



St Pius X Primary School,  
WINDALE

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## About the Annual School Report

St Pius X Primary 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

It is my pleasure to present the Annual report for 2016 for St Pius X Primary School, Windale. This school is a Kindergarten to Year Six systemic school of the Diocese of Maitland-Newcastle. St Pius X is a Christian school in the Catholic tradition with a rich heritage and strong sense of community. We are part of Jesus the Good Shepherd Parish East Lake Macquarie.

Through a dynamic partnership between students, parents, staff, parish members and the wider community, we challenge and support one another towards growth and full potential.

The school gives new meaning to "child centred" and recognises the uniqueness of each child and strives to fulfill the specific needs of every child through the formation and imparting of appropriate educational programmes. Our aim is to provide a sound educational framework that will equip pupils with the skills and values to make a worthwhile contribution to society and ultimately achieve personal development.

Not only are we 'child-centred' but also Christ centred as we endeavour to provide opportunities for the children to live their faith in our Catholic traditions. A major event for St Pius X children in their faith journey was held in June 2016 when 34 of our students and past students were baptised by Fr Gerard and Fr Camillus into our Catholic Church. This was followed up in September with the Confirmation and First Communion of 28 of our children with Vicar General Fr Brian Mascord celebrating our mass.

The school is proud of all students for their performance and participation in school, system and state based initiatives.

The school is indebted to the many parents and volunteers who give so freely of their time and efforts to support the staff and students in all ongoing initiatives.

I would like to acknowledge the staff for their ongoing commitments to the students and their families. It is this collaborative partnership that ensures that St Pius X will continue to grow as a learning community.

This document will assist you in looking at our achievements as well as planning for the future.

Our new school website allows far greater information and access to aspects of our school life. We are indebted for the sponsorship provided by Telligence in building and launching the new website in 2016.

We are also indebted to local businesses, particularly Lake Macquarie Tavern who have donated generously in supporting Information Technology at St Pius X Windale

St Pius X Windale is a school where children are loved and nurtured.

Our school is a gift to the Windale Community and Parish and is based on the Gospel values of life, hope and truth.

## Parent Body

The St Pius X Parents and Friends (P & F) endeavour to meet at 9.00am on the 1st Tuesday of the month during each term to discuss current issues regarding day to day school activities and to decide on and plan future endeavours such as fund raising events.

Being a small community our structures are informal and we meet in an informal manner throughout the year. Our P&F is coordinated by the Principal and run by an elected President which ensures all parents have equal say in the running of St Pius X Primary School Windale.

Throughout 2016 our P&F raised funds for the school through the Easter Raffle, Mothers' and Fathers' Day stalls, and our Christmas Raffle. They held their first Disco at St Pius X Windale in November - a first for a very long time.

## Student Body

At St Pius X Windale all children in Year 6 each year are designated as leaders. Following a two day Leadership Camp at Fingal Bay they are inducted as School Leaders at our Opening School Mass where they are presented to the community.

Students, on a rotation basis, perform the duties that would normally be assigned to school captains eg: greeting and welcoming visitors, reading and leading at Liturgies and School Masses, attending Diocesan events such as the Catholic Schools Week Mass. Speeches of welcome and thanks are made by our leaders to any special visitors to the school.

Children from Year 6 act as role models for the younger members of the school community and have represented St Pius X School in the wider community on many occasions. Our Year 6 children transition to St. Mary's High School Gateshead - now known as St Mary's Catholic College Gateshead.

All children from St Pius X finished the year in style with an overnight trip to St Joseph's Aberdeen. For the very first time the senior group stayed two nights - the first night being set aside for their group only.

# SCHOOL FEATURES

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## History of the school

The school has an interesting history dating back to 1955. Prior to that date, the catholic children of Windale (called Surprise Town until 1951), were educated at the local state school, or travelled to neighbouring schools at Charlestown or Adamstown. Originally the school was conducted in the present church building, which was opened in 1959.

Three sisters of St Joseph formed the first staff, residing at Swansea convent and travelling to and from Windale daily, until July of 1955 when the adjoining St Joseph's convent was opened.

Additional buildings were built in 1993 to accommodate the growing demand and to provide the school with suitable classroom and administration spaces.

Further buildings ( a new Library and Hall) were built in 2011 under the National Pride Funding provided by the Australian Government allowing the school to utilise even better spaces for its educational endeavours.

## Location/Drawing Area

St Pius X draws its students predominantly from the suburbs of Windale, Tingira Heights and Mount Hutton with a number of families travelling from Gateshead, Gateshead West, Belmont North, Valentine and Warners Bay.

Pupils leaving Year 6 at the end of 2016 started their High School studies at St Mary's Catholic College Gateshead - soon to be a 7 - 12 High School.

## Catholic Identity and Mission

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### Catholic Imagination and Spirituality

During the 2016 school year regular liturgical celebrations were held. Annual highlights are the opening and closing of the school year Liturgies. In 2016 our End of School Liturgy was held as a Mass. At our Opening Liturgy our Year 6 Leaders received their badges of office and our new students received a welcome gift. During the final mass of the year our Year 6 Pupils were acknowledged for their leadership throughout the year and graduate from St Pius X Windale.

The school continues to maintain a closer relationship with the Sisters of St Joseph who were the first educators at St Pius X School, and who still live in close proximity to the school. Sadly we lost one of our much beloved sisters with the death of Sister Norah Creigh in 2016.

Other liturgical activities were held for Ash Wednesday, Catholic Schools Week, Anzac Day and St Pius X Feast Day as well as on special occasions to pray for those affected by natural disasters. The Sacraments of Baptism, Confirmation and First Communion were very special in 2016 for our students.

The staff were involved in an overnight spirituality retreat in November based on community and led by Mark Spencer from the Catholic Schools Office.

### Family, Parish and Diocesan evangelising and catechesis

As a Parish school, the spiritual growth and welfare of students was shared by the Parish Priest, Fr. Gerard Mackie, Fr Camillus, Principal, staff and parents and the wider parish community. The highlight for the year was the Baptism of 34 of our students in June and the subsequent Sacraments of Reconciliation, Confirmation and First Communion. These special occasions were celebrated by the school, parish and wider community. With the reception of these Sacraments, school masses rather than liturgies were able to be celebrated for the remainder of the year.

Another special event for us was the Ordination of Deacon Camillus to the priesthood on 4th June. Fr. Camillus has been a great friend of St Pius X school.

All classrooms have sacred spaces that clearly display the Catholic identity of our school as well as being a focus for prayers and petitions. Symbols depicting our beliefs were prominently displayed throughout the school as proud symbols of our Catholicism including sacred spaces in the classrooms and staff room.

### Christian Discipleship

Year 6 leaders attended the Project Compassion Launch, the Diocesan Catholic Schools Week Mass and Diocesan Year 6 Leadership Day at Kotara.

Our school community joined with St Patrick's Swansea and St Francis Xavier Belmont in hosting the Diocesan Mission Mass in the new church at Belmont. Our students conducted fundraising throughout the year to support Catholic Mission, Caritas and the St Vincent de Paul.

Pupils from Saint Francis Xavier Hamilton, Saint Paul's Booragul and Saint Joseph's High School, Aberdeen visited and interacted with the students. The whole school travelled to Aberdeen to visit Saint Joseph's pupils in an overnight trip in November.

Opportunities were provided on a regular basis for daily formal prayer and liturgical celebrations.

### Religious Education and Curriculum

The Diocesan K-12 Religious Syllabus is implemented in all grades.

The support from the staff of the Religious Education and Spirituality Team of the Catholic Schools Office and links directly to this syllabus was beneficial. Each class has a structured lesson each day that develops the knowledge and understanding of our Catholic Faith.

The Religious Education Co-ordinator attended all professional development days organised by the

Catholic Schools Office. The Co-ordinator shared knowledge gained during this professional development time as well as suggestions to enhance the teaching of Religion in the school.

Special celebrations related to the church seasons, our sacramental programmes and liturgies and masses involving grandparents and parents have been highlights of the year. Religion lessons were held daily in all classrooms to ensure that students continued to develop an understanding and knowledge of their faith and Faith Development Programs. A liturgy followed by an excursion was held to celebrate St Pius X Feast Day.

### Initiatives Promoting Respect and Responsibility

The provision of a safe and supportive school environment was continually emphasised in 2016. Respect for one another as well as being responsible citizens of our community was also promoted through our Positive Behaviour Support Program. Through this Program the students are encouraged to *Be Respectful, Be Responsible and Be A Learner*.

The school community raised funds for the Missions, Caritas and St Vincent de Paul. A Green Day was held in Term 1 for CARITAS and Harmony Day was also celebrated. A Mission Day was held in early Term 2 to raise money for Children's Mission as well as money for the St Vincent de Paul Winter Appeal.

St Pius X was involved in the local community's NAIDOC Celebrations. The school ran a stall promoting understanding and cooperation and it was very well received by the local Indigenous community and all who attended.

The school distributed hampers to families at Christmas.

Staff support overseas schools and communities via Teachers Helping Teachers and the St Vincent de Paul.

## Student Profile

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

LBOTE*	SWD*	Indigenous
1	12	28

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

### Enrolment policy

St Pius X Primary 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 2016

Scholastic Year	Number of Students
K	6
Year 1	4
Year 2	10
Year 3	7
Year 4	9
Year 5	5
Year 6	8
Total	49

### Student Attendance - K to 6 - PDF

Percentage of student attendance by Year level and school average for 2016

K	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	School Average
82	94	94	87	89	91	87	88

## 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

The Pastoral Care Policy was reviewed in 2011. The Bullying and Teasing Policy's was reviewed in 2012. Both policies aim at developing a sense of self-worth and fostering the personal development of all children, reflecting the National Safe Schools Framework and the generic values presented in the Values for Australian Schooling statement. Both policies are available on the school website. These ensure a safe and supportive environment for students in 2015.

During 2014 the school further developed a behaviour management system called "Positive Behaviour Support" (PBS). This program enables staff to reward pupils with a 'high five card' for positive behaviours as (1) a learner (2) being responsible (3) being respectful. Pupils are able to spend their banked 'high fives' at the PBS shop. Further rewards were added to the PBS Shop which proved highly successful in 2016.

Academic, cultural, citizenship and sporting achievements were recognised through these awards and in the school bulletin. The Cowan Bursary to recognise a student with exemplary attendance and attitude to schoolwork was implemented at the end of 2016.

### Discipline Policy

The Schools Pastoral Care and Discipline Policy covers both classroom and playground behaviours and provides clear expectations of acceptable behaviours and school associated consequences.

The Positive Behaviour Support Program is the main anchor of our discipline policy.

All policies relating to discipline are based on procedural fairness and are available from administration as well as from the school website.

In compliance with the N.S.W. Reform Act of 1990, corporal punishment is not used at St Pius X for the management of students. Neither are parents able to use corporal punishment of their child/children at this school.

The full text of the School's Student Discipline Policy may be accessed on the School'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 Primary School Anti-Bullying Policy* is reviewed regularly and is available on the school website.

The Bullying and Teasing Policy continued to be enforced. Classroom lessons supported this policy, especially in the area of Values Education integrated across separate key learning areas, with emphasis on students resolving conflict in a non-violent, co-operative manner.

### 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.

## School Improvement

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### School Improvement Plan

Our 2016 School Improvement Plan focussed on the following areas:

- Employment of a Leading Teacher (SAP Funded)
- Continual development of students' reading and writing skills - staff attending 2 day Writing Inservice at the CSO
- Continual implementation of MiniLit through Infants group. Greater opportunity through trained additional staff.
- Implementation of Belt System in K-2 to encourage Reading and Literacy levels.
- Focus on Numeracy through implementation of NSW syllabus – ongoing support of staff development - attendance at CSO Numeracy Day
- Appointment of Leader of Maths.
- Whole school approach to Numeracy – PD day funded
- Use of Maths resources (2014 SIP funded)
- Implementation of Assessment recording in One Note

### School Academic Priorities

Key improvements achieved this year	Key improvements for next year
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<p>As a result of School Assistance Program (SAP) funding, the school has been able to accelerate development and growth in language.</p> <p>Diagnostic and Normative testing indicates outstanding growth by many pupils well in excess of the chronicle growth in age.</p> <ul style="list-style-type: none"> <li>■ Language Assessments.</li> <li>■ Intensive language programs</li> <li>■ PAL reading</li> <li>■ Literacy Belts Reading Scheme</li> <li>■ Significant growth in Writing and Grammar and Punctuation - NAPLAN 2016 results</li> <li>■ Focus on writing activities - attendance for staff at the 2 day Writing Inservice</li> <li>■ Individual education plans</li> <li>■ Normative a diagnostic assessment of student progress</li> <li>■ Individual Plan Meeting for students with SWD funding</li> </ul>	<p>Literacy Based Improvement focus:</p> <ul style="list-style-type: none"> <li>■ Continual development of students' reading and writing skills through implementation and sequential development of reading and writing skills. Additional staff to attend PD Days to complement staff.</li> <li>■ Purchase of additional resources to support writing skills.</li> <li>■ Continual implementation of MiniLit through Infants group. Staff training where needed</li> <li>■ Implementation of Sound Waves program to support phonics and spelling.</li> </ul>
<p>As a result of the focus on Mathematics the following areas of improvement were noted:</p> <ul style="list-style-type: none"> <li>■ Greater training and up skilling of teachers in the area of teaching of Mathematics in relation to the new syllabus.</li> <li>■ Appointment of a Leader of Maths</li> <li>■ Greater focus and structure on Maths block of 1 hour per day.</li> <li>■ Improved math's results in all students recorded through diagnostic testing.</li> <li>■ NAPLAN results for show significant improvement in Mathematics. 80% of Year 3 students were in the top 3 bands</li> <li>■ Significant growth in all aspects of Numeracy in 2016 NAPLAN results</li> <li>■ Tracking of students in all classes against Maths Continuum</li> </ul>	<p>Numeracy Based Improvement focus:</p> <ul style="list-style-type: none"> <li>■ Focus on numeracy through implementation of NSW syllabus – ongoing support of staff development –</li> <li>■ Whole school approach to Numeracy – PD day funded</li> <li>■ Use of Maths resources</li> </ul>

<p>Teacher professional development and ongoing support in the development and maintenance of Literacy and Numeracy blocks which support the students' growth in these areas.</p>	<p>Staff Development Focus:</p> <ul style="list-style-type: none"> <li>■ Greater emphasis given to Professional Learning Communities with a major focus on Literacy and Numeracy across stages.</li> <li>■ implementation of Kindy Summit findings - focus on Enquiry Learning through Play.</li> </ul>
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## Academic Achievements

2016 showed an advancement of every student in academic achievement. The majority showed progress beyond their chronological age with a number of students advancing 2 years in their academic progress. In Religious Education, 2 students received awards for the Year 6 Religious Assessment whilst in Mathematics 2 year 6 students received awards in the Newcastle Permanent Maths Competition. Year 6 students also participated in the Science and Engineering Challenge.

NAPLAN results (although with only a small cohort) show significant growth in all aspects of NAPLAN, particularly Reading, Writing, Grammar and Punctuation and Numeracy.

## Cultural achievements

The following cultural activities were held throughout 2016:

- Annual Concert Evening. Children entertain the parish/parents/friends through song and dance.
- Guitar lessons and Guitar groups
- Singing as a whole school activity
- Harmony Day celebrations
- NAIDOC Week celebrations
- National Sorry Day - Bush Tucker Day
- National Reconciliation Week.
- Overnight visit to St Joseph's Aberdeen
- Drama Day with Aspire Leader
- Year 5/6 Art Gallery visit
- Visit to Civic Theatre for performance
- Awabakal visit for Primary classes.
- National Tree Day

## Sporting achievements

The following sporting achievements and activities were made in 2015:

- Weekly Sport Programme - Term 1
- Newcastle Knights back-yard League Coaching Clinics.
- Diocesan Winter sports trials - 1 boy represented the Diocese in League in Bathurst.
- Our school Relay Team participated at the Lakes Region, Diocesan and Polding Athletics Carnivals.
- Diocesan Netball Gala Day
- Infants Intensive Swimming Program - Term 3 for 2 weeks

- Primary attendance at the Surf, Fun, Safe Day at Nobby's Beach
- Sporting Schools participation in Gymnastics, Futsal and Swimming. Close connections were made with Lake Macquarie PCYC which conducted weekly skills programs in Gymnastics (Term 2) and Futsal (term 3). A 2 week intensive swimming program was conducted in Term 4 for the Infants classes while the Primary classes attended the Surf, Fun, Safe Day.
- School participates in Regional and Diocesan Athletics, Swimming and Cross Country.

## Student Achievements

### Performance in National Testing

The National Assessment Program – Literacy and Numeracy (NAPLAN) is an annual assessment for students 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 School 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 School 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 2016		% of students in the top 3 bands		% of students in the bottom 2 bands	
		School	Australia	School	Australia
Year 3	Reading	16.67%	49.40%	16.67%	13.30%
	Writing	50.00%	48.80%	16.67%	8.10%
	Spelling	16.67%	46.40%	16.67%	14.20%
	Grammar	50.00%	52.50%	0.00%	11.40%
	Numeracy	42.86%	35.60%	0.00%	15.20%

NAPLAN RESULTS 2016		% of students in the top 3 bands		% of students in the bottom 2 bands	
		School	Australia	School	Australia
Year 5	Reading	0.00%	35.30%	75.00%	17.30%
	Writing	25.00%	17.20%	75.00%	19.90%
	Spelling	0.00%	29.80%	50.00%	19.00%
	Grammar	0.00%	36.30%	25.00%	16.80%
	Numeracy	0.00%	28.30%	25.00%	18.30%

## 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).	9
II. Teachers with qualifications from a higher education institution within Australia or as recognised by NOOSR but lacking formal teaching qualifications	0

All teaching staff are appropriately qualified with a member of staff with Masters Degrees.

### Workforce Composition

Number of Staff	
Total teaching staff	9
Total non-teaching staff	5
Grand total	14
Percentage of teachers who are indigenous	0

### Teacher Attendance

A number of staff took some Long Service Leave in 2016 - this varied from a number of days to 3 weeks.

Staff attendance was calculated as 96%

### Teacher Retention

The teacher retention rate from 2015 to 2016 was 86%.

Mrs Tracie Booth was appointed as our Pastoral Care, Intervention and Community Support person for 2016. This was a temporary position that enabled a 0.4 teacher to be appointed to the school. Mrs Katie Frost was appointed for 2016 replacing Miss Rebecca Mollison who obtained work at another diocesan school.

Mrs Barbara Gibson, Leading Teacher (funded under SAP) returned to her previous position at St Joseph's East Maitland. Her replacement was Mr Chris Tanchevski as Leading Teacher in 2016.

Ms Debra Morgan, LSA accepted a full-time position at the commencement of Term 2 at another Diocesan school. Her LSA hours were advertised and Mrs Maria Houston and Miss Kaja-Maria Kuntsche were appointed.

### Professional Learning Undertaken

■ During 2016 staff members undertook a range of professional development and learning

...ring staff members a range of professional development and learning opportunities. These included. Faith Education Accreditation – Staff Retreat, Indigenous education, Anxiety in Children, Kindergarten Summit, REC and Principal Assembly Days, MiniLit Training, Moral Purpose, Sport Accreditation, LST and SAP Assembly Days, Science, English, One Note Training, Child Protection Compliance, two day Writing workshop and Maths Inservicing as well as the Diocesan conference on 21st Century Learning.

- The REC was involved in her performance review which was successful.
- The REC attended a Leadership Course in Term 2
- Staff were involved in the preparation for and attendance at our COSI day on Literacy and Numeracy.
- All members of staff were updated with CPR and First Aide training.
- Our Stage 2 teachers attended the training for the Stage 2 RE syllabus in our Diocese
- The Principal attended the Australian and NZ Primary Principals' Conference in New Zealand as well as the Learning and Teaching Conference in Melbourne in November.
- The Principal was involved in Governance Training as well as Growth coaching.
- Pupil free days were used productively with a focus on Literacy and Numeracy as well as NAPLAN analysis throughout the year. Staff used RFF Days and PLC meetings for a similar focus.

## 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 School has used a variety of processes to gain information about the level of satisfaction with the School from parents, students and staff.

### Parent Satisfaction

St Pius X Windale is a quality school in the truest meaning of the word. The extent of the outreach provided by staff to students, parents and families is remarkable. The school is a safe, caring and supportive environment for the students and the quality of interaction between the staff and students reflects the wonderful commitment of staff to the welfare of the children. The quality of teaching is high and the students are supported in a variety of ways through the commitment and dedication of staff. The actions of staff, in their support of students and parents, reflect most positively on the nature of St Pius X as a Catholic school.

The above comments have continued to be applicable in 2016 as they were reflected in the survey conducted for the 2012 School Evaluation Documents and the Principal's performance review in 2015.

The new St Pius X School website was developed in 2016. With the support of Telligence the website allows greater information and access to all aspects of school life at St Pius X. A new App is planned for 2017 to coincide with the updated website.

### Student Satisfaction

From anecdotal comments made by the students it would be correct in saying that the students enjoy attending St Pius X Primary School Windale.

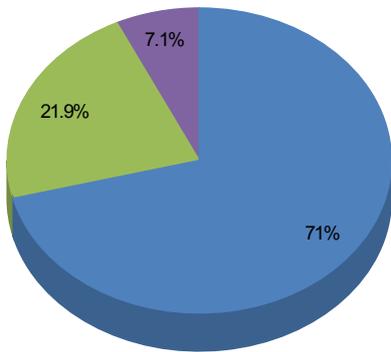
Two indigenous families that had left St Pius X for nearby schools returned in 2015 indicating at the time that they had received a better education at our school and were cared for in a loving manner. This standard of satisfaction continued into 2016.

A number of new families joined our community in 2016 and their comments regarding the children's happiness reflects the strong care and support provided by our school and staff.

### Staff Satisfaction

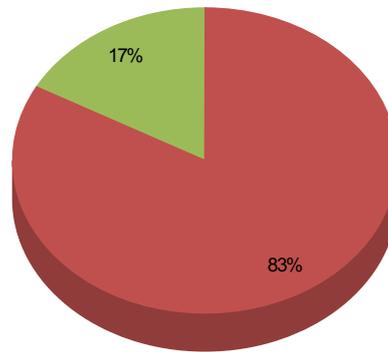
From a review of staff attendance as well as comments made through the Principal's Review in 2015 it is correct in stating that the majority of staff feel valued and have a high degree of satisfaction and feel supported by one another. Our Staff retreat in November 2016 allowed staff members to express their levels of satisfaction with being at St Pius X Windale - the majority of staff expressed a very high level of self worth and appreciation.

Income



- Commonwealth Recurrent Grants (71%)
- Government Capital Grants (0%)
- State Recurrent Grants (21.9%)
- Fees and Private Income (7.1%)
- Other Capital Income (0%)

Expenditure



- Capital Expenditure (0%)
- Salaries and Related Expenses (83%)
- Non-Salary Expenses (17%)

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 2016 year is detailed below:

RECURRENT and CAPITAL INCOME	
Commonwealth Recurrent Grants <sup>1</sup>	\$931,612
Government Capital Grants <sup>2</sup>	\$0
State Recurrent Grants <sup>3</sup>	\$287,970
Fees and Private Income <sup>4</sup>	\$92,557
Other Capital Income <sup>5</sup>	\$0
<b>Total Income</b>	<b>\$1,312,139</b>

RECURRENT and CAPITAL EXPENDITURE	
Capital Expenditure <sup>6</sup>	\$408
Salaries and Related Expenses <sup>7</sup>	\$1,036,431
Non-Salary Expenses <sup>8</sup>	\$212,353
<b>Total Expenditure</b>	<b>\$1,249,192</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 Parents 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 Bowen Peter**

**St Pius X Primary School**

**WINDALE**

**Phone: 4948 8467**

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