

# St. Pius X Primary School

## *Annual School Educational and Financial Report*

2013



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## ABOUT THIS REPORT

St. Pius X Primary School, Dubbo is registered by the Board of Studies (NSW) and is part of a system of schools managed by the Catholic Education Office (CEO), Bathurst. The CEO, Bathurst is the 'approved authority' for the Registration system formed under Section 39 of the NSW Education Act 1990.

The Annual School Educational and Financial Report for this year provides the school community with reliable and objective information about school performance measures and policies, as determined by the Minister for Education (NSW) in conjunction with requirements of the Minister for Education, Employment and Workplace Relations.

This Report also outlines information about initiatives and developments of major interest and importance to the school community during the year, and the achievements arising from the implementation of the school's Annual Development Plan.

Accordingly, this Report demonstrates accountability to the BOS, the school community and the CEO, Bathurst.

This Report complements and is supplementary to school newsletters, yearbooks and other regular communications. This report will be available on the CEO website by 30 June 2014 following its submission to the Board of Studies.

Further information about the school or this report may be obtained by contacting the school on

(02) 6882 3808 or by visiting the website [www.stpiusxdubbo.catholic.edu.au](http://www.stpiusxdubbo.catholic.edu.au)

Heather Irwin

Principal

11<sup>th</sup> March, 2014

## PRINCIPAL'S MESSAGE

St. Pius is part of a witnessing Catholic community that includes the school community of staff, children and parents, the Parish and the wider community. Catholic values are enunciated and practised to create an atmosphere of love that provides children with a safe and secure environment of total acceptance where they can develop their spirituality, individuality and potential.

As a school we are accountable to this community and to the CEO in Bathurst who manage our school as part of a system of schools in the Bathurst Diocese. This report provides information on our Annual Development Plan. It outlines policies and informs parents and the wider community of school performance and the improvements that have occurred in the areas of teaching and learning, information technology, living Gospel values and enhancing communication among stakeholders in our school.

St. Pius X has a reputation as a "happy school". This fact has been commented upon by parents, visiting professionals and other visitors to our school including casual staff. We are very proud of this and work tirelessly to promote a sound and caring pastoral care program for our students and parents and a friendly and welcoming atmosphere of hospitality to all. "Active happiness" should be the most distinctive characteristic of a Christian, Saint Paul teaches.

Heather Irwin

## PARISH PRIEST'S MESSAGE

St Brigid's Parish is very fortunate to have within its boundaries five Catholic Schools-

- ☐☐ St John's Catholic Primary, Sheraton Road, Dubbo East
- ☐☐ St John's Catholic Secondary College, Sheraton Road, Dubbo East
- ☐☐ St Laurence's Catholic Primary, Tamworth Street, South Dubbo
- ☐☐ St Mary's Catholic Primary, Wheelers Lane, Dubbo North
- ☐☐ St Pius X Catholic Primary, East Street, West Dubbo

It is easy to forget the vital role of the Catholic education system which, alone for almost a century, has upheld the right of parents to a faith-based education for their children. Over this time many parents and parishioners have made great sacrifices to build this system.

The winning of "state aid" in the 1960s ensured that this right could be enjoyed by all parents – not just Catholics – and an increasing number of Australian families are its beneficiaries.

Catholic schools and institutions must reflect the moral and religious principles on which they were established – universities, schools and hospitals – must be "genuinely Catholic" and conform to official teaching on "respect for human life, marriage and family and the right ordering of public life."

As we acknowledge the help and financial support of government we must always maintain that independence which allows us to see that the "utmost importance" in Catholic institutions is that we be "Catholic in our self understanding and Catholic in our identity." JPII

This remains the great challenge facing Catholic institutions in Australia today. As Catholic Schools operating within the Catholic Parish of St Brigid's we are called to work ever more assiduously to embrace the Gospel message of Christ and his teaching as passed on to us through His Church and to reflect these values in every aspect of our school life.

We thank our teachers and staff for taking the Gospel imperative to teach the truth in its fullness.

*Fr Mark McGuigan*

## MESSAGE of PARENT AND FRIENDS ASSOCIATION

St Pius X parent and friends association provides a vital link between the parents of St Pius and the school, apart from a variety of fund raising activities the committee also organising a number of social functions for the school community and also gives parents an opportunity to participate in the education of their children.

A highlight of the social calendar is the annual Trivia night, this enjoyable social night gives parents and teachers and the wider community a great opportunity to interact on a social level. This night also serves as a major fund raiser for the committee. Other events in the past have included a Golf Day which has great community participation and we are thankful to our sponsors for their support.

The major fundraiser for 2013 was the Melbourne Cup Trifecta. We managed to raise \$20,000.

The new executive and committee are looking forward to continuing this tradition of raising as much money as possible to donate to the school for the purchase of equipment that will benefit the students for many years to come.

The coming year will be a busy one for the P & F, major fundraising will include the trivia night as well as fund raising in the lead up to the Melbourne Cup with the coming year being St Pius turn to fund raise through this event.

The P & F is very grateful for the support it receives each year from the students, parents, teachers and Community as a whole.

*Anthony Chapman*  
President

## STUDENT REPRESENTATIVE'S MESSAGE

At St. Pius X School we have a Student Representative Council. The Council is made up of students from Kindergarten through to Year 6.

Our school's SRC formed in 2007. One member is elected from each class every six months. Students are nominated by their class mates. Our School Captains and House Captains also belong to the SRC.

Two teachers coordinate and organise the SRC. We meet approximately three times a term during lunchtime.

Each member is given a badge and a book to record ideas and suggestions for meetings. Each member is also allocated a duty to be responsible for within our school.

At meetings we discuss our duties, any points for discussion from our respective class members and any upcoming events. After meetings have been held we report back to our class members.

Some duties of the SRC include raising and lowering the flag, emptying and putting out the bins, helping maintain our school grounds, setting up and conducting assemblies, tallying house points, collection of lost property and reminding students of lunch orders of a morning.

During the past couple of years we have been constructive in the organization of fundraising for Sr. Alex and her Missionary work, sponsoring students in Papua New Guinea, organizing Harmony Day and our schools feast day activities, conducting Values Education and Bullying activities at assemblies, hampers for St. Vincent De Paul and Save the Rhinos Appeal.

We feel that being part of the SRC is a memory we will treasure for life. The SRC have achieved many things for our school and we are proud of what we have accomplished.

Written by  
S.R.C. Year 6

## CATHOLIC IDENTITY

### **St Pius X Vision Statement**

**Our vision for St. Pius X school community is that in providing a quality, positive learning environment, all children will reach their true potential and be witnesses to the Catholic faith.**

### **St Pius X Mission Statement**

- To be a witnessing Catholic community where values are understood, enunciated and practised by staff and pupils
- To create an atmosphere of love in which the child will feel secure and accepted and so be able to develop his/her individuality to his/her potential
- To guide the children's learning experiences so that they acquire the appropriate knowledge and skills to satisfy curriculum requirements
- To provide experiences that will foster the total development of the child
- To help the children realise that they compete for the personal satisfaction that competition provides and not just for the winning
- To encourage the children to use their leisure time wisely
- To provide an acceptable discipline that will foster the growth of self discipline in the child
- To make the child as a Christian, aware of his/her place in the community and provide him/her with an education for life

# Prayer and Liturgy, including Special Liturgies

## Schedule of Liturgies

- Generally children will experience one or two whole school liturgies each term, corresponding with the opening and closing of school each year and special feast days and occasions
- Each class will have the opportunity of preparing a grade Mass or liturgy approximately once per year
- The whole school will attend one Mass per term in St. Brigid's Church if possible
- A schedule of liturgies will be prepared by the R.E.C. in consultation with our Chaplain prior to the commencement of each term

## Preparation of Liturgies

- The task of preparing whole school liturgies is a shared responsibility across all the teaching staff. Two or three staff members work in a small team and take particular responsibility for key features of the liturgy (e.g. hymns, liturgical movement)
- Grade teachers organize grade Masses and are responsible for preparing their children for Reconciliation and for leading the Mass
- Teachers meet with our Chaplain to discuss a 'draft' outline of the liturgy/Mass and incorporate any suggested modifications the week prior to a liturgy
- It is recommended that teachers utilize the Liturgy Format Sheet and the Checklist for Preparation of Liturgies as a guide when preparing liturgies: noting particularly that not every element should be included in every liturgy

## Features of Liturgies

- A central element of liturgy at St. Pius X is the involvement of children (e.g. readings, prayers, action songs, mimes, dance, banners etc) with thorough preparation and explanation beforehand. Ideally in older classes children can actively contribute to the planning of the liturgies
- When choosing a theme for a Grade or School Liturgy, first check the Daily Mass book or Ordo to see if the 'Readings of the Day' may be suitable. If the daily readings are not appropriate other readings may be chosen in consultation with the celebrant to suit the needs of the children

## Year 5

- ❖ A series of Personal Development classes is conducted by the class teacher based on the C.E.O. Diocese of Bathurst Programme
- ❖ Themes covered in the Year 5 programme include:-
  - Building self esteem
  - Decision making
  - Feelings
  - Peer Pressure
  - Child Protection: 'You can say No!'

*In association with all initiatives in the field of Personal Development there will be an element of parental consultation and education*

## Class Prayer

### Agreed Practices

#### *Prayer Time*

- Children pray daily with their class
- School assemblies commence with a school prayer
- Peer Support sessions will begin with a prayer devised by the peer support leader
- Children will be actively encouraged to visit the chapel

#### *Prayer Experiences*

- Prayer should be meaningful and varied, with children being given an opportunity to express themselves through a variety of prayer mediums: e.g. meditation, song, quiet times, creative prayer
- Spontaneous prayer will be encouraged
- Formal prayers will become familiar to the children and, they should be appropriately introduced and memorized in accordance with the suggested grade sequence

- Children should come to know that prayer experiences can be anywhere, at any time whilst appreciating there is a priority in ways of praying:
  1. The Mass
  2. Prayer before the Blessed Sacrament
  3. Prayer in common
- Encourage personalized prayers to help make children aware of our community (prayers for special intentions)

### *Organisation of Prayer Experiences*

- The children's input is important in class prayer times. Older children especially should be encouraged to design and lead their own prayer times on a regular basis
- Each class will develop and care for an appropriate Prayer Focus/Altar in their classroom. It is suggested that the prayer focus be varied on a regular basis to link in with class themes or to highlight new symbols or images. Care should be taken so that children don't spoil the prayer focus by placing inappropriate items on the table
- Classes are encouraged to develop their own Class Prayers (e.g. for Grace, End of Day) which should then be published and prominently displayed in the classroom

## Pastoral Care and Social Justice activities

### RATIONALE

*“This is what the Lord asks of you:  
only this, to act justly, to love tenderly and to walk humbly with your God:  
Micah 6:8*

#### Beliefs

##### *1. Personal Relationship with God*

Each child will be encouraged to develop a special, personal relationship with God.

##### *2. Shared Ministry*

Parents, School and Parish work in partnership as a shared ministry to engender and affirm the Catholic Faith according to the appropriate level of a child’s faith development

##### *3. Faith Community*

Children will be valued, active members of a Spirit-filled Faith Community. This encompasses the initiation and immersion into the Sacramental life of the church, rich liturgical experiences and frequent opportunities for prayer.

##### *4. Witness to Faith*

As Christians we develop a sense of responsibility to actively witness and share our faith, particularly in the fostering of gospel values in the wider community.

##### *5. Social Responsibility*

By developing an awareness of the value of God’s creation, we will foster a responsible, balanced attitude towards the community and the environment.

##### *6. Self Esteem*

Fostering self-esteem is essential for the cognitive development and education of the ‘whole person’. Children need to be allowed to grow as valued members of the school community

## **Student and Staff Information**

The Sacramental classes have a day of reflection before they receive their Sacraments.

The staff attends a Retreat once in 2 years on a pupil free day.

70% of staff has their Graduate Certificate in Religion.

30% majored in Religion as part of the Bachelor of Education and Masters of Education.

## **Religious Education Programme**

All classes follow the Bathurst Diocesan Religious Education Curriculum “The Christ We Proclaim”. The programme has an overview of seven strands which form the umbrella for the content of the programme. The strands are:

- God
- Jesus
- Scripture
- Prayer and Worship
- Church
- Christian Life

The support units for each topic are provided as a guide and teachers are encouraged to use other resources to enrich the teaching/learning strategies of a particular topic.

Teaching/learning strategies are developed in accordance with the Praxis Model, i.e. Life Experience, The Christian Story, Critical Reflection, Response.

The Catholic Climate and Ethos of St. Pius X permeates the whole fabric of the school, notably in the following ways.

- The pastoral care of the students, especially exhibited by the Peer Support Programme
- The implementation of a Personal Development Programme (Yrs 5 & 6) with an emphasis on incorporating Christian values.
- The SRC addresses the school at assemblies on values. Each week the children are asked to think about and work on a value.

## **Sacramental Programme**

The Sacramental Programme is parish based. Overall planning for the Sacramental Programme is conducted early in Term 1 with a meeting of the Sacramental team.

### Administration of Sacraments

|                  |        |        |
|------------------|--------|--------|
| - Reconciliation | Year 2 | Term 4 |
| - Eucharist      | Year 3 | Term 3 |
| - Confirmation   | Year 6 | Term 2 |

### Parental Involvement

- Parents will be asked to attend 'obligatory' Parent Workshops during the programme
- Child workbooks are distributed for completion at home
- Regular attendance at Sunday liturgies is encouraged

### Community Involvement

- The Parish/school community should be especially asked to support the candidates in prayer e.g.
  - Reminders in newsletters
  - Prayer Sponsors
  - Special prayers at school assemblies

Following each sacrament an appropriate celebration is held.

## Percentage of Catholic Students

The percentage of Catholic students at St. Pius X is 77%.

### Parish Contact Details

Parish Priest/Manager: Mark McGuigan

Church: St. Brigid's

Address: 198 Brisbane Street  
Dubbo 2830

Phone: 6882 4233

Fax: 6884 0369

## SCHOOL FEATURES

### General Structure

St. Pius X opened in 1973 as a single stream K to 2 Catholic School situated at the corner of East and North Street in West Dubbo. The foundation Principal was a Sister of Mercy. St. Pius X celebrated 40 years.

In 1982 St. Pius X became a K – 6 school. The extensions were officially blessed and opened by the most Reverend Bishop Thomas of Bathurst on 18<sup>th</sup> April, 1982.

Thanks to the P21 BER program, we were able to have brand new toilets, covered shelter area adjacent to the Infants classrooms. We have a state of the art Library, a new classroom, refurbished Admin building and interactive white boards in every classroom. We also have an I.T.C. Centre.

The top playground is paved and landscaped with attractive shrubs. To protect children from the sun we have sails covering the whole top playground and a sheltered paved area for quiet play.

**Enrolment:** We now have 178 students.

**Staff:** The staff of 17 includes the Principal, 6 full time teachers, 1 in a job share position,

3 part time teachers (including Teacher-Librarian, Support teacher, 1 Executive Release Teacher),

3 part time Teacher Assistants, 1 full time Secretary, 1 Maintenance/Groundsman, 1 cleaner.

We have one indigenous member of staff who is the A.E.W.

Our school motto “Living is Giving” is truly indicative of the spirit which exists at St. Pius X.

## ENROLMENT POLICIES AND PROFILES

The essential requirement for enrolment and continuing enrolment is adherence to school policies, full participation in the Catholic practices of the school and that parents/guardians provide supporting documentation when enrolling their child.

Enrolment is determined by the following criteria:

- ❖ Siblings of Catholic children already enrolled in a Dubbo Catholic school
- ❖ Siblings of non-Catholic children enrolled in a Dubbo Catholic school prior to 2003
- ❖ Baptised Catholic children of practising Catholic parent(s)/guardian(s)
- ❖ Catholic children of non-Catholic parents
- ❖ Children baptised in other denominations or faith traditions. Children who are not baptised are considered for enrolment if there is a vacancy in the school.

Key elements of the school's enrolment policy are criteria for enrolment and the enrolment process. The following changes were made to this policy during the 2008 school year.

- Younger siblings of non-Catholic children enrolled at St. John's College are not guaranteed a place in a Catholic Primary School
- Those families with children commencing school part way through the year, parents to attend School Fees Office, preferably the same day as the interview with the School Principal. This must occur before enrolment can be finalised.
- Children *may* not be enrolled if they have been expelled or suspended from another school, have a criminal record, or have a poor history of fee payment or continued behavioral problems
- Previous schools will be contacted during the enrolment process for all children
- School Fees Office will be contacted during the enrolment process for all children with regard to siblings already in system
- If parent(s) / guardian(s) remove their child(ren) from the school due to non-compliance of school policies, the child(ren) will not be re-enrolled

Prospective parents can access an enrolment pack by contacting the school or from the website.

Enrolment acceptance or non-acceptance can only occur after an interview with the Principal. The Principal will then make the final decision regarding enrolment.

### School Profile

St. Pius X is a single stream K-6 school situated in West Dubbo. This came into effect from 1982 as St. Pius X was an Infants school in 1973. the foundation Principal was a Sister of Mercy.

We currently have 178 students enrolled at the school. The maximum number we can have is 210. Our indigenous students total to 30 and there 1 NESB students.

### NUMBER OF STUDENTS IN THE SCHOOL BY GRADE AND GENDER

|              | Male | Indigenous | Female | Indigenous | Total | Indigenous |
|--------------|------|------------|--------|------------|-------|------------|
| Kindergarten | 13   | 3          | 15     | 4          | 28    | 7          |
| Year 1       | 13   | 1          | 21     | 2          | 34    | 3          |
| Year 2       | 11   | 0          | 14     | 3          | 25    | 3          |
| Year 3       | 12   | 3          | 16     | 1          | 28    | 4          |
| Year 4       | 10   | 1          | 11     | 3          | 21    | 4          |
| Year 5       | 7    | 0          | 10     | 3          | 17    | 3          |
| Year 6       | 14   | 3          | 11     | 3          | 25    | 6          |
|              | 80   | 11         | 98     | 19         | 178   | 30         |

### STUDENT ATTENDANCE RATE

The average student attendance rate during 2012 was:

|        |     |        |
|--------|-----|--------|
| Year 1 | 93% | Year 1 |
| Year 2 | 95% | Year 2 |
| Year 3 | 92% | Year 3 |
| Year 4 | 95% | Year 4 |
| Year 5 | 94% | Year 5 |
| Year 6 | 95% | Year 6 |

School attendance rate is 94%

## Follow Up Procedure

Our school policy on attendance is – a note must be sent to the teacher stating why the child was absent. If there is a pattern of continuous absence the parents are called in for an interview. If it still continues the Youth Liaison Officer from the Police will be notified

## *CURRICULUM*

The seven major Key Learning Areas meet the Board of Studies requirements. We had an appraisal in 2013 and we fared exceptionally well.

We have programs that are designed specifically by the class teacher, parents, support teacher and outside consultants such as speech pathologists, occupational therapists and physiotherapists, for a child with Downe Syndrome, children with special language disorders, children with cognitive disabilities and occupational therapy needs.

Individual teachers differentiate the curriculum for Gifted and Talented students. We also have individual programs delivered 1:1 to NESB students

Music, dance and Drama are taught by the Principal giving the teachers their release each week.

2013 saw the continuation of our daily fitness program which the children enjoy. I.C.T. and sport are integrated into the curriculum. We continue to use the Live Life Well and Crunch N Sip programs.

Our community service activities included: Mercy Mission in Sri Lanka and St. Vincent De Paul hampers, Relay for Life, Caritas.

## Student Performance in National Assessment Program in Literacy and Numeracy (NAPLAN)

Students in Years 3 & 5 around Australia sat the NAPLAN Tests in May 2013. Individual student reports were provided in September 2013. Analysis of these results assists the school in planning and is used to support teaching and learning programs. Detail on school performance is provided in the following tables. Band distributions and percentages of students achieving the national minimum standard are outlined separately for Year 3 and 5.

Points to note are:

- In Year 3 students placed in Band 1 are below national minimum standard. Students in band 2 are achieving national minimum standard and students in bands 3 and 4 are “at proficiency”.
- In Year 5 students placed in Band 3 are below national minimum standard. Students in band 4 are achieving national minimum standard and students in bands 5 and 6 are “at proficiency”

### Band Distribution (%)

#### YEAR 3

| Reading | Band    | 1  | 2  | 3   | 4  | 5   | 6  | % at/above National Minimum |
|---------|---------|----|----|-----|----|-----|----|-----------------------------|
|         | School  | 4% |    | 50% |    | 46% |    | 100%                        |
|         | Diocese | 2  | 7  | 17  | 25 | 21  | 27 | 98                          |
|         | State   | 3  | 10 | 16  | 25 | 19  | 28 | 97                          |

| Writing | Band    | 1  | 2 | 3   | 4  | 5   | 6  | % at/above National Minimum |
|---------|---------|----|---|-----|----|-----|----|-----------------------------|
|         | School  | 7% |   | 46% |    | 47% |    | 100%                        |
|         | Diocese | 1  | 5 | 16  | 27 | 39  | 12 | 99                          |
|         | State   | 2  | 6 | 15  | 23 | 37  | 17 | 98                          |

| Spelling | Band    | 1  | 2 | 3   | 4  | 5   | 6  | % at/above National Minimum |
|----------|---------|----|---|-----|----|-----|----|-----------------------------|
|          | School  | 7% |   | 50% |    | 43% |    | 100%                        |
|          | Diocese | 3  | 6 | 20  | 27 | 24  | 21 | 97                          |
|          | State   | 4  | 6 | 18  | 23 | 24  | 25 | 96                          |

| Grammar & Punctuation | Band    | 1  | 2 | 3   | 4  | 5   | 6  | % at/above National Minimum |
|-----------------------|---------|----|---|-----|----|-----|----|-----------------------------|
|                       | School  | 4% |   | 395 |    | 57% |    | 100%                        |
|                       | Diocese | 2  | 7 | 14  | 22 | 27  | 28 | 98                          |
|                       | State   | 3  | 8 | 14  | 21 | 24  | 31 | 97                          |

| Numeracy | Band    | 1  | 2 | 3   | 4  | 5   | 6  | % at/above National Minimum |
|----------|---------|----|---|-----|----|-----|----|-----------------------------|
|          | School  | 0% |   | 63% |    | 37% |    | 100%                        |
|          | Diocese | 1  | 6 | 19  | 33 | 31  | 10 | 99                          |
|          | State   | 3  | 8 | 22  | 29 | 25  | 14 | 97                          |

Reading and Numeracy are above average for Year 3. Spelling, grammar and punctuation are at the expected level. However, writing is below average, so writing needs to become the focus area for 2014.

## YEAR 5

| Reading | Band    | 3  | 4 | 5   | 6  | 7   | 8  | % at/above National Minimum |
|---------|---------|----|---|-----|----|-----|----|-----------------------------|
|         | School  | 0% |   | 75% |    | 25% |    | 100%                        |
|         | Diocese | 1  | 8 | 23  | 32 | 25  | 13 | 99                          |
|         | State   | 2  | 9 | 23  | 29 | 22  | 15 | 98                          |

| Writing | Band    | 3  | 4 | 5   | 6  | 7   | 8  | % at/above National Minimum |
|---------|---------|----|---|-----|----|-----|----|-----------------------------|
|         | School  | 0% |   | 63% |    | 38% |    | 100%                        |
|         | Diocese | 3  | 7 | 23  | 23 | 25  | 19 | 97                          |
|         | State   | 5  | 9 | 22  | 22 | 23  | 19 | 95                          |

| Spelling | Band    | 3  | 4 | 5   | 6  | 7   | 8  | % at/above National Minimum |
|----------|---------|----|---|-----|----|-----|----|-----------------------------|
|          | School  | 0% |   | 56% |    | 44% |    | 100%                        |
|          | Diocese | 4  | 7 | 25  | 33 | 23  | 8  | 96                          |
|          | State   | 5  | 8 | 21  | 27 | 25  | 13 | 95                          |

| Grammar & Punctuation | Band    | 3   | 4 | 5   | 6  | 7   | 8  | % at/above National Minimum |
|-----------------------|---------|-----|---|-----|----|-----|----|-----------------------------|
|                       | School  | 19% |   | 50% |    | 31% |    | 100%                        |
|                       | Diocese | 3   | 7 | 23  | 23 | 25  | 19 | 97                          |
|                       | State   | 5   | 9 | 22  | 22 | 23  | 19 | 95                          |

| Numeracy | Band    | 3   | 4  | 5   | 6  | 7   | 8  | % at/above National Minimum |
|----------|---------|-----|----|-----|----|-----|----|-----------------------------|
|          | School  | 19% |    | 63% |    | 19% |    | 100%                        |
|          | Diocese | 2   | 12 | 30  | 32 | 15  | 9  | 98                          |
|          | State   | 5   | 15 | 26  | 26 | 13  | 15 | 95                          |

In Year 5 Reading, Writing and Spelling are all above average. Numeracy is at the expected level. Grammar and Punctuation are below expectation and will need to be an added focus in children's writing in 2014.

## Professional Learning and Teacher Standards

### Professional Learning

There was a big focus on Spelling, Grammar and Punctuation, so the staff attended Spelling Inservices, Reading to Learn and Reading Eggs Inservice. In preparation for the Implementation of the new English Syllabus, the staff attended the Ralph Pirozzo Inservice. I.T. was in our Annual Plan, so the staff attended Boot Camps and iPad Inservices. We also implemented the Quicksmart Program so targeted staff were sent for Quicksmart training.

### Profile of Professional Development and Pupil Free Days

|  |   |                     |
|--|---|---------------------|
| Pupil Free day - Policies revisited            | Pupil Free day - Launch of new English Syllabus |                     |
| Pupil Free day -Spelling                       | Pupil Free day - Contemporary Resources         |                     |
| Pupil Free day - Planning new English Syllabus |   |                     |
| R.E. Conference                                | Hub and Spoke meetings                          |                     |
| Certificate III Secretarys meetings            | I.C.T.Inservice                                 | Jolly Phonics       |
| Leadership for Improvement                     | Reading Eggs                                    | Reading to Learn    |
| IPad Inservice                                 | Quicksmart                                      | Sacred Art          |
| Diocesan Assembly                              | Principal's Conference                          | O.T.                |
| Environmental Japanese Gardens                 | Secretarys Conference                           |                     |
| Maths Association Conference                   | Maths Focus meeting                             |                     |
| A.P. meetings                                  | Writing English Units                           | Ralph Pirozzo Units |
| Support Teacher meetings                       |   |                     |

The total number of days in Professional Learning Activities for 2013 was 196 days.

## Teacher Standards

The following table sets out the number of teachers on this staff who fall into each of the three categories determined by the Board of Studies:

| Teacher Qualifications   | Number of Teachers |
|--|--------------------|
| 1. Those having formal qualifications from a recognized higher education institution or equivalent.  | 11                 |
| 2. Those having graduate qualifications but not a formal teaching qualification from a recognized higher education institution or equivalent.    | 0                  |
| 3. Those not having qualifications described in 1 or 2 above but have relevant successful teaching experience or appropriate relevant knowledge. | 0                  |

## Teacher Attendance and Retention

Teacher attendance for 2013 was: 96%

Teacher retention for 2013 was: 100%

|                      | Male | Female | Male Indigenous | Female Indigenous |
|----------------------|------|--------|-----------------|-------------------|
| Principal            |      | 1      |                 |                   |
| Assistant Principal  | 1    |        |                 |                   |
| Teachers/Coordinator |      | 1      |                 |                   |
| Teacher Assistants   |      | 4      |                 | 1                 |
| Librarians           |      | 1      |                 |                   |
| Ancillary Staff      | 1    | 1      |                 |                   |

## Workforce Composition

At St. Pius X we have 1 teaching Principal, 1 teaching A.P., 1 teaching R.E.C., 1 Librarian, 1 Secretary, 2 Teacher Assistants, 1 A.E.W., 5 teachers, 1 Support Teacher

## Student Welfare Policy

Our school's Discipline Policy is based on respect, rights and responsibilities.

The mission of Christ becomes a reality for us only when each individual respects his/her own worth and dignity and accepts his/her responsibility to respect the rights and dignity of others. The school owes a duty of care to its employees and students. Staff will exercise with diligence, the duty of care that they owe to the student. In addition to this staff are expected to take all reasonable steps to protect students from risk of harm.

## Discipline Policy

### Welfare and Discipline Policy

"I have come that you may have life and have it to the full" (John 10:10). The mission of Christ becomes a reality for us only when each individual respects his/her own worth and dignity and accepts his/her responsibility to respect the rights and dignity of others. Our discipline policy is based on Bill Rogers "choice theory". The student welfare and discipline policies can be accessed from the Principal.

Corporal punishment is expressly prohibited in this school. The school does not sanction administration of corporal punishment by school persons and non-school persons, including parents, to enforce discipline in the school.

There were no changes made to the Discipline Policy during the year.

The full text of the school Student Welfare Discipline Policy may be accessed via the school office.

## Complaints and Grievances Policy

### *Purpose*

The Catholic Diocese of Bathurst and all schools in the diocese are committed to providing a safe, inclusive and professional learning environment. Just and right relationships that recognize and respect the dignity of each individual.

With every good will, problems may still arise and it is important that these concerns be dealt with swiftly and effectively to address the issue, allay fears and prevent issues developing into major problems. Parents will be made aware of the guidelines through its publication on the CEO website and in school enrolment folders. All staff will be made aware of the Complaints Policy through staff training. It is expected that all complaints will be dealt with impartially, confidentially, fairly and speedily.

### *Process*

- In general, parents should first address the problem with the staff member most closely concerned, as soon as possible after the incident. Contact the school to find out who the first point of contact should be. This can often deal with the problem easily and effectively. An appointment should be made with the relevant staff member at school to outline the problem and seek a solution. Good will on both sides and clarification of the issue should ensure a happy resolution for both parties. It is good practice for the school to summarise the issue and resolution in writing and provide a copy to the complainant.
- If however, an informal approach is not successful in resolving the problem, a formal complaint may be lodged with the school through the Principal. This should be submitted in writing if possible, outlining the problem and the concerns about the initial handling of the issue. It is important that this is dealt with speedily and that a written response is made.
- If the above steps are not successful, the issue may be raised with the Catholic Education Office.
- If the problem is still not resolved, reference to the appropriate external agency e.g. Anti-Discrimination Board, may be made.

- All stages of the complainant handling are to be documented and a copy kept on file at the school and/or CEO.

## NOTE

*Child Protection concerns will be dealt with outside this process using the investigative processes set out by the Ombudsman. All Child Protection complaints must be passed on to the Catholic Education Office without delay.*

## ANTI-BULLYING STRATEGY

### KEY PRINCIPLES OF POLICY

- The safety and care of the students is the paramount consideration.
- Confidentiality must be maintained, with communication limited to those people who need to be informed in order to resolve the issue.
- Any concerns or allegations raised are listened to, treated seriously and addressed expeditiously through a proper and thorough investigation that is conducted fairly, having regards to the interests and needs of all involved.
- The school has an ongoing duty of care to all students, not just the student or students affected by the allegations
- The school will follow a systematic and structured approach to handling all reported instances of bullying, including cyber bullying
- The school will provide pastoral care that ensures support for all parties. If, however, offenders do not learn to implement more appropriate behaviour, planned disciplinary consequences will be applied according to the school guidelines and in compliance with the school's legal duty of care
- The school staff will be continually inserviced regarding bullying issues and the relevant school policies, including the legal responsibilities of both the school and individual staff members

**Our vision for St. Pius X School community is that in providing a quality, positive learning environment, all children will reach their true potential and be witnesses to the Catholic faith.**

## **POLICY:**

St. Pius X School is opposed to bullying in all its forms be it physical, emotional and verbal. St. Pius X School will work in partnership with all members of the school and wider community to provide a safe, secure learning environment for the students with a zero tolerance of bullying.

The school operates appropriate procedures for the reporting of all forms of bullying and ensures that these procedures are well understood and publicized within the school community.

## **DEFINITION:**

Bullying is when a student or students repeatedly and deliberately try to harm, humiliate or distress another student. There is a power imbalance involved.

Bullying includes material of an offensive nature that is deliberately created, published or forwarded via electronic media such as the internet or mobile phones.

## **AIMS:**

St. Pius X school aims to provide a safe and caring environment in which students can develop and reach their full potential.

## **RATIONALE:**

Our Pastoral Care Policy is founded on the conviction that all members of our school community are worthy human beings and have a right to be dealt with in a sincere and respectful manner.

The school strives to be a community that promotes care, respect and cooperation and values diversity.

The school affirms the right of all members of the school community to feel physically and emotionally safe, secure and valued.

The school acknowledges its legal responsibility to support the care and protection of students while they are at school, involved in school organized activities or interacting with other members of the school community.

The school promotes models of behaviour between school personnel and students based on mutual respect and consideration.

## **IMPLEMENTATION:**

The implementation of this policy is based on:

- \* minimizing the incidence of bullying within the school community, and its impact on individuals and the wider community.
- \* ensuring that all members of the St. Pius community, staff, students and parents, are aware of expectations and procedures to ensure that incidents are reported and dealt with appropriately.

Every person in the school community has responsibilities in the implementation of this policy as outlined in the school Behaviour Management Guidelines.

All students and parents will be given the information necessary to assist them in reporting instances of bullying within the school community, including cyber bullying within and outside the school.

All members of the school staff will respond immediately to evidence of bullying by supporting those involved and following the school structure for the implementation of this policy.

All staff are expected to model appropriate standards of behaviour which promotes St. Pius X policies.

## School Determined Improvement and Targets

### Achievements 2013

#### Catholic Life and R.E.

The annual plan for 2013 was to make the school an effective witness to Catholic faith and life responding to the evangelizing mission of the church. We also took an active role in assisting parents to fulfil their role as primary educators of their children's faith education.

A big focus on the Sacramental program encouraging parents to be actively involved by invitations in newsletters, at assemblies and in individual class notes to parents. We also established a prayer focus on our playground. A huge mosaic cross made by two staff members and a garden around the cross.

#### Learning and Teaching Targets

We focused on the Pedagogy and Teaching Practice. Rich learning tasks integrated into units of work in programs. I.T.C. integrated throughout all K.L.A's. A whole school approach to teaching mathematics. New computers installed in the Lab.

We also had a new website for our school.

St. Pius X celebrated 40 years – we had 3 days of celebration which involved past and present students and staff.

### TARGETS

Our targets for 2014 in Catholic Life will be to concentrate on prayer, liturgy and spiritual life of the school.

In Learning and Teaching we will be focusing on the Pedagogy and teaching practice by having an effective whole school approach to delivering engaging pedagogy which meets the diverse needs of students.

IPads and Chrome books will be purchased so students can work with the latest technology.

## Initiatives Promoting Respect and Responsibility

We aim to make our students aware of important events which occur in our community, so that they can become responsible citizens.

The school captains participate in the Anzac ceremony of Dubbo by laying a wreath and also attended the Armistice Day ceremony.

The whole school contributes and fund raises for the Missions overseas and Hampers for Christmas to assist the needy of Dubbo.

The students also provide morning tea and entertain Seniors during Seniors week. Parents and students are very generous in donations of goods and money to help people less fortunate than themselves in the community.

Years 5 & 6 go on overnight excursions to the Goldfields and Canberra. This is a wonderful experience for the students as they learn to respect and show responsibility to all the different presenters and the places of interest – e.g. War Memorial.

## PARENT, STUDENT AND TEACHER SATISFACTION

St. Pius X has an active P & F that meets regularly and has indicated satisfaction in the elements of the school.

The school has an S.R.C. who meet on a regular basis.

They make requests for small improvements in the school. If the requests are sound and reasonable they are met.

Students indicated satisfaction in the elements of the school.

Staff meetings are held every week. We have an open agenda and staff have indicated a great deal of satisfaction in the elements of the school. Parents have also indicated a great deal of satisfaction in all elements of the school.

## FINANCIAL STATEMENT (2013)

Catholic Schools are accountable for all monies received. Each year, the Catholic Education Office, Bathurst submits to the Commonwealth Government a financial statement on behalf of the 33 primary, K-10 and secondary schools. In addition, the financial accounts for each school and for the Catholic Education Office are audited annually.

