

# ISD

INTERNATIONAL  
SCHOOL OF  
DÜSSELDORF

SINCE 1968

A learning  
community that  
supports your  
journey beyond  
where you think  
you can go.



## THE HEART TO....

*Listen. Empathise. Contribute.*

We respect the diversity of backgrounds and ideas by listening, empathising with, and contributing to our international family.

## THE HUNGER TO....

*Wonder. Explore. Discover.*

We continually wonder, exploring new territories and discovering new insights.

## THE COURAGE TO....

*Dare. Persist. Grow.*

We dare to challenge ourselves, persisting through obstacles in order to grow.

## THE PRIDE TO....

*Honour. Belong. Thrive.*

We honour our past, belong to a common identity and thrive together.





# ISD Guiding Statements

## Vision

A learning community that supports your journey beyond where you think you can go.

## Mission Statement

- We inspire our students to be confident, creative, critical, and compassionate thinkers who positively contribute to a sustainable world.
- We challenge and support our students to be successful and responsible global citizens.
- We work and grow together as an international community of learners.

## Definition of Learning

ISD believes learning is constructing new understandings, through experience and the acquisition of knowledge and skills.

High-quality learning at ISD...

- happens best when all participants form positive relationships, set high expectations for their learning and feel secure in taking risks.
- is most effective when participants are inquisitive, active, and engaged in authentic learning tasks that can lead to action.
- happens best when learners collaborate, evaluate their own thinking and have opportunities to act on feedback.

## Internationalism

Internationalism at ISD

- is a process. Becoming international requires us to think of each other as individuals rather than as members of groups.
- offers an opportunity to create something new. It develops our minds to think critically and to continually test our assumptions.
- means demonstrating the open-mindedness, flexibility, and curiosity which enables us to appreciate not only our many differences, but also our common humanity. We strive to overcome barriers and use our gained understanding to care for each other and to cooperate for the common good.

# Living in Düsseldorf

Düsseldorf is a bustling Rhine metropolis in the heart of Europe with much to offer to its residents and visitors. Düsseldorf boasts a special atmosphere along the river, in the old town, and on the "Kö", the world-famous shopping mile with its beautiful boutiques.

Düsseldorf has many faces and there are many ways to get here. It takes 10 minutes by taxi from the airport to downtown. Driving in another direction, it also takes only 10 minutes from the airport to ISD. Whether it be Paris, London, Tokyo or Dubai, from Düsseldorf airport, you can fly to most major cities all over the world. Additionally, Düsseldorf has a major train station from which you can easily travel throughout Germany and Europe.

The name of the city is comprised of "Düssel", a small creek running through parts of the city and "Dorf", the German word for village. In a way, the reference to a village holds true even today; although Düsseldorf is a big city with more than 600,000 inhabitants, it doesn't feel overwhelmingly large. Düsseldorf has quiet areas, you feel safe and at ease, and many of the sights within the city can be reached on foot.



A Düsseldorfer is the incarnation of a Rhinelander: easy-going, open-minded, interested and curious. Düsseldorfers are lively and fond of partying, happy to say: "Let's go where the music plays".

Düsseldorf is a city of culture, art, and architecture - thousands of artists have chosen Düsseldorf as their home. The opening of the Academy of Arts in the 18th century was the beginning of an intense and dynamic art scene. This has extended to the numerous museums, galleries and on to the theatre stages throughout the city. Düsseldorf's old town is often called the world's longest bar with more than 300 pubs, restaurants, bars, and dance clubs. It is a city you will surely enjoy!



# The Facts in Brief

<b>School</b>	International School of Düsseldorf e.V.	<b>Salary</b>	Among the top 3 German international schools
<b>Founded</b>	1968	<b>Salary Deductions</b>	Income tax: 14-42%, depending on salary level and family situation; Social Security deductions (health, long-term care, unemployment and pension insurance): 18.6%. ISD's average for all salary tax deductions is approximately 40-45%
<b>Curriculum</b>	PYP/MYP/Diploma Programme	<b>Student Contact Time</b>	Between 1000 and 1300 total minutes per week (teaching time and supervision)
<b>Students</b>	1000 students from 55 countries (27% Germany, 16% USA, 10% Japan)	<b>Teaching Days</b>	175 - 180 per year
<b>Faculty</b>	130 full- and part-time faculty from 24 different countries (mostly from the USA, UK, Australia and Canada)	<b>Professional Days</b>	8 - 13 per year
<b>Faculty &amp; Staff</b>	200 faculty and staff	<b>Vacations</b>	1 week in October 2 weeks in December/January 1 week in February 2 weeks in spring 7-8 weeks in summer
<b>Student-Faculty ratio</b>	8:1		
<b>Structure</b>	Elementary School: Reception (3 years old), Preparatory (5 years old), Grades 1-5  Senior School: Grades 6-12		
<b>Accreditation</b>	CIS, NEASC, IB World School State of North Rhine-Westphalia, Department of Education (Grades 1-10) Positive Discipline Eco Schools		





# Salary and Benefits Overview

- European competitive salary
- Subsidized school contribution for children attending ISD
- Extensive professional development opportunities
- Flights to Düsseldorf at the beginning and end of contract
- Financial support for relocation
- Biennial home leave allowance (up to 10 years)
- Supplementary group pension scheme
- Work MacBook computer
- In-house and external professional development opportunities
- Employer contributions to health, pension, unemployment and nursing insurance
- Sick pay, maternity pay and parental leave
- Relocation search assistance







## Important Things to Know

### 1. Employment Contracts

Contracts are issued for either one or two years. After completion of two years, you may be offered a further contract which, unless for operational reasons, will be an unlimited contract.

### 2. Standard of Living

Germany offers an excellent standard of living. Public services such as transportation, roads, sanitation, police, etc. are of a very high standard. The trains run on time, the water is pure and the electricity is reliable. Crime is low. There is a reassuring feeling of personal safety in Düsseldorf which is particularly important for families.

### 3. Tax-Free Opportunities

Teachers hired from abroad (e.g. USA, Australia) may qualify for a reduced tax status for the first two years of employment if they meet certain criteria. If you are from one of the qualifying countries who have a double taxation treaty for foreign teachers teaching in Germany, are intending on teaching at ISD for a limited period and have an overseas residence, you may receive a gross salary which has been reduced by the amount of tax that you would otherwise pay. Social Security deductions are calculated on the reduced salary which means that your net monthly salary is higher. If you stay on for a third and subsequent years, ISD will pay your taxes on ISD-related income to the tax authorities. If you return to your home country after two years and find you are liable for tax for your ISD income, we will cover the payment. You will not receive any tax reimbursements if you leave after two years.

### 4. Taxes and Social Security Deductions

Income tax rates vary depending on your marital and family status (between 14-42%). If you declare that you are affiliated with a church, there is a church tax of 9% to pay on your income.

The German social insurance consists of five pillars: health insurance, long-term care insurance, pension insurance, unemployment insurance and accident insurance. ISD pays almost half of these contributions and the employee pays approximately 18-20% from their gross salary.

If your children are receiving a contribution towards their ISD education, the benefit is subject to tax and social security deductions. The monthly net income deduction, based on the individual's tax situation, ranges from €500-950. The school supports some financial assistance towards this expense.



## 5. Health Care System

Germany has a very comprehensive health insurance system. All employees earning over a specific amount must enroll in a statutory health insurance scheme. ISD contributes to almost half of the contributions and the employee pays the rest.

If you are sick and unable to attend work, the school pays your full salary for the first six weeks.

## 6. Retirement Pension Scheme for Faculty

ISD has a supplementary pension scheme through the Allianz Insurance Group. Faculty members with an unlimited contract are eligible to participate.

## 7. Housing Expenses

A three-bedroom apartment can cost between €1200 and €1800 per month. A one-room furnished apartment can be as low as €680. An unfurnished one-bedroom apartment (with a fitted kitchen) may cost between €600 and €800. Utilities cost approximately €200 to €450 per month, depending on the number of household members.

Apartments within walking distance of the school are a little more expensive than those further away, but are a lot more convenient.

## 8. Assistance with Finding Accommodation

We have a housing Coordinator who will ask about your preferences and send you a list of available accommodation.

There is a security deposit (usually three months' rent) due before you move in. The school can pay the deposit for you and collect it from your salary in monthly installments.

## 9. Moving-in Allowance and Flights

The cost of an economy flight from the point of your last residence will be reimbursed. A tax-free cash amount of €811 is paid to assist with moving related costs. Accompanying non-working spouses receive €811 and children under 18 years of age receive €357.

## 10. Home Leave

An allowance for home leave is paid every two years up to ten years of service.





### **11.Children Attending ISD**

Within the terms of our admissions policy, your own children can attend ISD without being responsible for school contributions. The value of the contribution is a taxable fringe benefit and subject to taxation. There is financial assistance towards the cost of the tax on the contributions. Depending on the contribution, this can amount to approximately €5000 (gross) per year.

### **12.Work Permissions to Teach at ISD**

Our Human Resources department will help you to apply for a work permit, should you require one.

### **13.Staff Orientation Programme**

Orientation takes place from the beginning of August and lasts up to two weeks. Address registration, as well as residence and work permits will be arranged during this time. The programme is extensive and prepares you before the start of the school year.

### **14.Driving in Germany**

All new residents can drive on their current licence for the first 6 months. Citizens of European Union member states do not have to change to a German driving licence. Driving licences from certain countries may require you to do a written test, and some require a written and practical test. Some teachers purchase a car, but public transport is excellent.

### **15.Professional Development**

Every teacher is able to access a personal professional development fund of €770 per year to develop their career as an educator.

There is also professional development for teachers to attend IB training at regular intervals.



### **16.The Curriculum and Classes**

The curriculum is set within the framework of the International Baccalaureate's three programmes (PYP, MYP, and Diploma).

In the elementary school we have three (sometimes four) classes (max. 22 students) per grade level.

Classroom assistants are employed to support our core elementary classes.

Specialist teaching is provided for art, computer literacy, German, music, outdoor learning education (OLE) and physical education. Support is offered for small group instruction, as well as in-class support in English as an additional language (EAL) and learning support.

The senior school offers the IB Middle Years Programme for Grades 6 through 10. The IB Diploma Programme is offered in Grades 11 and 12. Subjects offered at the IB Diploma-level include English, German and Japanese as first languages; English, German, French and Spanish as second languages; as well as mathematics, economics, history, psychology, biology, chemistry, physics, sports, exercise and health science, information technology in a global society, music, visual arts, and drama.





### **17. Facilities**

The facilities are modern and well resourced. The ten-acre main campus is situated in the small village of Kaiserswerth along a beautiful tree-lined street. The elementary school, which opened in August 2004, is on one side of the street and the senior school, which originally opened in 1994, is on the other. The sports fields are approximately 1.5 km from the school campus.

### **18. Sports Programme**

Competitive sports include soccer, basketball, volleyball, track & field, swimming, softball, rugby, table tennis and flag football. We have a Sportverein (official German sports club) which enables us to compete against local teams. We also compete in the city championships.

We are a member of NECIS (Northwest European Council of International Schools) which is a sporting alliance between ten international schools in seven countries.

### **19. Music Programme**

We are a leading participant at major international music festivals in Europe. Our students perform with various boys' choirs, middle school choirs, middle school bands, high school honor bands and choirs, as well as solo and with ensembles.

### **20. Technology for Learning**

We believe that technology empowers students to take ownership of their own learning journey. Digital platforms enable truly personalised, differentiated learning experiences for every student.

Our aim is to create a safe, technologically-enhanced, learner-centered environment that enables the development of critical 21st century skills. We believe that access to technology by every student in every classroom is a vital step in achieving this aim.

Technology enables students and teachers to engage in real-world, relevant, social learning activities that allow students to develop the skills necessary to prosper in the 21st century. These skills include information and media literacy, critical thinking, innovation, as well as communication and global collaboration. In a technologically-enhanced learning environment, students have the opportunity to interact with outside experts, collaborate with other students around the globe, and publish their work to an authentic global audience.

Our aim is for every student to be a responsible, global digital citizen who can safely and confidently navigate online social spaces, use digital tools to enhance their own learning and contribute to the learning of others. We aim to integrate the teaching and learning of digital citizenship into all subject areas.



To help us achieve our vision for technology, we have implemented one-to-one laptop programmes for students from Grade 6 to Grade 12. In a one-to-one environment, every student has his or her own digital, internet-connected device available to use under the teacher's direction in every lesson.

In the elementary school, the school provides the required devices. In reception, some iPads are available as classroom resources. In prep to Grade 5 there is one iPad available for every student.

In the senior school, our one-to-one programme is implemented using a Bring Your Own Laptop (BYOL) model. In this model, families purchase their own laptop computers which students are required to bring to school every day. The benefit of using the BYOL model is that students have access to the same laptop computer to work on projects at school and at home. Students can then keep their laptops during school holidays and when they leave the school.



**For additional information, please feel free to contact the persons below:**

**Teaching:**

Mr. Stephen Barratt, Elementary School Principal  
email: barrats@isdedu.de

Mr. Colin Campbell, Senior School Principal  
email: campbell@isdedu.de

**Employment Contracts:**

Ms. Marie Willis, Human Resources Director  
email: willis@isdedu.de



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**Accreditation:**

Council of International Schools  
International Baccalaureate Organization  
New England Association of Schools & Colleges  
State of North Rhine-Westphalia,  
Department of Education  
Positive Discipline Association

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