



Catholic  
Schools Office  
DIOCESE OF MAITLAND-NEWCASTLE

# ANNUAL SCHOOL REPORT

# 2015

SERVICE † LEADERSHIP † JUSTICE  
*Together in Christ*



## St Pius X High School, ADAMSTOWN

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## About the Annual School Report

St Pius X High School is registered by the Board of Studies Teaching and Educational Standards NSW (BOSTES) as a member of the Catholic system in the Diocese of Maitland - Newcastle.

The Annual School Report provides parents and the wider community with fair, accurate and objective information about various aspects of school performance and development. The Report describes achievement of school development in 2015 and gives information about 2016 priorities.

This Report is a legislative requirement under the Schools Assistance Act, 2008.

The information in this Report is complemented by the Catholic Schools Office website and school websites where other publications and newsletters can be viewed or obtained.

## Messages from Key School Bodies

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### Principal's Message

The community of St Pius seeks to provide an education grounded in the Gospel values of love, justice and truth. The School aims for excellence in all areas, providing a range of opportunities to enable all students to experience success.

Through the implementation of our Pastoral Care system we endeavour to make our school specifically Catholic in philosophy and practice and to foster community through student, parent, staff and parish involvement. The school's Care Classes and House System ensure that students experience high quality pastoral care and that parents are genuine partners in their children's education. The school has a strong school spirit. Our students love their school.

The school has a high standard in all educational areas and makes special provision both for gifted and talented students as well as for students with learning difficulties. As well as the Religious Studies program, we have daily student prayer, whole school Liturgies to celebrate special occasions, Care Class Masses, staff prayer & retreats, community days for Years 7, 8 and 9 and a three day retreat for Year 10. All of these events aim to meet the spiritual needs of staff and students.

In 2015, St Pius X HS had a student population of 1030 in Years 7 to 10, 73 teachers and 35 Support Staff.

Mr Robert Emery

MEdLead BSc(Hons) DipEd DipRE MACEL

### Parent Body

St Pius X High School has an active P&F. Meetings are held every second Tuesday of the month. All parents and friends are welcome to attend. The P&F provides parents with a forum in which they can raise questions, discuss issues pertinent to the school, make comment and offer suggestions on policy and procedures. The P&F prides itself on its ability to raise much needed funds for the school. Much of these funds are raised through the extremely successful and well-run School Dances held four times through the year. Other activities vary from year to year.

Mrs Toni O'Donoghue

P&F President 2015

### Student Body

Students have a very strong school spirit and enjoy their time at St Pius. Students appreciate and respect the safe and inclusive environment the school provides. Students highly value the great school dances, good choice of electives, teacher personalities, extensive sporting opportunities and equipment, canteen food and music and drama performances, including our planned whole school musical - Grease. Excursions, overseas trips and the Yr.9 Snow Trip are also valuable experiences that are on offer.

Rose Lancaster & Tom Rodgers

School Captains

## SCHOOL FEATURES

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### History of the school

On January 27 1959, St Pius X College, staffed by Diocesan Priests, commenced at Tighes Hill. In 1960, then Bishop of Maitland, Bishop Toohey, exercised tremendous courage and vision in acquiring the old Lustre Hosiery Factory in Adamstown and converting the existing building into a school. The School opened at this new site on 5 December 1960. The official opening of the College and the blessing of the new building was performed by Bishop Toohey on Sunday, 19 March 1961. In that year the school badge was also adopted, incorporating the Coat of Arms and Crest of St Pius X.

If you would like to read a more extensive history of the school please visit the History page of our website:

<http://www.adamstownsp.catholic.edu.au/Our%20School/Pages/History.aspx>

### Location/Drawing Area

St Pius X is located in Park Avenue, Adamstown and draws pupils from the local Catholic primary schools including St Therese's Primary School, New Lambton, St John's Primary School, Lambton, St Patrick's Primary School, Wallsend, St James' Primary School, Kotara South, St Columba's Primary School, Adamstown, Holy Family Primary School, Merewether Beach, St Joseph's Primary School, Merewether and Our Lady of Victorie Primary School, Shortland. On completion of Year 10, our students move on to St Francis Xavier's College at Hamilton for Years 11 & 12. Together, all of the schools mentioned here form the Central Cluster of the Maitland-Newcastle Diocese.

## Catholic Identity and Mission

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### Catholic Imagination and Spirituality

During 2015 the entire school community was involved in the renewal of our Mission, Vision & Values Statements. The new statements can be read here: <http://www.adamstownsp.catholic.edu.au/Our%20School/Pages/VisionMission.aspx> .

During the year students and staff experienced many beautiful Liturgies celebrating significant school and Church events. Mass was said each fortnight for a couple of Care Groups on a roster basis. Prayer was said every day in Care Group or period 1, at assemblies, House Meetings and at all staff briefings and meetings.

30 students from Year 10 were involved in immersion experiences to Borneo and Vietnam, the highlight of which was their social justice work for parishes and/or villages.

There were Community days for Years 7, 8 and 9 and a three-day Retreat and special Graduation Liturgy for Year 10.

### Family, Parish and Diocesan evangelising and catechesis

Students from St Pius X are involved in each of their Parish churches as readers, altar servers and in youth groups.

We are involved each year in the celebration of Catholic Schools Week and also in Diocesan events such as the Called to Serve Mass, the Special Needs Mass and the Way of the Cross on Palm Sunday at Kilaben Bay

St Pius X has a very active St Vincent de Paul junior group within the school. Run by members of the teaching Staff, the group meets regularly and involves the members in a number of activities including visits to local aged-care facilities, food collections for the needy (including Christmas Hampers) and raising funds through activities such as out-of-uniform days, cake stalls and sausage sizzles to assist students within the diocese who need assistance.

Every year the Principal meets with the Bishop, Director of Schools and priests to discuss matters relevant to the operation of the school and its support for the Church in the wider community.

Contact with the Parish Priests is via involvement in school Liturgies and via committees such as the Enrolment Committee. Many staff are Special Ministers, readers and commentators in their local Parishes.

### Christian Discipleship

Every Wednesday morning, staff members meet for prayer. They take turns and great care to prepare the material. Post-graduate study in theology and education is both encouraged and subsidised at CSO level, such as MA at ACU, BBI/SCD. Several staff are completing Diplomas in Religious Education by correspondence and face to face mode at Newcastle CSO. Two staff attended the World Parliament for Religions in USA. The Religious Studies Faculty used the structure of the Parliament process as the basis for an excellent, engaging assessment task in Religious Studies.

The Catholicity of the school has been nurtured through liturgical celebrations and other forms of worship. There is Mass each fortnight for students on a roster basis. There are liturgies to celebrate welcoming staff and Year 7 and their parents, Commissioning of Student Leaders, Ash Wednesday and Holy Week Liturgies Anzac Day Liturgy, Vinnies' Day Fashion Parade, St Pius X Day Celebration, Year 10 Graduation and Presentation Day Ceremonies (Years 7-9).

There were Community days for Years 7, 8 and 9 and a three-day Retreat and special Graduation Liturgy for Year 10.

A Wellbeing Day was held for staff.

### Religious Education and Curriculum

The Religious Education at St Pius X High School promotes an understanding of Catholic beliefs and practice:

and incorporates content with the same academic demands as other subjects taught within the school.

The teaching of Religion aims to:

- ☑ Encourage students to find meaning and excitement in learning about the teaching of Christ
- ☑ Assist students to articulate Christian values and the teachings of the Catholic Church
- ☑ Encourage students to be active members of their local Catholic Community
- ☑ Encourage students to integrate Gospel values into their daily life.

The Religion Program is underpinned by four strands: Jesus and Scripture, History and Belief, Celebration and Prayer and Justice and Morality.

St Pius topped the Diocese in both the Year 8 & Year 10 Religious Literacy Tests.

### Initiatives Promoting Respect and Responsibility

Student respect and responsibility is promoted as a natural part of the ethos of the school. The School Pastoral Care program, Religious Studies lessons, social justice initiatives, Community Day programs, Retreats and Reflection Days, Assemblies and Year Meetings are all used to promote strong Christian values amongst the students. The school more than meets the requirements of the Australian Government's Values for Schools policy.

Social justice is given a high priority at St Pius. Each year, student leaders travel to Sydney to attend the "Just Leadership Day" run by Caritas global education officers. They return inspired to embark on the annual "Project Compassion" appeal on Ash Wednesday. In 2015 about 30 students attended an immersion experience to Borneo & Vietnam. These students were actively involved in building projects for parishes and villages.

A number of out-of-uniform days have been organised and the money raised was given to local charities. As mentioned previously, our St Vincent de Paul group is very active in social justice.

## Student Profile

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The table below shows the number of students in each of the categories listed.

LBOTE*	SWD*	Indigenous
87	44	24

\*Language Backgrounds Other Than English (LBOTE); Students With Disabilities (SWD)

### Enrolment policy

St Pius X High School follows the guidelines provided by the Catholic Schools Office *Enrolment Policy 2013*. This Enrolment Policy has been devised in order to accommodate the needs of families seeking a Catholic education. It aims to set direction for school procedures and practices for enrolling students into Catholic Primary and Secondary Schools within the Diocese of Maitland-Newcastle and to establish a common consistent approach in enrolment practices and assist the system of Catholic schools to provide schooling, where possible, for all Catholic children who seek enrolment, cater for the individual needs of each child equitably within the constraints of the available teaching and material resources and to encourage parents enrolling their children in Catholic schools to give support to parish and school life, especially in education in faith.

Copies of the Policy are available from the school, or from the Catholic Schools Office website. Parents concerned about school fees should ensure they make contact with the school. Diocesan provisions (including standard discounts for those with a Health Card) exist to help in this area, and the Principal can also exercise discretion where genuine need exists.

### Actual Enrolments 2015

Scholastic Year	Number of Students
Year 7	261
Year 8	258
Year 9	252
Year 10	247
Total	1018

### Student Attendance - 7 to 10 - PDF

Percentage of student attendance by Year level and school average for 2015

Year 7	Year 8	Year 9	Year 10	School Average
92	90	91	89	90.5

### Managing Student Non-attendance

Regular attendance at school is essential if students are to maximise their potential. Schools, in partnership with parents and guardians, are responsible for promoting the regular attendance of students. The compulsory years of schooling is age 6 to 17. Principals and school staff, in consultation with students and their parents, will usually be able to resolve issues relating to non-attendance. While parents should be reminded of their legal obligations under the Education Act, (1990), the welfare of the student must be the focus of this consultation. The most effective means of restoring and maintaining regular school attendance includes sound attendance monitoring practices and regular follow-up of unexplained absences by contacting parents promptly. Resolution of attendance difficulties may require a range of additional school based strategies including student and parent interviews, reviewing the appropriateness of the student's educational program, development of a school-based attendance improvement plan, referral to the school counsellor or outside agencies and support from school - based personnel. If a range of school-based interventions has been unsuccessful, support may be requested by referring individual cases of unsatisfactory attendance to the Catholic Schools Office.

## Pastoral Care and Wellbeing

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### Student Welfare Policy

At St Pius X High School the Pastoral Care (Student Welfare) Policy clearly defines student rights and responsibilities. The full text of the policy can be read on our website Policies page.

The school provides an extensive structure to support students. The structure is designed to provide support of all individuals within the school community.

This process is achieved via a House structure with a Student Coordinator in charge of each House and students within each Year being subdivided into Care Groups with a teacher responsible for each group.

To encourage harmonious relationships within the school, we have developed a range of student based activities such as peer support programs, anti-bullying programs, "Get Organised" and a range of student centred activities based on the premise of 'care for one another within a caring community'.

St Pius X High School aims for excellence in all areas, providing opportunities for our students to achieve success. We have an extensive student reward system.

No change was made to the Pastoral Care (Student Welfare) Policy during 2015.

### Discipline Policy

The school has developed an extensive policy related to student discipline in compliance with the Catholic Schools Office Pastoral Care Policy 2002. The school's Discipline Policy is implemented in conjunction with the Restorative Justice Policy. The Discipline Policy provides clear guidelines for procedural fairness that provide support to students and parents in matters of disciplinary action.

The Discipline Policy has been designed to provide positive re-enforcement of acceptable practices within the school community. It also places considerable emphasis on positive reinforcement of appropriate behaviour via the use of the Award system. The full text of the Discipline Policy can be read on the Policies page of our website.

Discipline procedures are identified for minor and major misbehaviour. These procedures include playground clean up, lunch detention, after school detention, student review panel and internal or external suspension. No change was made to the Discipline Policy in 2015.

The full text of the College's Student Discipline Policy may be accessed on the College's website or at the administration office.

### Anti-Bullying Policy

Catholic schools have the responsibility to promote cultures of trust, cooperation and respect in the lived experience of the Catholic Christian setting. Bullying in a school mitigates such a culture and inhibits the development of positive relational outcomes for the common good of students, teachers and caregivers. *St Pius X High School Anti-Bullying Policy* is reviewed regularly and is available on the school website.

### Complaints and Grievances

The school has formal written protocols in place to address complaints and grievances. These protocols are in line with the Complaints and Grievances Resolution Policy (2013), developed to provide a consistent approach for all Diocesan schools. This policy aims to address the concerns of Parents / Carers and the wider community. These concerns may include children's learning, behaviour and welfare, school organisation and management, student health and safety issues.

A copy of this policy and the informative parent brochure is available from the school office, school website or is available on the Catholic Schools Office website.

### Special Provisions

St Pius has in place policy and procedures covering special provisions examinations. The Learning Support

Team is responsible for managing student access to special provisions and all aspects of special provisions examinations. All students and parents are alerted to the opportunity to apply for special provisions via meetings and written communication.

## School Improvement

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### School Improvement Plan

Our School Improvement Plan (SIP 2015) had the following major priorities:

- Key Area 1 - Catholic Identity - Renew Mission & Vision Statements & Improve student access to Eucharistic celebrations.
- Key Area 2 - Quality Learning - Professional Learning Teams, Focus on Quality Teaching & Enhance numeracy & literacy.
- Key Area 3 - Quality Teaching - Professional learning in Contemporary Pedagogy & Implementing AITSL requirements.
- Key Area 4 - Empowered School Leadership - Student & Staff leadership
- Key Area 5 - Meeting Student Needs - Whole school approaches to student wellbeing & focus on high performing students.
- Key Area 6 - Transparency & Accountability - Reduction of printing expenses, investigation of other income streams & application for funding of Stage 3 of our Master Plan

### School Academic Priorities

Key improvements achieved this year	Key improvements for next year
<p>As mentioned earlier, in 2015 we completely revamped our Mission, Vision &amp; Values Statements. This was essential in the light of the fact that we are trying to develop St Pius as a Professional Learning Community. We needed our Mission &amp; Vision statements to explicitly state our intention to develop the learning of students so that all students achieve to their full potential. The whole community was involved in the process and the new statements were adopted in Term 4 of that year.</p>	<p>Catholic Identity: Focus on supporting the Year of Mercy.</p>
<p>In 2015 there was a clear focus on improving teacher understanding and use of the Quality Teaching Framework (QTF) for preparing &amp; evaluating pedagogy. QTF pods were run where teachers from different Faculties took part in lesson observation and coding and in discussion of this. These worked really well and had a positive effect on teacher performance. At the same time there was a focus on Faculties developing themselves as Professional Learning Teams (PLTs). Faculties developed norms to guide their operation and worked on enhancing collaboration within these teams. The Maths Faculty successfully trialled running learning cycles which included a period of remediation for students who had not successfully learnt the identified essential learnings for the unit being covered.</p>	<p>Quality Learning &amp; Teaching: Development of Professional Learning Teams Further work on Quality Teaching Framework Implementation of the Professional Practice &amp; Development Framework</p>
<p>Another very successful focus for the year was in the area of wellbeing. The Mind Matters Program was implemented across the school. Lesson material was presented in a number of Long Care Group sessions throughout the year. Special guest speakers were utilised at various times. A Staff Wellbeing day was run. Two parent evenings on wellbeing were also run. The implementation of the program was evaluated at the end of the year. This provided clear evidence that the program was being successful in helping to improve student &amp; staff wellbeing. It also provided relevant feedback which helped enhance planning for the program for 2016.</p>	<p>Meeting Students Needs: Year 2 of implementation of the Mind Matters Program.</p>

## Academic Achievements

St Pius again performed very well in the following:

NAPLAN

Mock Trial, Debating, University-run Exams – English Writing Competition, Australian Mathematics Competition for the Westpac Awards, Mathematics International Competition and Assessment for Schools, International Competitions and Assessment for Schools Science Competition, Chemistry Quiz and the University of Newcastle Science and Engineering Challenge.

Two students from Year 10 2015 were awarded Diocesan RoSA Awards for gaining 6 or 7 Grade As in their RoSA.

## Cultural achievements

Students at St Pius experienced performances in music and drama by visiting performers, attended excursions and produced their own performances and art works. St Pius performed extremely well in Dio Sounds, the Diocesan celebration of musical talent. Many St Pius students were also involved in the Diocesan ASPIRE production held at the Civic Theatre.

Our school Choir won the St Joseph's, Lochinvar, Choral Festival.

### Sporting achievements

In 2015 St Pius participated at a representative level in the following sports: athletics, basketball, cheerleading, cross-country, diving, golf, hockey, rugby league, rugby union, soccer, softball, surfing, ten-pin bowling, touch and water polo. St Pius has a great reputation in representative sport across the board.

## Student Achievements

### Performance in National Testing

The National Assessment Program – Literacy and Numeracy (NAPLAN) is an annual assessment for student in Years 3, 5, 7 and 9. NAPLAN assessment results provide valuable information about student achievements in literacy and numeracy. An analysis of these results assists College planning and is used to support teaching and learning programs.

The tables below show the percentages of students who achieved particular skill bands in numeracy and the aspects of literacy. The College results shown are compared to students nationally. Literacy is reported in four content strands (aspects): Reading, Writing, Spelling, Grammar and Punctuation. Numeracy is reported as a single content strand.

NAPLAN RESULTS 2015		% of students in the top 3 bands		% of students in the bottom 2 bands	
		School	Australia	School	Australia
Year 7	Reading	69.08%	56.80%	4.82%	15.30%
	Writing	47.13%	39.50%	23.36%	29.10%
	Spelling	71.31%	60.30%	10.25%	16.10%
	Grammar	66.80%	55.10%	6.56%	19.20%
	Numeracy	65.18%	53.00%	10.12%	16.60%

NAPLAN RESULTS 2015		% of students in the top 3 bands		% of students in the bottom 2 bands	
		School	Australia	School	Australia
Year 9	Reading	63.98%	47.40%	13.56%	23.00%
	Writing	45.99%	33.60%	33.76%	39.20%
	Spelling	66.24%	50.90%	11.39%	22.10%
	Grammar	65.82%	40.40%	15.19%	29.00%
	Numeracy	70.29%	51.10%	8.37%	17.40%

The RoSA is a cumulative credential that allows students to accumulate their academic results until they leave school. It is of specific use to students leaving school prior to HSC.

The RoSA records completed Stage 5 and Preliminary Stage 6 courses and grades participation in any uncompleted Preliminary Stage 6 courses.

The number of students issued with a RoSA for 2015 was 247

## Staffing Profile

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### Staff Qualifications

Qualifications and Experience	Number of Staff
I. Teachers with teaching qualifications from a higher education institution within Australia or as recognised by National Office of Overseas Skills Recognition (NOOSR).	71
II. Teachers with qualifications from a higher education institution within Australia or as recognised by NOOSR but lacking formal teaching qualifications	0

### Workforce Composition

Number of Staff	
Total teaching staff	71
Total non-teaching staff	31
Grand total	102
Percentage of teachers who are indigenous	0

### Teacher Attendance

96%

### Teacher Retention

The teacher retention rate from 2014 to 2015 was 97%.

Two teachers left the school.

### Professional Learning Undertaken

Professional Learning was undertaken by Staff in the following areas during 2015:

- ☑ Spiritual Development
- ☑ Pastoral Care - Wellbeing
- ☑ Quality Teaching and Learning (whole Staff)
- ☑ Religious Studies
- ☑ Curriculum resource development
- ☑ Courses in curriculum areas, pastoral care and leadership offered by the Catholic Schools Office
- ☑ Masters Course units from BBI, ACU and other Universities.

☐ Studies Coordinator, Student Coordinator, Assistant Principal and Principal Meetings, Conferences and Retreats.

☐ Learning Technology Expo

☐ Contemporary Pedagogy Conferences

Asthma, Resus, First Aid Training as appropriate

## Parent, Student and Teacher Satisfaction

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The opinions and ideas of parents, students and staff are valued and sought. Their suggestions are incorporated into planning for and achieving improved outcomes for students. This year, the College has used a variety of processes to gain information about the level of satisfaction with the College from parents, students and staff.

### Parent Satisfaction

Surveys conducted during 2015 regarding the renewal of Mission, Vision & Values Statements and at the end of 2014 regarding our Awards Presentation ceremonies at the end of the year, clearly indicate a very high level of parent satisfaction with the school.

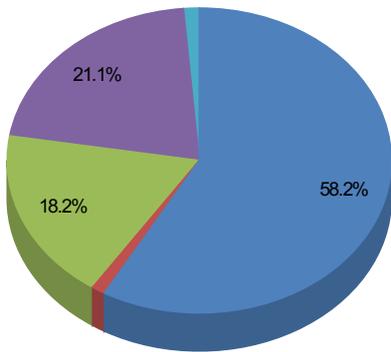
### Student Satisfaction

There is a very high level of student satisfaction with the school as exemplified by the high level of school spirit and student participation in all aspects of school life. The message from the School Captains earlier in this report is further evidence of high student satisfaction with the school.

### Staff Satisfaction

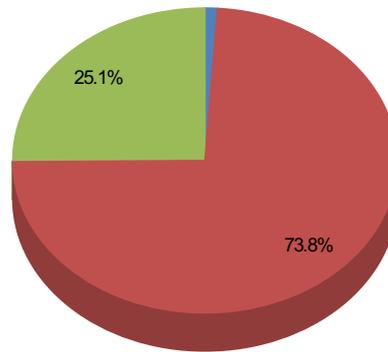
There is a very high level of staff satisfaction with the school as exemplified by the high level of dedication and enthusiasm that staff bring to their vocations. The school has procedures in place to enable staff who are not satisfied with aspects of school life to bring this to the attention of the appropriate person or people.

Income



- Commonwealth Recurrent Grants (58.2%)
- Government Capital Grants (1.1%)
- State Recurrent Grants (18.2%)
- Fees and Private Income (21.1%)
- Other Capital Income (1.3%)

Expenditure



- Capital Expenditure (1%)
- Salaries and Related Expenses (73.8%)
- Non-Salary Expenses (25.1%)

This School Financial Information is based on the detailed information provided to the Commonwealth Government in the Commonwealth Financial Questionnaire. School Financial Information for the 2015 year is detailed below:

RECURRENT and CAPITAL INCOME	
Commonwealth Recurrent Grants <sup>1</sup>	\$8,046,332
Government Capital Grants <sup>2</sup>	\$158,319
State Recurrent Grants <sup>3</sup>	\$2,517,981
Fees and Private Income <sup>4</sup>	\$2,915,373
Other Capital Income <sup>5</sup>	\$182,407
<b>Total Income</b>	<b>\$13,820,412</b>

RECURRENT and CAPITAL EXPENDITURE	
Capital Expenditure <sup>6</sup>	\$136,403
Salaries and Related Expenses <sup>7</sup>	\$9,636,335
Non-Salary Expenses <sup>8</sup>	\$3,280,126
<b>Total Expenditure</b>	<b>\$13,052,864</b>

**Notes**

1. Commonwealth Recurrent Grants includes recurrent per capita grants and special purpose grants.
2. Government Capital Grants includes all capital grants received from the Commonwealth and State Governments.
3. State Recurrent Grants includes recurrent grants per capita, special purpose grants and interest subsidy grants.
4. Fees and Private Income include Archdiocesan and school based fees, excursions and other private

income.

5. Other Capital Income includes building levy fees and capital donations used to fund Capital Expenditure.
6. Capital Expenditure includes expenditure on School Buildings, and Furniture and Equipment.
7. Salaries and Related Expenditure includes all salaries, allowances and related expenses such as superannuation and workers compensation insurance.
8. Non-Salary Expenses include all other Non-Salary Recurrent Expenditure covering resources, administration, operational expenses, utilities, repairs and maintenance.

## Report Access and Publication

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This report is available to members of the school and wider communities. Copies will be supplied to the Catholic Schools Office, The Board of Studies Teaching and Educational Standards NSW, The Parent and Friends Association, the Parish Priest and to all parents.

Copies of this school's Annual School Report are available to the general public. Persons wishing to access a copy of the report should contact:

**Mr Robert Emery**

**St Pius X High School**

**ADAMSTOWN**

**Phone: 4957 1032**

For further information relating to the Diocesan Policy please refer to: <http://mn.catholic.edu.au>