Catholic Schools Office
DIOCESE OF MAITLAND-NEWCASTLE

2018

ANNUAL SCHOOL REPORT

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Together in Christ

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About the Annual School Report

St Pius X High School is registered by NESA 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 2017 and gives information about 2018 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

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, Parish and Care Class Masses, staff prayer & retreats, reflection 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 2018, St Pius X HS had a student population of 1014 in Years 7 to 10, 75 teachers and 30 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 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. In 2017 a P&F School Infrastructure Levy was introduced to fast-track the provision of a COLA over the basketball courts and a resurfacing of the courts themselves. The fundraising for this project is ongoing.

Mr Alan Bond

P&F President 2018

Student Body

Students have a very strong school spirit and enjoy their time here at St Pius. They appreciate and respect the safe and inclusive environment the school provides. Students highly value the teachers' diverse teaching methods and supports offered, the many opportunities for student leadership, variety of electives, great resources, extensive sporting opportunities and equipment, canteen food, music and drama performances and great school dances. Excursions, overseas immersion visits, Yr.10 Retreat, Yr.9 Snow Trip and Yr.8 Canberra Science Trip are also valuable extra-curricula activities that are greatly appreciated at St Pius.

School Captains

SCHOOL FEATURES

History of the school

On January 27 1959, St Pius X College, staffed by Diocesan Priests, commenced at Tighes Hill. In 1960, the 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/about-us/school-history/

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 Victories 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

Catholic Imagination and Spirituality

We are a proudly Catholic school. 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.

We held Parish Mass at St Pius in our beautiful Sr Marie Centre every second Wednesday morning.

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

There were Reflection 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 & a Parish Art Competition.

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 Graduate Certificates & Masters Degrees in various aspects of 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 Reflection days for Years 7, 8 and 9 and a three-day Retreat and special Graduation Liturgy for Year 10.

A Spirituality 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 practices 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 students performed extremely well in both the Year 8 & Year 10 Diocesan 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, Reflection Day programs and Retreats, 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 2018 Year 10 students attended an immersion experience to Malaysia. 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

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

LBOTE*	SWD*	Indigenous
103	36	27

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

Enrolling at a Catholic School

Enrolment Policy and Enrolment information

Parents considering a Catholic school for their children are invited to complete the Enrolment Application form. Please contact your primary school of interest or designated secondary school (see Enrolment Boundaries for Secondary Schools on the website at https://www.mn.catholic.edu.au/enrolment) to enquire about enrolment procedures.

Please be advised that if schools have reached their full capacity for enrolments they may have to place children on a waiting list.

Completed applications are considered carefully and parent/carers will be informed as quickly as possible regarding acceptance. Finalisation of school fee payments in previous diocesan schools is a condition of enrolment in another diocesan school.

Catholic schools offer a unique educational experience which forms the child as a person of integrity, compassion, faith and wisdom. Catholic schools also work closely with their local parish to enhance in students a capacity to make sense of their world, to make judgements and to recognise the uniqueness of others within a faith community. Above all, they offer a comprehensive religious education program. Catholic schools don't just teach religious studies, they seek to develop spirit, mind, body and character and cultivate Gospel values that support lives filled with joy, endeavour and hope in the future.

To contact your local Catholic school, please visit https://www.mn.catholic.edu.au/schools/view-full-school-list/

Enrolment Policy and Procedure in Brief

To view the Enrolment Policy and procedures in full please visit

https://www.mn.catholic.edu.au/media/48207/enrolment-policy-2018.pdf

https://www.mn.catholic.edu.au/media/48208/enrolment-procedure-2018.pdf

Student Enrolment

Students attending the School come from a variety of backgrounds and nationalities. The following information describes the student profile for 2018. Additional information can be found on My School website.

Actual Enrolments 2018

Scholastic Year	Number of Students
Year 7	257
Year 8	252
Year 9	259
Year 10	246
Total	1014

Student Attendance - 7 to 10 - PDF

Percentage of student attendance by Year level and school average for 2018

Year 7	Year 8	Year 9	Year 10	School Average
89	87	86	83	86

Managing Student Non-attendance

In order for students to reach their full potential it is of paramount importance that they attend school regularly. While it is the parents' legal responsibility under the NSW Education Act (1990) to ensure that their children attend school regularly, our staff as part of their duty of care, monitor all absences and work in partnership with parents to support and promote the regular attendance of students. The new Compass platform enables all stakeholders, inclusive of parents to directly account for and monitor the Attendance of students online.

In doing so, the School, in partnership with parents, under the leadership of the principal:

- provides a caring environment which fosters in students, a sense of wellbeing and belonging, maintains accurate records of student attendance implements policies and procedures to monitor student attendance and to address nonattendance issues as and when they arise
- communicates to parents and students, the School's expectations with regard to student attendance and the consequences of not meeting these expectations
- recognises and rewards excellent and improved student attendance.

School attendance records also contain information regarding student absences including reasons for absence and documentation to substantiate reasons for absences. Teachers are required to monitor non-attendance diligently on a student by student basis and to bring to the attention of the Principal immediately any unexplained absences, non-attendance of a chronic nature, or reasons for non-attendance that cause concern. Matters of concern are referred to the Principal, the CSO and the relevant Department of Education officers where appropriate. Where a student is not able to attend school for a prolonged period of time due to a medical condition or illness, the School in collaboration with parents, provides resources to contribute to the student's continuum of learning where possible.

The CSO monitors each school's compliance with student attendance and management of non-attendance as part of the system's Continuum of School Improvement (COSI) processes. The School's attendance monitoring procedures are based on the Guidelines for the Management of Student Attendance 2017.

Pastoral Care and Wellbeing

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. Our focus is very much on positive behaviours & actions and respect.

During 2018 our Pastoral Care Policy was not changed.

Discipline Policy

The school has developed an extensive policy related to student discipline in compliance with the Catholic Schools Office Wellbeing and Pastoral Care Policy 2017. 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. During 2018 our Discipline Policy remained unchanged.

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.

St Pius has a pro-active anti-bullying program run as part of our Wellbeing Program. This is evaluated and updated on a regular basis. Our Anti-Bullying policy can be viewed on the Policies page of our 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

School Improvement Plan

Our School Improvement Plan (SIP 2018) had the following major priorities:

- Domain 1 - Catholic Formation & Mission - Telling our Catholic Story, Nurturing faith encounter of staff, students & family, plan for integral ecology and Research on charisms
- Domain 2 - Learning - Use of data to improve student learning, focus on gifted education, implementation of PP& D (Professional Practice & Development) Program for improving teaching.
- Domain 3 - Leadership - Student & Staff leadership
- Domain 4 - Service & Governance - Promotion of student & staff wellbeing; Creation of high quality, contemporary teaching & learning spaces & school site; Compliance with all WHS & Governance legislation.

School Academic Priorities

Key improvements achieved this year	Key improvements for next year
For Teachers & Students: Gifted students were identified. PD in Gifted Education continued for all staff. Steps taken towards specific differentiation for each individual gifted child. For Teachers: Professional Practice & Development (PP&D) program continued & expanded. This aims to ensure continuous improvement in teaching & learning.	Catholic Identity: Focus on improving the faith encounter for staff & students.
Another very successful focus for the year was in the area of wellbeing. Our Wellbeing Program continued 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. 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 & staff wellbeing. It also provided relevant feedback which helped enhance planning for the program for 2019.	Quality Learning & Teaching: Focus on improving writing across the curriculum.
New Library was completed & came online. It has greatly enhanced our teaching & learning programs at St Pius. Students have access to state of the art Library facilities & resources.	Review of school culture with an aim to enhancement.

Academic Achievements

St Pius again performed very well in the following:

NAPLAN

Diocesan Religious Literacy Tests - Yr8 & 10

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.

Several students from Year 10 2018 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 and performed extremely well in the ASPIRE Song Writing competition.

Highlight of the year was an absolutely excellent production of our 2018 School Musical "The Little Mermaid" under the direction of ex-student Tom Rodgers, then a Year 12 student at St Francis Xavier's College, Hamilton and now studying at NIDA.

Sporting achievements

In 2018 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. We celebrate many sporting successes each year. Some of those from 2018 are listed below.

- Cheer - Grand Champions @ Nationals (more points than any other school in Australia)
- Basketball - 9/10 Girls NSWCCC State champions (also dio Champs), 7/8 boys & 7/8 girls were state finalists & Dio champions.
- SPX Swimming Team were Dio Champs.
- AFL - 16yrs girls State runners up
- OzTag - 9/10 girls regional champs & state finalists
- Rugby 7's - Girls 17yrs (state runners up) & 15yrs regional champs and state finalists

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 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 2018		% of students in the top 3 bands		% of students in the bottom 2 bands	
		School	Australia	School	Australia
Year 7	Reading	74.60%	56.00%	7.90%	16.70%
	Writing	48.40%	35.70%	23.40%	32.00%
	Spelling	75.30%	58.70%	4.80%	16.80%
	Grammar	71.70%	58.50%	8.80%	17.50%
	Numeracy	81.80%	57.80%	2.40%	14.70%

NAPLAN RESULTS 2018		% of students in the top 3 bands		% of students in the bottom 2 bands	
		School	Australia	School	Australia
Year 9	Reading	66.10%	51.00%	10.10%	18.50%
	Writing	48.60%	31.50%	27.90%	41.20%
	Spelling	64.50%	51.80%	9.80%	21.50%
	Grammar	75.10%	49.10%	12.70%	20.80%
	Numeracy	72.50%	55.50%	5.30%	14.80%

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 2018 was 246

Staffing Profile

Teacher Accreditation Status

All teachers employed to teach NSW curriculum in the school are accredited to teach with NESA

Throughout the year teachers have participated in a variety of professional learning including school based, system based and external professional development courses and a school based professional practice and development process.

Qualifications and Experience	Number of Staff
I. Teachers at Graduate/Proficient.	95
II. Teachers at Highly Accomplished/Lead	0

Many of our teaching staff have post graduate qualifications in specific disciplines, especially Religious Studies & Theology, Masters of Education, Masters of Educational Leadership & similar. Several teachers have TAFE qualifications in Vocational Education areas.

Workforce Composition

Number of Staff	
Total teaching staff	75
Total non-teaching staff	30
Grand total	105

Percentage of teachers who are indigenous	0

Teacher Attendance

94%

Teacher Retention

97%

One Teacher & one non-Teacher retired.

Professional Learning Undertaken

Professional Learning was undertaken by Staff in the following areas during 2018:

- Spiritual Development
- Pastoral Care - Wellbeing
- Quality Teaching and Learning
- Coaching & mentoring for teachers
- 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

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

Extensive parent surveys conducted during the 2017 COSI (Continuum Of School Improvement) Self-Review, clearly indicate a very high level of parent satisfaction with the school. This seems to have continued throughout 2018.

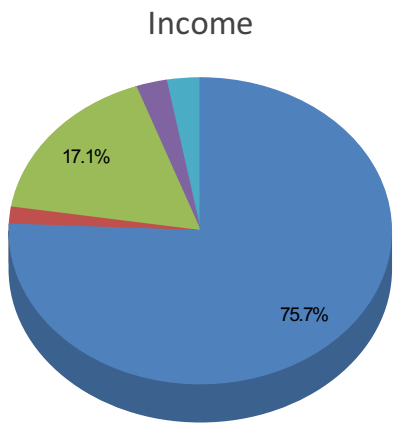
Student Satisfaction

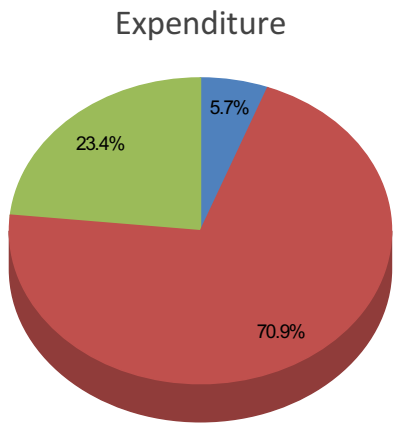
There is a very high level of student satisfaction with the school as exemplified by the high level of school spirit and student participation in all aspects of school life. The message from the School Captains earlier in this report is further evidence of high student satisfaction with the school. We conduct Year 7 Transition & Year 10 Exit surveys. These are used to review & adjust our programs & structures when & where necessary.

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.

Financial Statement





- Commonwealth Recurrent Grants (75.7%)
- Government Capital Grants (1.8%)
- State Recurrent Grants (17.1%)
- Fees and Private Income (2.6%)
- Other Capital Income (2.9%)

- Capital Expenditure (5.7%)
- Salaries and Related Expenses (70.9%)
- Non-Salary Expenses (23.4%)

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 2018 year is detailed below:

RECURRENT and CAPITAL INCOME	
Commonwealth Recurrent Grants [1]	$12,325,210
Government Capital Grants [2]	$290,970
State Recurrent Grants [3]	$2,780,054
Fees and Private Income [4]	$424,521
Other Capital Income [5]	$465,978
Total Income	$16,286,733

RECURRENT and CAPITAL EXPENDITURE	
Capital Expenditure [6]	$919,793
Salaries and Related Expenses [7]	$11,396,612
Non-Salary Expenses [8]	$3,756,837
Total Expenditure	$15,153,449

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

This report is available to members of the school and wider communities. Copies will be supplied to the Catholic Schools Office, NESA, 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:

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