about life here. In Bangkok and at NIST, there is something for everyone.



Harang Jung
Joined NIST in 2020

I joined NIST in the summer of 2020. It was a challenging year to make an international move from Doha to Bangkok with a lack of flights and various Covid 19 protocols to follow. I did, however, have my mind blown away by how NIST took care of each new staff, making accommodations for our individual needs and unique situations.

NIST's response said a lot about how much they value their staff and community. A vivid memory of the moment that reinforced that I had made the right

choice was when I received a gift basket from my teaching partner, with baked goods and puzzles during my 2-week quarantine. Now, as I enter my third year at NIST, I still feel valued, respected, and encouraged by my colleagues.

I feel fortunate to be able to work alongside knowledgeable, hard-working, and passionate educators at NIST. They empower me to pursue my passion, challenge me to think critically and make me laugh throughout the day. The well-resourced school allows us to make learning engaging and relatable for students.

Thailand provides plenty of opportunities for me to explore old and new hobbies. My typical week in Bangkok is filled with rock climbing, frisbee, and squash. Occasionally, I am able to squeeze in a quick trip down to Koh Tao for scuba diving. When I chat to my colleagues about their weekends, they confirm what I already knew: Bangkok is truly a city full of choices.



Cindy Chen
Joined NIST in 2017

"Never doubt that a small group of thoughtful, committed citizens can change the world; indeed, it's the only thing that ever has."
- Margaret Mead

This is a quote that inspires me on both personal and professional levels, and what I would choose to describe what it is like being at NIST.

Growing up in an international environment - childhood in Taiwan, adolescence in Thailand,

younger adulthood in the U.S. - I truly connect with NIST and its commitment towards living, advocating and celebrating diversity, inclusivity, equity, and belonging.

It is fun, engaging and empowering to work at NIST. I am constantly inspired by students and colleagues in the collective commitment as changemakers in the world. One way that this manifests in our daily lives is in our Service Learning Programme. There are 45 service groups that are led by student leaders and teacher mentors, working together towards the UN Sustainable Development Goals, organized into Humanitarian, Equity & Inclusivity, Resilience & Sustainable Communities, Environmental Sustainability and Unity & Collaboration. It is a rich experience, like a thriving ecosystem full of diversity of thoughts, passion, goals and actions.

It has always been my aspiration and dream to work in a school that lives its vision and supports learners in the community to flourish as individuals, as a community, and as global citizens. NIST is a supportive and caring community, consisting of thoughtful and committed educators, students, staff and parents. I feel very humbled and blessed to be a part of this community, which continuously works together in making a positive impact in the world.



**Adam Crowe and Lauren Hateley-Crowe
Joined NIST in 2012**

If you'd told us eleven years ago that we would be sitting here typing up a testimonial saying that we would still be in Bangkok and at NIST this many years later, we would have most likely laughed at you. The plan was never to stay that long, but NIST makes it hard to leave.

We have both grown and continue to grow as professionals at NIST. Incredible educators surround us; we learn from and are challenged by them daily. We have benefitted from a wide range of professional development opportunities based on our professional goals, including school-provided and self-chosen professional development.

Matilda and Abigail, our children, are also both very happy here. They are supported in all areas of their development by exceptional teachers who know and understand them as individuals and learners. They both benefit from a learning programme that sees the whole child, not just their academic capabilities but also their music and sporting ones.

Bangkok continues to be a vibrant and exciting place to live, providing us with many opportunities to eat in fabulous restaurants, travel to exciting places and enjoy spending time together as a family.



**Cristóbal González & Toni Palao
Joined NIST in 2018**

Before coming to NIST, we had worked at other IB schools in Germany and South Korea. We had heard of NIST's reputation as a diverse and inclusive school, and as an excellent place to grow professionally. We also thought that it would be a great school for our son because it was important for us that he kept his international identity and multilingualism. We were aware of NIST's exemplary World Language Programme, which we have now experienced and can confirm its accuracy.

NIST is a place where you will find very hardworking, knowledgeable and open-minded colleagues who do everything for the excellent education of their students. As Spanish teachers, we are proud to be part of a diverse World Language Department in which each of our colleagues brings different perspectives and mindsets to achieve common goals. Furthermore, working at NIST means not only teaching students in your academic discipline, but it also means inspiring and empowering them to positively impact the world through other areas such as service, expeditions, and many other activities. The dynamic environment of the school motivates you every day to become a better educator.

We love the social events that are organized in and out of the school, which support collegiality, connectivity and wellbeing. Bangkok is also a great place to live. It is a very special city full of things to do and where you can never get bored!

MASTER PLAN

We are always considering how we might improve our student learning, increase safety and a sense of belonging, and find ways to maximise efficiencies. In 2021, NIST embarked on an ambitious redesign project to revitalise our campus and maintain our world class learning standards. Our new and renovated facilities will ensure that our physical premises continue to support learning programmes and provide our community with a sustainable oasis in the city.

