

ISPP
INTERNATIONAL SCHOOL
OF PHNOM PENH

RECRUITMENT GUIDE

INTERNATIONAL SCHOOL OF PHNOM PENH

ispp.edu.kh



What if you could enjoy the benefits of living in beautiful Cambodia and working at a world-class international school?

The International School of Phnom Penh (ISPP) is a co-educational not-for-profit English medium day school enrolling students from Early Years (age 3) through to Grade 12. The school is housed in a modern, purpose-built campus in a fast growing area of the city.

Our School History

In 1989, ISPP was formed by a group of families that worked for non-governmental organisations. The first six students met part time in the home of a parent who was also the teacher. In 1990, in a rented villa, ISPP took the first real steps to become a normal day school, with a curriculum and a Kindergarten to Grade 4 programme set in place. Student numbers increased to 11 and the school's Charter was written and approved, establishing it as a parent-owned and operated, non-sectarian, non-profit school.

In 1995, the school was licensed by the Cambodian Ministry of Education, Youth and Sport. In 2000, the International Baccalaureate (IB) Organisation approved the school to offer the IB Diploma, and the Middle Years Programme followed in 2001. In 2004, the Primary Years Programme was authorised, making ISPP a fully accredited, three programme IB World School. ISPP is also accredited by both the Western Association of Schools and Colleges (WASC) (USA) and the Council of International Schools (CIS) (Europe).

With increasing enrollments and the desire to ensure the long term stability of the school, ISPP acquired 5.4 hectares of land in Chak Angre Kraom, in the south of Phnom Penh, to construct a new, purpose-built campus. In August 2014, the Secondary School moved to the new site with the administration and Elementary following the year after. Since then, the city's development has stretched to the south and now the campus is surrounded by new residential communities and retail premises, and is conveniently located enroute to Phnom Penh's Techo International Airport.

VISION
Learning Together
Growing Together
Each Making a Difference

MISSION
Inspire Learning
Nurture Community
Build a Better Future

OUR CORE VALUES

CURIOSITY
Inquire Deeply
Think Critically
Explore Creatively

COURAGE
Demonstrate integrity
Act responsibly
Speak up

CARE
Practice kindness
Show compassion
Support wellbeing

COMMUNITY
Value diversity
Foster belonging
Contribute meaningfully

INTERNATIONAL MINDEDNESS
Students develop their curiosity about the world, extend their understanding and appreciation of shared values, cultural differences and equity, while striving to effect positive change.

2025+ Strategic Goals

	Inspire Learning	Nurture Community	Build a Better Future
Programmes	Powerful Curriculum	Social-Emotional Learning	Service Learning & Community Engagement
Wellbeing	Experiential Education	Inclusive Practices	Individual Responsibility
Facilities	Learning Environments	Community spaces	Environmental Practices

ISPP's 2025+ Strategic Goals are built around the three elements of our school's Mission and three key priority areas: Curriculum & Programmes; Wellbeing, Care and Belonging; and Facilities.

1. Inspire learning
By providing opportunities that are purposeful, joyful and compelling. We will achieve this by co-creating an inquiry-driven, authentic curriculum with students and extending our experiential learning programme to foster curiosity, skill-development, and resilience. We will transform our physical learning environments to be contemporary, flexible, and inspiring to support our students' educational experience.

2. Nurture community
So that everyone is valued, connected and safe in an environment that welcomes and supports diversity. We will formally embed Social-Emotional Learning school-wide to cultivate empathy, resilience, self-awareness, and mutual respect. We will deepen inclusive practices to ensure every member feels a strong sense of belonging and can express their unique identity. We will optimise our campus spaces to foster meaningful connection and build unity in a safe environment.

3. Build a better future
Through learning which asks students to tackle the complex challenges of the world, giving them skills, values and inspiration to address these challenges. Our commitments to the future involve redesigning our approach to service learning and community engagement; this will equip students with a deep understanding of local and global issues, and the skills and motivation to make a positive impact. We will expand opportunities for students to assume individual responsibility and self-direction in their learning to develop their identity as impactful global citizens, and reduce our ecological footprint by modeling responsible environmental practices and stewarding a sustainable future.

Facilities

Our world-class campus complements our established IB learning programmes and meets the needs of our broad and balanced curriculum. The campus features a well-equipped theatre with seating for 430 people, a multi-level Learning Centre housing two libraries and technology centres, a cafeteria for Grades 1-12 and one for Early Years and Kindergarten, with a built-in learning kitchen. There is a multi-use sports complex including an air-conditioned gymnasium with 3 courts, dance studio, a ten-lane Olympic-sized swimming pool and lush sporting fields. In early 2026, we opened a 4,500 square metre Falcons Hub to enhance our teaching, sports and community facilities. Built to exacting energy and environmental standards, it is Cambodia's first LEED Platinum certified building.

What if you could join a diverse community of teachers and students in a well-established IB world school?



Our Curriculum

IB PYP

The PYP is designed for students aged 3 to 12 (Early Years 1 to Grade 5). The PYP is a concept-based transdisciplinary programme designed to foster the development of the whole child: academic, social, physical, emotional and cultural. This curriculum framework offers a comprehensive approach to teaching and learning and allows students to develop meaningful understanding through inquiry. Students are provided opportunities to acquire knowledge, concepts and skills, and to take meaningful action. The PYP strives for balance between understanding of concepts, the acquisition of knowledge, approaches to learning (ATLs) and the opportunity to initiate appropriate and relevant action. The programme identifies a body of knowledge for all students in all cultures: languages, mathematics, the arts, social studies, science and technology, and Personal, Social, Physical Education (PSPE). Teachers and students use key questions that are concept based to structure the units of inquiry. Students acquire and apply approaches to learning (social, communications, thinking, research and self-management skills) while developing an understanding of important concepts.

IB MYP

The International Baccalaureate Middle Years Programme (MYP) is designed for students aged 11 to 16 (Grades 6-10). The curriculum contains eight subject groups that are interpreted through six Global Contexts, which are used by students to make real-life connections in their learning. The programme also encompasses five skill clusters across their curriculum—the Approaches to Learning (ATLs). Assessment in the MYP is criterion-related. Service as action is also an essential component of the MYP, as students are encouraged to make a positive impact in their local communities.

IB DP

The International Baccalaureate Diploma Programme is a rigorous, pre-university academic program for Grades 11 and 12. Students study six academic subjects as well as a course in critical thinking, Theory of Knowledge. Three subjects are studied at standard level (SL) and three at higher level (HL), which allows for greater depth and breadth in study. Students also complete a self-directed research study (the Extended Essay) and participate in experiential learning through Creativity, Action and Service (CAS). Students' coursework and final exams are externally moderated. The IB Diploma is transferable to universities all around the world and provides graduates with an internationally recognisable certificate. Further, many universities, particularly in the United States and Canada, offer college credit to students who have achieved at a high level in the programme.

Accreditations/Affiliations

International Baccalaureate (IB)
Council of International Schools (CIS)
Western Association of Schools and Colleges (WASC)
East Asian Regional Council of Schools (EARCOS)
Mekong River International Schools Association (MRISA)
Phnom Penh Activities Community (PPAC8)





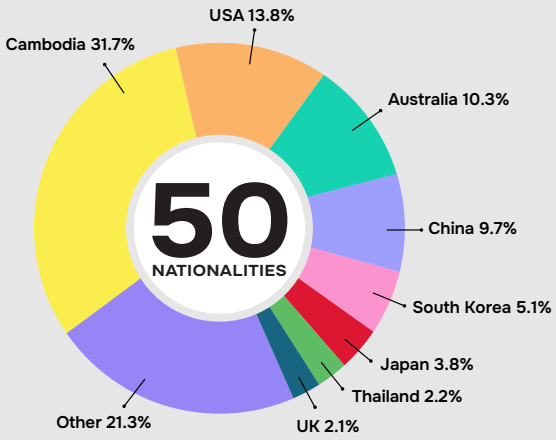


ISPP Community

The Students

The school currently has around 860 students, split roughly equally between Elementary (Early Years - Grade 5) and Secondary (Grades 6-12). The diversity of student nationalities, together with reasonable class sizes, provide a wonderful environment for students to receive considerable individualised attention within the classroom and to gain an appreciation and understanding of other cultures.

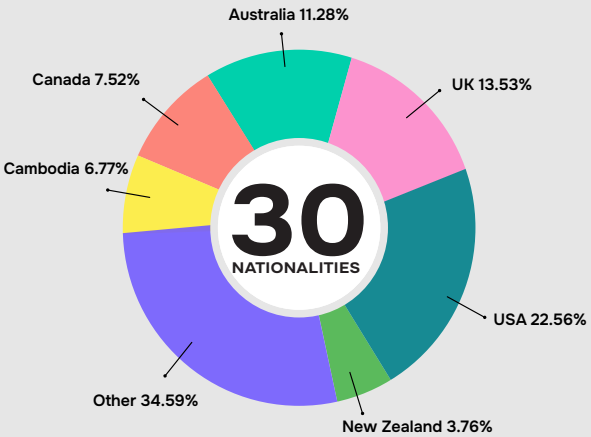
Nationality Spread of Students



The Faculty

The ISPP administration and faculty reflect the diversity of the student population; we currently have 126 faculty members representing 30 countries. All teachers and administrators are fully certified and qualified in their various fields, with many having advanced degrees in education. Specially trained to teach the IB programmes, a number of our teachers are also IB workshop leaders, visiting team members and leaders, moderators and examiners. Our teachers have a strong work ethic, a positive outlook and are dedicated to creating a professional learning community at ISPP.

Teacher Nationalities







Technology at ISPP

ISPP meaningfully uses technology to facilitate learning and to streamline processes. We implement a Bring Your Own Macbook programme for students in Grades 6-12. Students across all grades in Elementary use Chromebooks or iPads, which are supplied at 1:1 from Grade 3 and above. Each classroom is equipped with Apple TV, a data projector and a screen. Teachers have access to digital still and video cameras, presentation tools and scanners, through an IT checkout system.

We offer a core suite of online tools for our teachers and students, primarily using Google Apps for Education throughout the school. Our Learning Management System across the school is Toddle, which is used for curriculum planning, sharing and assessing tasks, scheduling student assignments, monitoring Extended Essay, Personal Project, CAS, and Service and Action, communicating with parents and students, sharing key files, coordinating student groups, and reporting to parents.



What if you could work in a school where teachers are respected, supported and encouraged?

Requirements to teach at ISPP

Aligned with the recommendations of the International Task Force on Child Protection, we hold ourselves to a high standard of effective recruiting practices with specific attention to child protection.

- Values are aligned to ISPP's Learning Principles **(link)**
- Qualified and certified in teaching area
- Knowledgeable in subject area
- Value collaboration and teamwork
- Understand the power of community
- Healthy, active and energetic
- Good sense of humour
- Patient and flexible
- Genuinely interested in teaching and learning
- Genuinely interested in child development
- Positive outlook on the world
- Strong work ethic
- Committed to becoming a better teacher
- Criminal record clearance for up to ten years from previous countries of employment and home country



Professional Growth Frameworks

The ISPP Profile of an Educator outlines the expectations and practices for teaching at ISPP. The Profile of an Educator is organised into four standards with associated practices:

Profile of an Educator Standards

- Standard 1: Teaching & Learning (Know content and how to teach it)
- Standard 2: Assessment *for* & *of* Student Learning
- Standard 3: Collaboration
- Standard 4: Professional & Community Engagement
- Standard 5: Leadership (only applicable to those teachers in teacher leader positions)





Teaching

Organisational Structure

The school is governed by the ISPP Parent Association through a parent-elected/appointed hybrid Board of Trustees. The Board is composed of nine members: five are elected and four must be appointed with at least one, and not more than three, from the community at large. The Director is an ex-officio member of the Board of Trustees and is the Chief Executive Officer of the School. The Director is assisted by the Principals, Assistant Principals and operations administrators in the day-to-day functioning of the school.

Employment Package

Remuneration & Benefits

ISPP offers competitive salaries (paid in US dollars) commensurate with experience and education. For initial placement, each step on the salary scale represents full years of relevant teaching experience in a school setting. The maximum entry level is Step 9. After the initial year of teaching at ISPP, teachers will advance one step annually on the salary scale.

Benefits are reviewed and updated annually, following Board approval. The benefits outlined below apply to the current academic year, 2026-27 Overseas hired teachers receive the following benefits:

Shipping/Settling in Allowance

US$1,500 at the beginning of employment; US$500 per contract year up to a maximum of US$2,000 at the end of employment.

Contract Travel

Airfare from home of record to Phnom Penh and return for teachers and eligible dependents.

Visas & Work Permits

Administrative assistance provided and visa costs paid by ISPP for teachers and eligible dependents. Work permits are provided for teachers only.

Annual Home Leave

Annual home leave travel, based on the lowest quote from airlines for teachers and eligible dependents.

Fee Waivers

chool fees (tuition, entrance and capital fees) waived in full for school-age dependents.

Group Insurance

Medical Evacuation, Emergency School Evacuation provided to teachers and eligible dependents; Long Term Disability Insurance provided to full time teachers with April International.

Housing Allowance

Rent allowance per month:

- Single teacher without dependents: US$750
- Single teacher with one dependent: US$985
- Single teacher with two or more dependents: US$1,045
- Teaching couple without dependents: US$1,085
- Teaching couple with two or more dependent: US$1,280

Severance and Pension Contribution

In accordance with Cambodian Labour Law, entitlements are as follows:

1. **Severance Payment:** Fixed Duration Contracts (FDC) receive a monthly severance payment of 5% of annual net salary.
2. **Seniority Payment:** Undetermined Duration Contracts (UDC) do not receive severance but are entitled to seniority payments distributed in June and December.
3. **Pension Contribution:** Both FDC and UDC receive a monthly pension contribution of 2% toward a private pension fund.

Leave

Business, Personal, Emergency/Compassionate/Special, Maternity, Paternity/Partner and Adoption, Sick, Recruitment.

Professional Development (PD) Opportunities

Robust professional development budget focused on school goals and teacher needs.





Faculty Salary Scale 2026-27

Salaries and benefits are reviewed and updated annually. Base pay amounts do not include 5% severance payment and 2% retirement contribution. Net pay will fluctuate slightly based on KHR exchange rates.

Step	Year of Services	II (Certified + Basic Degree: PGCE/BA/BS) Gross Base Pay	III (Certified + Advance Degree: MA/MS/MED/PHD) Gross Base Pay
0	0-1	$48,204	$50,105
1	2	$49,895	$51,796
2	3	$51,586	$53,487
3	4	$53,277	$55,178
4	5	$54,968	$56,869
5	6	$56,659	$58,560
6	7	$58,350	$60,251
7	8	$60,041	$61,942
8	9	$61,732	$63,633
9	10	$63,423	$65,324
10		$65,114	$67,015
11		$66,805	$68,706
12		$68,496	$70,397
13		$70,187	$72,088
14		$71,878	$73,779
15		$73,569	$75,470
16		$75,260	$77,161
17		$76,951	$78,852
18		$78,642	$80,543
19		$80,333	$82,234









More About Us

Service and Action

Through service initiatives, ISPP aims to develop caring, principled and responsible global citizens. Service projects at ISPP build relationships between the school community and local communities. By engaging in active service, our students are empowered to become informed, purposeful and active citizens who effect meaningful change

Global Citizenship Activities (Secondary)

The purpose of the Global Citizenship activities is to introduce students to new learning experiences, encouraging them to take risks in exploring their own strengths and weaknesses and undertaking new challenges in the areas of Creativity, Activity and Service at an appropriate level. Through the programme, it is expected that MYP and DP students will grow in their personal commitment to service in the community.

Performing Arts Productions

ISPP presents a dramatic and musical production every year. Elementary and Secondary alternate the type of production to give more students an opportunity to perform.

After School Activities

The ISPP After School Programme (ASP) is designed for students to learn while having fun in a safe environment. The purpose of the ASP is recreational not competitive, with activities open to all ISPP students as well as other children from within the Phnom Penh community. The programme is built to create skills that allow children to experience multicultural settings, while developing self esteem and problem solving skills.

Sports Teams

ISPP has an active sports programme that includes swimming, cross-country, track & field, badminton, volleyball, basketball and football. Teams compete within the Phnom Penh Activities Community (PPAC8) as well as the Mekong River International Schools Association (MRISA), a regional sports league that includes schools in Vietnam, Laos, Thailand, Malaysia and Cambodia. Elementary students also compete in Football, Basketball and Cross-Country.

Model United Nations

Model United Nations (MUN) is an academic simulation of the United Nations that aims to educate participants about global issues, effective communication, globalisation and multilateral diplomacy. In MUN, students take on roles as diplomats and participate in a simulated session of an intergovernmental organisation. ISPP hosts its own MUN, (ISPPMUN) in October of each school year, and participates in several others, locally and in the region.

Student Union

The Secondary School Student Union operates through annually reviewed committees that lead student action to enhance the school experience at ISPP. The Student Union also supports general whole school development work aligned to the strategic goals of the school. It is led by a senior board of Grade 10 and Grade 11 students who are selected, trained and mentored by outgoing Grade 12 Student Union Board members.

The Elementary School Student Council is composed of representatives from Grades 4 to 5. Students meet weekly and are active in promoting school spirit, international mindedness and taking action, including being active members of the Environment and Sustainability Committee.



What if you could live in a country where old meets new in a fascinating blend of ancient culture and contemporary development?

Living in Phnom Penh

Like any great Southeast Asian capital, Phnom Penh offers superb dining, lively nightlife, and plenty of attractions for the visitor – including the Royal Palace, National Museum, the Tonle Bassac and Mekong rivers, a vibrant food scene and a host of ancient temples and picturesque natural spots easily reachable as day trips.

Although busy and cosmopolitan, the city is easy to navigate with a small number of major arterial roads, and quiet side streets laid out in numbered grid. Tuk tuks are the usual form of public transport, while locals and independent expats prefer their own 'motos' to zip around. In Phnom Penh, everyday life is lived on the street, and the many small parks, roadsides and other public spaces are alive with Cambodians young and old, who congregate to play badminton, fly kites or socialise on the grass with a cob of corn or sour mango from a roadside vendor. It is a charmingly old-fashioned city with classic colonial architecture and gold and white temples (wats) at every turn.

Phnom Penh represents a fusion of all that is old and new in Cambodia. People still do their shopping in local markets, cyclo drivers still glide down the streets and monks make their daily collection of alms. At the same time, the city is developing and modernising rapidly - new shopping malls, international food chains and quirky bars and restaurants are opening regularly. It's this combination of the old and the new, the modern and the traditional, intertwined throughout a compact city that makes Phnom Penh so captivating. Cambodia hosts the temples of Angkor, located in Siem Reap, as well as beautiful beaches and pristine islands off its southern coastline.



With many just a hop, skip and jump (or short flight) away, Phnom Penh is a convenient stepping stone to exploring other Southeast Asian cities. It's easy to spend a weekend enjoying the hustle and bustle of sprawling Bangkok or Ho Chi Minh City, while still enjoying the relative calm and convenience of Cambodia's capital as your very comfortable home.













Average Temperature (In degrees celsius)

Cambodia's tropical climate means temperate conditions year-round and includes a monsoon or rainy season, which occurs between June and October, and a cooler dry season between December - February.

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Phnom Penh, Cambodia	25	26	28	29	28	27	27	27	26	26	25	24


ISPP
INTERNATIONAL SCHOOL
OF PHNOM PENH