



INTERNATIONAL SCHOOL DHAKA RECRUITMENT BROCHURE

2027-28



Welcome to International School Dhaka (ISD)

Sha-go-tom!

Welcome to International School Dhaka! We are proud to celebrate more than 25 years of high-quality educational achievement in a school where our students engage in an inquiry-based approach to learning as they progress along their learning journey as impactful global citizens. ISD students enjoy learning experiences that are both personalized and appropriately challenging through our successful International Baccalaureate programmes.

Our Leadership Team



Dr. Mike Miller
Director



Steven Ellis
Secondary Principal



Dr. Michael Palmer
Primary Principal

Our Accreditations and Authorisations

We are accredited by the CIS (Council of International Schools), NEASC (New England Association of Schools and Colleges), and are authorized to deliver the three IB programmes: Primary Years Programme, Middle Years Programme and Diploma Programme.





MISSION STATEMENT

ISD is the premier international school of Bangladesh preparing students for global citizenship and academic success through a dynamic IB curriculum supported by a diverse community.



VISION STATEMENT

ISD will empower our students through innovative learning to achieve academic excellence for impactful global citizenship.



ISD VALUES

These statements are supported by the newly-defined school values which we know are important for the achievement of our mission and vision.



WELLBEING

Our community is dedicated to supporting everyone's learning and balanced growth, both individually and as a group.



KINDNESS

Our community values respect, empathy, and compassion in our relationships with each other and in our roles as active global citizens.



RESPONSIBILITY

Our community takes action to help local and global communities, aiming for a more inclusive, fair, sustainable, and peaceful world.



Introduction to the IB

ISD is the first school in Bangladesh to be an authorized International Baccalaureate (IB) world school offering the IB continuum which includes the Primary Years Programme (PYP), Middle Years Programme (MYP) and Diploma Programme (DP). These IB programmes offer an education that helps students understand the complexities of the world while equipping them with the skills and attitudes needed to take responsible action for the future. They promote a holistic learning experience that fosters critical thinking, inspires innovation, and nurtures meaningful connections. The foundational elements that are central to the IB include:

- International Mindedness
- A broad, balanced conceptual and connected curriculum
- Approaches to teaching and learning
- The IB Learner Profile attributes

IB educators engage with a pedagogy that is known to produce students who are motivated to continue inquiry and lifelong learning. They are provided access to high quality professional development, innovative educational frameworks and the opportunity to be a part of a worldwide network of educators. ISD has developed its own shared definition of high-quality learning that will help our educational team understand its purpose around the framework of expectations reflected in the IB programmes. This definition is underpinned by the ISD Values.

History of IB Diploma Results

Almost 100% of students graduate and are admitted to universities worldwide. Typically, 70% of our graduates progress to highly-ranked US universities.

IB DIPLOMA	2021	2022	2023	2024	2025
ISD average score	34	32	30	32	30
World average score	33	32	30	30	30
ISD highest score	44	45	35	41	38



Academic Programme

The language of instruction at ISD is English. The academic year runs from August to June. School is in session from Sunday through Thursday, 8:00am-3:00pm.

Service Learning

ISD partners with local organizations to run student-led projects that measurably impact the immediate community. All ISD students are supported to complete service learning while working towards the US High School and IB Diploma.

Extracurricular Programmes

ISD offers a wide range of after school activities, including weekly clubs for drama, music, and visual arts, robotics, Model United Nations (MUN), and the Duke of Edinburgh (DofE) award. ISD students may participate in team and intramural sports, including varsity soccer, swimming, cricket, tennis, badminton, basketball and volleyball with academies led by trained coaches.

KEY FACTS



304 K-12 Enrollment



106 High School Students



25 High School Faculty



39 Class of 2026



44 Class of 2025

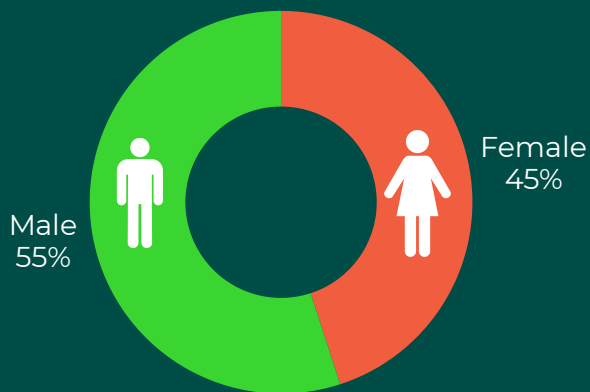


20 Class of 2024

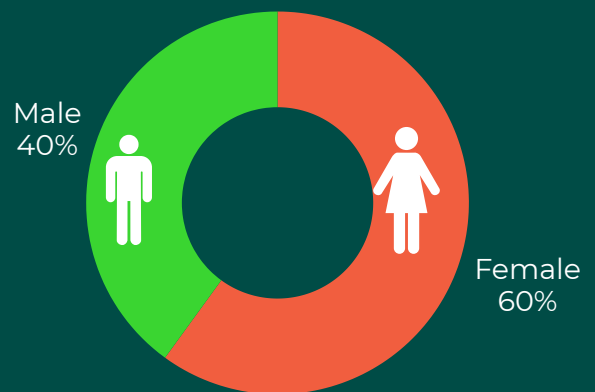
ISD Demographics

ISD currently employs 68 full-time teachers from Bangladesh, United States, Australia, Azerbaijan, United Kingdom, Canada, China, France, Guyana, India, Japan, Kenya, New Zealand, Poland, Russia, South Africa, Tanzania, and Uzbekistan.

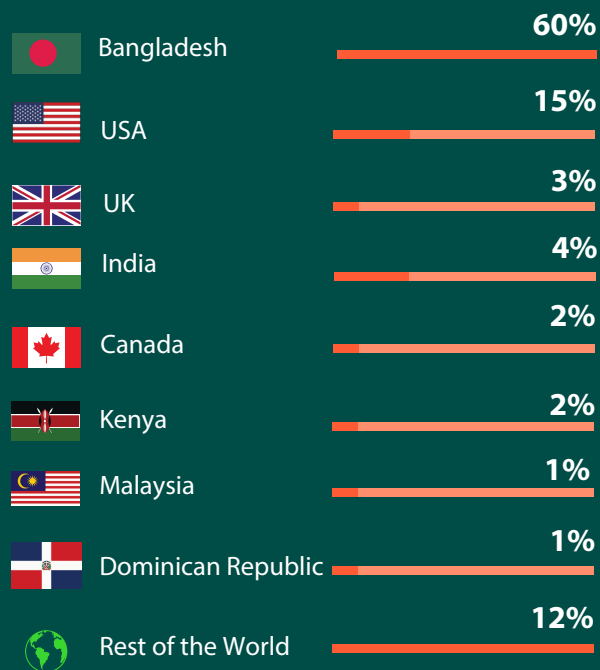
Students



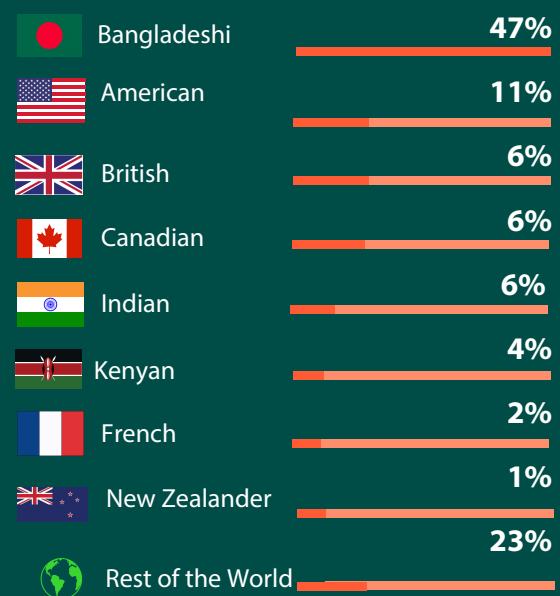
School Faculty



Student Nationalities



Teacher Nationalities





Commitment To Teacher Wellbeing

International School Dhaka (ISD) strives to ensure that all of our staff are supported and encouraged to develop personally and professionally. We recognise that staff are our most important resource and we seek to value our staff through personal and professional support, involvement in school decisions and access to professional development.

This commitment is connected to the ISD values that we wish to uphold - Wellbeing, Kindness and Responsibility - so that we can support our students to the best of our abilities, realise our potential as professional, cope with the challenges and pressure of our roles successfully and find fulfillment in our work and living environment.

Overseas Teaching Faculty, Salary and Benefits

School Year 2027-2028

The initial length of contract for overseas teachers is two years. This can be extended from the end of the contract on an annual basis, as mutually agreed upon by both parties.

The salary scale below applies for the school year 2027-2028. As is shown in the table, each overseas employee will receive their pension fund contribution of 10% gross salary each month in overseas currency (wire transfer).

International School Dhaka Salary Scale for School Year 2027-2028

Scale Point	Base Salary (US\$)	School Pension Contribution (10%)	Total Compensation (US\$)	Full Time Experience Following Professional Teaching Qualification
1	\$32,067	\$3,207	\$35,274	Less than 1 years' experience
2	\$34,116	\$3,412	\$37,527	1 or 2 years' experience
3	\$36,164	\$3,616	\$39,781	3 or 4 years' experience
4	\$38,213	\$3,821	\$42,034	5 or 6 years' experience
5	\$40,261	\$4,026	\$44,287	7 or 8 years' experience
6	\$42,310	\$4,231	\$46,541	9 or 10 years' experience
7	\$44,357	\$4,436	\$48,793	More than 10 years' experience
8	\$46,406	\$4,641	\$51,046	
9	\$48,454	\$4,845	\$53,300	
10	\$50,503	\$5,050	\$55,553	
11	\$52,551	\$5,255	\$57,807	
12	\$54,600	\$5,460	\$60,060	

Notes:

All salaries are paid in Bangladeshi Taka at an equivalent USD exchange rate reviewed each month. All salary levels indicated are tax free.

80% of salary can be remitted offshore each month.

At the end of your contract, all funds remaining in a teacher's Bangladesh bank account can be remitted overseas.

Additional Teacher Benefits

In addition to salary, the following benefits apply:

- Fully furnished accommodation will be provided, free of cost.
- Utilities costs for electricity, gas, home internet and cable television will be paid by the school up to the amount set and communicated at the start of the school year.
- Economy flights from/to the agreed point of origin/home of record are provided at the start and end of contract for employees and up to **three** dependants.
- Round trip economy flights to and from the point of origin will also be provided at the end of the first year of the initial contract for employees and up to **three** dependants.
- Relocation expenses for shipping will be paid at the start of the contract, subject to receipts. The maximum amount payable is US\$2000 plus US\$1000 for each additional dependent (three maximum) coming with the appointee to live in Dhaka. The same allowance is also payable at the end of contract.
- International Medical Insurance is provided (world-wide but excluding USA).
- 100% school tuition subsidy for a maximum of two dependents.
- A re-signing bonus of USD 2,000 is currently paid for overseas teachers renewing their contract in the third and subsequent years.
- *Children attending ISD. Additional costs including field trips, uniform, exam fees etc. are borne by the employee.
- *See next page

Potential additional Teacher costs for Teachers with child dependents

Teacher parents receive 100% school tuition subsidy for a maximum of two dependents.

However, applicants need to be aware of the following additional costs;

Like many international schools, ISD operates a Bring Your Own Device (BYOD) policy. The current recommended specifications are the Mac OSX 14.0 (Sonoma) OR Microsoft Windows 11 as the operating system.

- Week Without Walls (WWW), (26-27 prices). ISD values annual experiential learning opportunities for our students. **Typical** costs per trip, per child are;

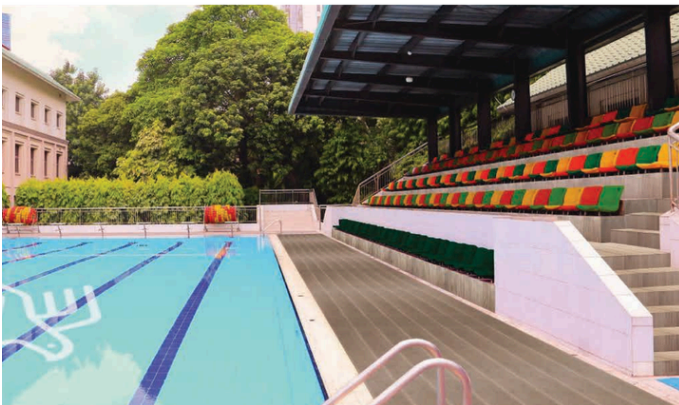
Grade	Cost (26-27) USD	Grade	Cost (26-27) USD
5	375	8	2,500
6	1,750	9	2,200
7	1,800	10	2,200

OPTIONAL: Snack/Lunch meal plan, (26-27 prices)

Grade	Snack cost per annum (26-27) USD	Lunch cost per annum (26-27) USD
Playgoup	Free	Free
Nursery - G2	285	1,055
G3 - G12	285	1,174

School Facilities

The spacious and well-appointed campus of International School Dhaka is in a residential area close to the center of the capital city. The campus comprises several multi-storey teaching blocks, a large, multi purpose full size gym, swimming pool, a large library, cafeteria and a variety of outdoor play and sports areas for all children. School buildings and campuses are connected by internet which serves a student information system and a wide range of technology for digital learning. The secondary building also contains performing arts rooms, a visual art room, technology center, and a learning support center.



Dhaka, one of the world's most populous cities

Dhaka, with 23 million inhabitants, is one of the world's most populous cities and located in the delta region of the Ganges River. It is the largest economic, cultural and scientific center of Bangladesh, in a country which is currently undergoing rapid economic growth. The high density living in Dhaka with its traffic congestion and colourful street life provides a backdrop to the most welcoming culture any international educator is likely to experience. The Bangladeshi people are genuinely welcoming, tolerant, kind and respectful, and this makes daily living in Dhaka a real joy.

Most of our overseas teachers live in a purpose-built apartment block with excellent living and recreational facilities close to the school. Travel time to the ISD campus is a few minutes using school transport. The city is safe, has good medical services, and there are many western standard restaurants, hotels, shopping areas and sporting facilities within a close distance of the school.

For recreation, there are many coastal, river and hill country destinations to explore at weekends and holiday times in largely undiscovered Bangladesh. At the same time, Dhaka has short flights connecting directly to India, Sri Lanka, Thailand and other countries in Asia to explore.

Places to visit in Bangladesh



Sonargaon



Bandarban



Cox's Bazar



Chittagong



Sylhet



St. Martin's Island



Scan the QR Code for our latest vacancies

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