

St. Andrews
International School
Green Valley

Information for Candidates 2025-26 Academic Year



Welcome to
St. Andrews Green Valley

St. Andrews International School Green Valley is a member of the St. Andrews family of schools in Thailand (at S107, Dusit and Sathorn in Bangkok) and also of the wider Cognita Schools group. Cognita is a world leading international schools provider, currently encompassing over one hundred schools across the UK, Europe, Latin America and South-East Asia. The group employs some 15,000 teaching and support staff in the care and education of around 85,000 pupils.

We have produced this information so that all applicants for teaching positions at St. Andrews Green Valley can gain an understanding of our educational philosophy and conditions of employment.

This summary is not intended to be exhaustive and we are sure that it will prompt discussion. We hope that it does, however, give you a clear impression that Green Valley is a school with a long history of quality academics, as well as an atmosphere that clearly cares for both its students and employees.

In this regard, we can assure you that we are an exceptionally ambitious school with a unique philosophy; seeking hard-working, creative and flexible teachers who are passionate about eco-literacy, personalised learning and holistic education. In return, we will provide you with outstanding students, a supportive parent community, and a school with a genuine 'family feel'.

As you read the information that follows, we hope you are energized and motivated to apply. If so, and you have a growth mindset with high expectations for both yourself and others, then we might be the school for you. Green Valley is very special in terms of its incredible setting and community, with an average staff tenure of well over five years. For the right candidate, living and working here can afford a great lifestyle within an amazing part of the world. We are sure you would thrive.

With all best wishes,



Charles Grayhurst,
Head of School
St. Andrews International School **Green Valley**

Our

Educational Philosophy

Be adventurous. Be brilliant. Be happy.

St. Andrews Green Valley offers an education that extends beyond the English National Curriculum and embraces the learner-centred principles of the International Baccalaureate, delivering both PYP and DP, with an average diploma score of over 35 points for the last academic year. IGCSE scores are also very good, and the school is proud of being inclusive, seeking a means for every child to shine.

Our teachers are recruited for their special talent and enthusiasm for teaching. All of our staff are expected to contribute widely to co-curricular and are involved in many areas of the school, beyond the traditional classroom setting. As an 'eco-literate' green school, we are committed to an outdoor education, environmental mindedness and the delivery of ecological understanding through all we do. Our staff should share this intention.

Our Mission and Philosophy

Our educational philosophy intends to develop eco-literate students, committed to a sustainable future, who are actively engaged as leaders within their communities. Through this active citizenship and sense of place, students from Green Valley will be able to thrive in a rapidly evolving world, equipped with a high performance mindset. Through our commitment to holistic education, our Green Valley students are uniquely identifiable through a range of personal values, skills and qualifications needed to lead adventurous, brilliant and happy lives in the future.



Green Valley
Campus

St. Andrews Green Valley is located on the Green Valley golf complex in Rayong, an hour and a half outside of Bangkok and twenty minutes from the city of Pattaya and the beautiful coastline of the Gulf of Thailand.

The campus is situated between lush, green hills and as such, has a mission focused upon environmental mindfulness, experiential education and outstanding holistic care. We have an environment second to none for educating our students and make the most of the opportunities it affords us.

The school has been open since 1996, and has academic outcomes comfortably above global averages and those within Eastern Thailand, including excellent IB Diploma scores. The average tenure of staff is over five years and the school has been rated as outstanding by EDT, as well as being awarded the Eco-Schools Green Flag and the Wellbeing Award for Schools. In addition, we are a full and active member of FOBISIA.

We are at an exciting stage of our development, as we drive towards an eco-literate education for a sustainable future. Our students are our greatest asset and our working life is rich, fulfilling and exciting. We seek teachers who are driven, have high expectations and are devoted to delivering a first class education. In return, Green Valley will provide an outstanding lifestyle and incredible students to teach who are friendly, engaged and motivated.



Salaries & Benefits

received by full-time staff

Steps	Monthly Gross Salary Payment (Thai Baht)
2	92,380
3	95,210
4	98,040
5	100,870
6	103,700
7	106,530
8	109,360
9	112,190
10	115,020
11	117,850
12	120,680
13	123,510
14	126,340
15	129,170
16	132,000
17	134,830
18	137,660
19	140,490
20	143,320
21	146,150
22	148,980
23	151,810
24	154,640
25	157,470
26	160,300

Principles

At St. Andrews, we wish to be seen as a good employer and we take the issue of staff retention very seriously. It is therefore important for everyone to be clear about the salary and benefits. Please feel free to raise questions if there are issues that require clarification.

The information in the table is just a brief summary of the detail contained within the standard contract of employment. If there is any doubt concerning the interpretation of this summary, then the contract itself is the superior point of reference.

Salary Scales

St. Andrews teachers receive a gross monthly salary paid in Thai Baht. Entry to the salary scale is according to qualifications and experience with QTS or equivalent. Housing allowance is inclusive—that is, paid within the salary scale.



Placement on the scale

New teachers are placed on the scale according to the number of years that they have been teaching. The maximum entry on the scale is point 12.

Posts with additional responsibility

These are awarded by individual schools in the form of an allowance. All positions carrying additional allowances are advertised within the individual schools and appointments are made following interviews.

Settling-in allowance

Upon arrival Thailand, each expatriate teacher will receive a one-off payment of Settling-in allowance, which depends on size of family, to assist with the purchase of essential household items for their new home. Any costs incurred with the shipment of personal effects must be borne by the teacher and these costs can be deducted from this amount.

Single employee – 20,000 Baht

Employee + spouse or child/children – 30,000 Baht

Employee + spouse and child/children - 40,000 Baht

Repatriation allowance

Upon leaving the company's employment each teacher will receive a repatriation allowance equal in value to the settling-in allowance they received on arrival.

Bonus payments

Assuming satisfactory performance, all teachers will receive a two-month salary bonus upon completion of each two-year contractual period. This bonus payment is approximately 8% of salary and is considered to be equivalent to the UK employer's pension contribution.

Flights

Expatriate teachers and their contractual dependents receive a one-way economy flight from their contractual airport to Bangkok at the start of their employment. Upon completion of the contract the teacher and contractual dependents will be entitled to the cost of a one-way economy flight back to their contractual airport.

During a two-year contract, the teacher and contractual dependents will receive the cost of a round trip economy flight between Bangkok and their contractual airport. The Company will calculate the cost of this round trip and inform the teacher by May 31st of every year.

The costs of all tickets are calculated by the school as being the average charged by the 5 main carriers. For end of contract flights, the net amount is included in the teacher's June salary payments.

Medical Cover

The school's medical scheme provides a good level of health insurance. Just like all such schemes there are pre-set limits and details of these are available from the school.

Police clearance and other formalities

Cognita Schools are committed to safeguarding and promoting the welfare of children and young people and expects all staff, volunteers and other third parties to share this commitment. Safer recruitment practice and pre-employment background checks will be undertaken before any appointment is confirmed. Appointment is subject to an enhanced Disclosure and Barring Service (DBS) check for regulated activity (if the candidate has lived in the UK) and/or criminal/police or equivalent background checks for all other countries inhabited (irrespective of whether you worked in those countries).

All teachers appointed to St. Andrews are required to demonstrate that they are cleared by authorities in their own countries to teach children. For example, in the case of UK teachers, this means providing proof of clearance from the UK police Criminal Records Bureau. Everyone must also be in possession of originals of their University Diploma or Certificate showing that they are appropriately qualified to teaching the subject/age group for which they are applying. If for some reason these are not available, then fully authenticated copies must be provided. In the absence of these documents, it is extremely difficult to secure teaching licences, work-permits and appropriate visas in Thailand and we may not be able to consider your application.

Personal appearance

Many children attending International Schools in Thailand come from Asian countries and about half of our children are in fact Thai. Here in particular, teachers are held in extremely high esteem and this can place perhaps unfamiliar expectations on our staff. For this reason, we only appoint those whose appearance and behaviour suggests that they will have no difficulty in living up to these expectations e.g. we ask teachers to cover any visible tattoos and remove visible body-piercings while teaching.



We recognise that the community of Green Valley has high expectations for all. Therefore, teaching and learning is structured around being the best we can be and demonstrating a high performance mind-set.

To ensure that our teaching is always improving, our school is committed to **seven key principles**:

1. All working areas both within and outside of the classroom have worth, and are given appropriate amounts of time and importance
2. Teaching approaches rest upon agreed standards so that skills and understanding can develop for learners
3. All teachers recognise that the personal and social needs of all children are paramount and we have clear approaches on how this is practiced
4. All work is based upon the fundamental principle that real learning arises from children being involved in relevant tasks based upon their experience of the world, and for Green Valley, a commitment to an outdoor, eco-literate approach
5. All staff recognise the need to know every child and their parents outstandingly well, and deliver a personalised education for all
6. Green Valley utilises nature and the outdoors as part of the learning experience, and our facilities are furnished, decorated and organised to reflect a sense of visual harmony
7. We have the highest expectations of ourselves, of the children in our care and of our professional standing in the community. We expect a lot and we ensure that our declared principles are lived through the daily experience of everyone involved

To join Green Valley as a student is to become part of an extended family, which has common goals and a shared commitment to achieve something very special. We aim to excel in what we have chosen to do and the only route to success lies in the classroom and in the day to day endeavour of our teachers and children. These principles of teaching and learning provide the essential framework in which that 'something special' will occur.



Our Students

Click HERE to learn more!

I am a new student at St. Andrews. I was worried about moving school, but as soon as I came here everyone welcomed me and I soon had lots of great friends. I really like the activities programme, especially the after school cooking club. I also like it that some lessons take place outside and we have forest school which is lots of fun.

Primary Student | Year 6

I am this year's head student. I never felt this place to be strictly a school but more of a community and family. Not only do all the teachers, staff and students make me feel comfortable, they all make me feel motivated and influence me to do my best. The school has always given additional support to students and has never failed to make sure that staff listen, care and take action to help everybody. If I were to honestly recommend a school to teach/ learn at, it would definitely be here.

Current Head Student | Year 12

I have been at St. Andrews Green Valley for 5 years. I love it here as everyone is kind, caring and can be themselves. I think this is really important. We also care about the environment and how to make the world a better place in our PYP lessons. We learn about how to make good choices that will affect our lives in the future such as eating healthy food and keeping fit.

Primary Student | Year 4

Our Parents

Click HERE to learn more!

I was looking for an inclusive school that warmly accepted students who might need extra support. Here, my son feels safe and loves coming to school! The teachers are supportive and respond to any concerns quickly. The school is a welcoming community, with many opportunities to get involved. I feel lucky that I'm always informed about my son's learning and that my whole family is part of the community.

Parent of Primary & Secondary Students

Our daughter has recently started her high school education at St Andrews. We interviewed several schools, but the care and concern from St Andrews staff made it our choice. The teachers are all engaged on a personal level to ensure the that our daughter is finding her path in the new environment. Our daughter is happy and excelling in a more demanding and beneficial program than she has ever been in before. I am grateful that we were able to find such an excellent school to help our daughter reach her full potential in preparation for university life.

Parent of Secondary Student

The decision to choose St Andrews for our family was made before our arrival to Thailand. We were looking for a school with the PYP and IB curriculum; the same as our daughter was already studying. The EAL department was also important to us since she would not learn in her mother language. Since joining, our daughter has developed the confidence she needed to grow. Our son joined Pre-Nursery this year and he has been so well stimulated that he has begun to really shine. The environment is friendly, and the campus is spacious, green and tropical. Our kids are very happy, and are growing and learning each day. We couldn't have made a better decision as a family.

Parent of Primary Students

Our Teachers

I have been teaching in Early Years at GV since 2007. As a teacher of very young children, I feel that I have been given trust and support in developing my teaching style and strategies. I am very proud to say that our school has the most beautiful outdoor environment for the children to be! If you are a person who wants to enjoy and get involved in school life, this will be the school for you.

Early Years Pre-Nursery Teacher

Being a teacher at St Andrews Green Valley is by far the best job I have ever had. It has been the most rewarding and enjoyable experience any teacher could ever wish for. For the past 8 years, I have felt continuously supported and trusted by my managers and colleagues alike, I have learnt and grown a lot as a teacher and have also made friends for life. The students here are incredible: open-minded, kind and hardworking. The office and ground staff are friendly and helpful, the school is beautiful and I would recommend to anyone to come and work here!

Secondary Languages Teacher

From the moment I arrived in Thailand, I felt truly welcomed and cared for by the leadership team.

The school offers unique ecological approaches to learning; we combine forward-thinking curricula while nurturing a core belief in eco-literacy, sustainability and environmental justice. Our educational vision is delivered through experiential knowledge, allowing children to plan, collaborate, reflect and make meaningful changes to the world around them.

Personalized learning enabled by an eco-friendly learning environment is how I would define St Andrew's GV; I am proud to be part of the teaching staff!!

Secondary Physics Teacher

The

St. Andrews Family

Green Valley is part of the St. Andrews family of schools in Thailand.



Dusit Campus

St. Andrews International School, Dusit is a fully inclusive and a co-educational school for up to 400 Thai and expatriate children aged two to 11. Since opening with five children in 2010, it has expanded to its current roll of just under 320 children distributed throughout 21 classes.

Dusit prides itself on providing an exciting, engaging and challenging curriculum which enables each individual student to make excellent progress and achieve their full potential.



Sathorn Campus

The Sathorn Campus opened in January 2003 in the middle of the Bangkok Business District (just off Convent Road with the Sky Train, MRT and busy Silom just a short walk away).

The Sathorn Campus is a friendly, close-knit community and staff, where children and parents know and support each other. St. Andrews, Sathorn is for those who enjoy a child-centred curriculum and have a genuine interest in quality teaching and learning.



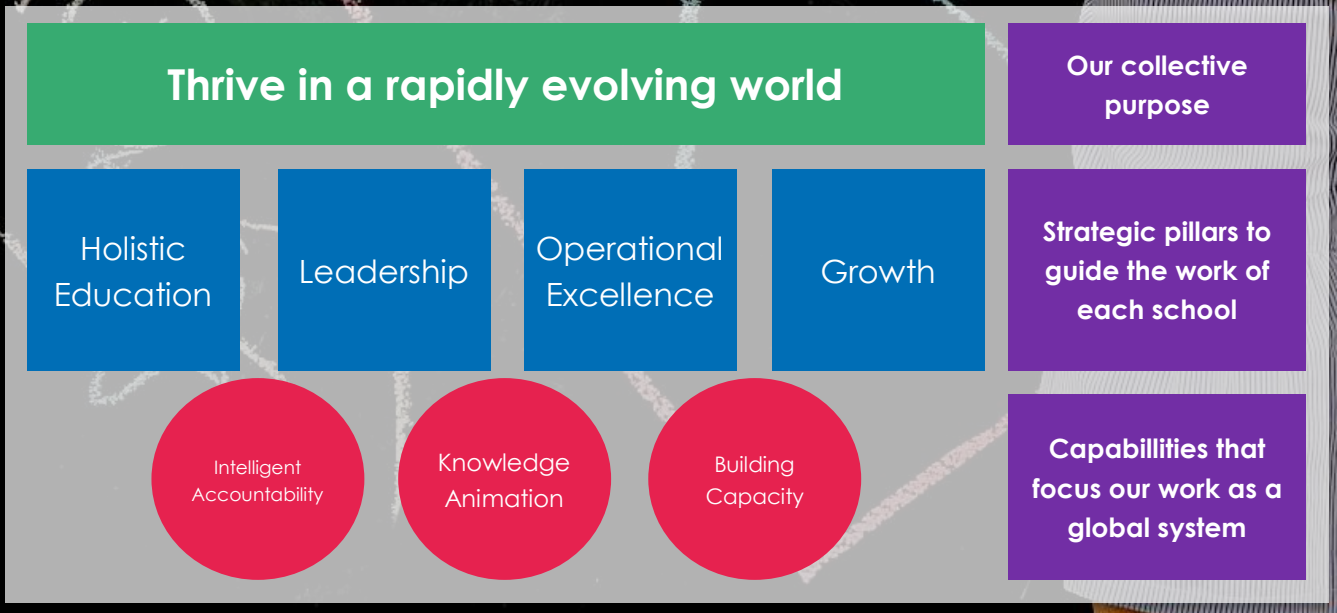
Sukhumvit 107 Campus

S107 is situated just off the Sukhumvit Road and 12km from the centre of Bangkok. It has approximately 500 children aged 2-18 and continues to grow. The school is focussed upon a student-centred approach, delivering inquiry based learning through the English National Curriculum, IGCSEs and IB Diploma Programme. is also one of the few truly inclusive schools in Bangkok, offering a range of learner pathways to ensure all students can fully achieve their best; whether that be top scores at IBDP or the opportunity to access the world of work.

The Cognita Family

Cognita is a global leader in independent education. Founded in 2004, we are a growing community
of 100+ schools in 16 countries - in Europe, America, Asia, and the Middle East - serving more than 75,000 pupils. Each of our schools are proudly unique, however our collective purpose is to create an environment where everyone can, **'Thrive in a rapidly evolving world'.** See www.cognita.com to find out more about the Cognita community.

The Cognita Quality Framework is the construct that allows us to engage with our diverse range of schools, with a shared, clear, and common language. Each school has its own distinctive character and identity, with the Cognita Quality Framework being the golden thread that connects us. Our Framework is *intentionally* system and context agnostic, given the value we place on the importance of diversity across the Cognita community.



Our schools are, without doubt, unique places - each with a distinctive ethos. However, we believe that collaboration is the fuel of growth, therefore they are not stand-alone schools; we look for every opportunity to work together in our 'Cognita System'. As a system leader, the Regional Director of Education takes a key role in modelling our three system capabilities:

1. **Intelligent Accountability** involves using a range of evidence and data to know our schools and our leaders well, in order to continually improve and thrive.

2. **Knowledge Animation** starts with sharing knowledge and effective practice. Animation is the act of taking knowledge and animating it, to make it fit for a new context in a way that compels us to act.

3. **Building Capacity** develops and strengthens leadership skills, capabilities and mindsets to thrive in a rapidly evolving world.