

2024

ANNUAL SCHOOL REPORT



St Pius X Catholic Primary School

East Street, DUBBO 2830

Principal: Mrs Katrina Isbester

Web: <http://www.stpiusxdubbo.catholic.edu.au>

About this report

St Pius X Catholic Primary School (the 'School') is registered by the NSW Education Standards Authority (NESA) and managed by Catholic Education Diocese of Bathurst (CEDB). CEDB as the 'approved authority' for the diocesan registration system formed under Section 39 of the NSW Education Act (1990), is responsible for monitoring the compliance of member schools in the manner that has been approved by the Minister of Education.

The Annual School Report (the 'Report') demonstrates accountability to regulatory bodies and CEDB. Additionally, the Report complements and is supplementary to other forms of regular communication to the School community regarding initiatives, activities and programs which support the faith formation, learning and wellbeing of its students.

The Report provides parents and the wider community with fair, reliable and objective information about educational and financial performance measures as well as School and system policies. This information includes summary contextual data, an overview of student performance in state and national assessments, a description of the achievement of priorities in the previous year and areas for improvement. Detailed information about the School's improvement journey is documented in the School Improvement Plan (SIP) which is developed, implemented and evaluated in consultation with key stakeholders.

Further information about the contents of this Report may be obtained by contacting the School directly or by visiting the School's website. Information can be also be obtained from the [My School website](#).

Message from key groups in our community

Principal's Message

St Pius X is a Catholic school community that works closely with parents, to provide a safe, welcoming and happy school environment. We cater for children from Kindergarten to Year 6. The School's first Principal was a Sister of Mercy and the school is proud of the Mercy charism and traditions.

We celebrate the achievements of all members of our school in a diverse range of academic, social, spiritual, sporting, artistic and cultural successes. St Pius X is dedicated to the education of each student and believes that all students can learn to a high level and reach their full potential.

Special emphasis is placed on catering for the individual differences and interests of students. We believe that quality Catholic education is essential, in today's modern world. We have Jesus as our guide and we ensure that the Gospel Values permeate all our words and actions.

The staff are dedicated to providing engaging lessons and enriching experiences that provide deep levels of learning. The staff undertakes regular professional development to ensure that best practice is evident in all learning and teaching activities.

Success at this school is due to many factors – the staff, the parents, and the students who work hard and care for each other. There is a genuine feeling of family, the pastoral care is sincere, the discipline fair and the breadth of our curriculum is extensive to cater for all student needs.

Parent Body Message

St Pius X P and F Committee provides a support network for parents and friends to participate in activities, raise funds and work in collaboration with the Executive at St Pius X. The P and F committee aims to promote interaction between home and school, parents and teachers.

It is my pleasure on behalf of the St Pius X, P and F to inform our school community that the P and F have substantial funds set aside for landscaping to complement the new school entrance. We have also funded the creation of First Nation inspired Crosses, that will be created by our students.

This year we have focused our fundraising on activities that allow us to sustain our ability to

provide community building, such as the welcome BBQ, end of year Christmas Concert and making donations to a variety of prizes at the annual awards day.

Student Body Message

At St. Pius X School we have a Student Representative Council. The council is made up of students from Year 1 through to Year 6.

One student from Year 1- 6 is elected each semester and becomes a member of the SRC for a term of 6 months. Students are elected and voted for by their peers. The School Captains and House Captains also belong to the Student Representative Council. Two teachers coordinate and organise the Student Representative Council. We meet approximately twice a term during lunchtime.

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

In 2024, our Student Representative Council has fundraised on multiple occasions raising thousands of dollars going towards a variety of charities. These included the Fundraising for Caritas, Crazy Sock Day, St. Pius X Feast day, Handball Competition and Christmas Hamper Donations. Our efforts have helped many organisations including St Vincent DePaul, St Brigid's Parish and the Bishop's Appeal.

Students in Year 4 and Year 5 enjoy visiting our local pre-school in Term 3. This is not only an enjoyable activity but also builds community connections. We are very proud to have been in a wonderful school community and are grateful for the excellent time we have experienced at St Pius X.

School Features

St Pius X Primary School is part of the St Brigid's Parish and is a feeder school to St John's College. St Pius X opened in 1973 as a single stream K - 2 Catholic School. The school is located on the corner of East and North Street in West Dubbo. The school expanded to become a single stream K - 6 school in 1982.

The school has undergone many refurbishments since its opening in 1973. In 2022 a major Capital Works Project was completed, resulting in the school having four new classrooms, two new toilet blocks, Chapel and additional play area and garden. The Year 5 and 6 classrooms have had some minor refurbishment completed with the addition of an operable wall that can be opened to create a large contemporary learning space. In 2024, the administration area underwent refurbishment with the addition of a meeting room and the creation of a new entrance and facade to the school.

St Pius X Primary also supports additional extra-curricular activities. One of the most powerful extra-curricular activities is our connection with West Dubbo Preschool. During Semester Two students from Years 4 and 5 visit the preschool to build relationships with the students through play and craft activities. This is an enriching and uplifting activity for all involved. Our students also take part in the Dubbo Eisteddfod and various sporting gala days, art competitions to support our holistic approach to education.

This year, small groups of students from each stage group participated in a variety of enrichment and wellbeing activities

Student Profile

Student Enrolment

The School caters for students in Years K-6. Students attending this School come from a variety of backgrounds and nationalities. The following information describes the student profile for 2024:

Girls	Boys	LBOTE*	Total Students
112	82	8	194

* Language Background Other than English

Enrolment Policy

Catholic Education Diocese of Bathurst has an Enrolment Policy for Systemic Catholic Schools in the diocese. The policy has been developed in the context of government and system and parish requirements. Children from families who are prepared to support the ethos and values of the Catholic Church may be considered eligible for enrolment. Total fees are made up of a Single School Fee (which incorporates local costs), the Capital Works Levy and Subject Specific Costs. A pastoral approach is adopted for parents experiencing genuine difficulty with the payment of fees. Information about enrolling may be accessed through the [Diocesan website](#) under the About Us drop down menu - see Policies tab or by contacting your local Catholic School.

Student Attendance Rates

The average student attendance rate for the School in 2024 was 90.39%. Attendance rates disaggregated by Year group are shown in the following table.

Attendance rates by Year group						
Kindergarten	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
91.74	93.35	91.89	88.82	92.00	88.36	86.57

Managing Student Non-Attendance

Regular attendance at school is essential if students are to maximise their potential. The School, in partnership with parents, is responsible for promoting the regular attendance of

students. While parents are legally responsible for the regular attendance of their children, School staff, as part of their duty of care, monitor part or whole day absences.

School staff, under the Principal's leadership, support the regular attendance of students by:

- providing a caring teaching and learning environment which fosters students' sense of wellbeing and belonging to the School community
- maintaining accurate records of student attendance
- recognising and rewarding excellent and improved student attendance
- implementing programs and practices to address attendance issues when they arise.

The Principal is responsible for supporting the regular attendance of students by ensuring that:

- parents and students are regularly informed of attendance requirements and the consequences of unsatisfactory attendance
- all cases of unsatisfactory attendance and part or full day absences from school are investigated promptly and that appropriate intervention strategies are implemented
- documented plans are developed to address the needs of students whose attendance is identified as being of concern
- the Executive Director of Schools and designated CEDB Safeguarding Officer are provided with regular information about students for whom chronic non-attendance is an issue and for whom the School's strategies have failed to restore regular attendance.

Staffing Profile

Staffing Profile

The following information describes the staffing profile for 2024:

Total number of staff	25
Number of full time teaching staff	4
Number of part time teaching staff	10
Number of non-teaching staff	11

Total number of teaching staff by NESA category

Teachers at this School are accredited as conditional, provisional or proficient as defined by the NSW Teacher Accreditation Act 2004. Accreditation at the levels of Highly Accomplished and Lead Teacher are voluntary. The number of teachers within the Diocesan Schools System at these levels is as follows:

- 39 Conditional teachers
- 28 Provisional teachers
- 920 Proficient teachers
- 1 Highly Accomplished and Lead (HALT) Teacher
- 1 Lead Teacher
- 8 HALT Candidates

Additionally, there are 14 teachers who are currently actively engaged in the submission process at the higher levels of accreditation. Teacher status at individual schools can be sourced directly from the School.

Catholic Identity and Mission

Catholic Schools have a unique role in the evangelising and educating mission of the Church. Catholic Schools encourage and support parents in their responsibility for the faith formation of their children. This formation is supported by prayer and opportunities to participate in the life, mission and liturgy of the broader Catholic community.

The School follows the Diocesan Religious Education Curriculum and uses the student resources *To Know, Worship and Love*, and *Understanding Faith*, as authorised by the Bishop of Bathurst.

Students in Years 6 and 8 in Catholic schools in the Bathurst Diocese undertake the Diocesan Religious Education Test annually. The test consists of multiple-choice questions with the results analysed by CEDB to inform diocesan teaching and learning in Religious Education.

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.

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.

Schedule of Liturgies

Children will experience one or two whole school liturgies and Masses 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.

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 organise grade Masses and prepare their children for Reconciliation and for leading the Mass.

Support of Charitable Causes

The school provides opportunities for children to take part in fundraising for charitable causes, both local and international charities. This provides students the opportunity to participate in outreach and help less fortunate people. Our school community is particularly generous and has high levels of participation. Recently, we have had a renewed focus on Catholic Charities as these align with the faith and mission of our school. We the increasing financial pressures on families, the school has made a conscious effort to hold awareness days for charitable causes, rather than fundraising day. We work closely with parents in the education of their children and believe that parents are the first educators of their children and it is essential to work in partnership to allow children to develop into unique and positive members of our society

Curriculum, Learning and Teaching

The School provides an educational program based on, and taught in accordance with the NSW Education Standards Authority (NESA) syllabuses for primary education. The Key Learning Areas (KLAs) are English, Mathematics, Science and Technology (S&T), Human Society and its Environment (HSIE), Creative Arts (CA) and Personal Development, Health and Physical Education (PDHPE). In addition to this, the School implements the Diocesan Religious Education syllabus. Staff members are committed to continuous improvement of teaching and learning in all facets of the curriculum.

The school teaches and exposes children to a wide range of co-curricular programs. These include; a variety of seasonal sport programs, public performances, music lessons, computer and technology, wellbeing programs, social assistance programs, and community service projects and programs.

Students with additional needs have Individual Educational Plans that are developed in collaboration with parents. We also work collaboratively with consultants and allied health professionals, such as speech pathologists, occupational therapists and physiotherapists when required. Programs vary from Tier three intervention programs to extension programs and can occur in any or all of the Key Learning Areas, as well specialised fields such as social areas, physical needs, speech development or occupational therapy assistance.

Indigenous students have individual programs, which are developed in conjunction with their class teacher and the Support Teacher. The staff work together with parents to develop and implement programs for these individuals throughout the year. Education of all students regarding indigenous culture, values and learning is integrated across the syllabus in all grades.

The school continues to have success with research based programs including Multilit, Minilit, Spelling Mastery and Quicksmart. These programs have certainly addressed student needs in the areas of Literacy and Numeracy. Teachers focussed on building phonic knowledge, high frequency word acquisition for decoding, grammar and punctuation for fluency, expression and good intonation. Home reading in the lower grades and Premier's Reading Challenge were encouraged.

St Pius X uses a positive Wellbeing and Behaviour policy that is underpinned by Trauma Informed Practice and strategies by the Crisis Prevention Institute to provide a safe learning

environment for all students. This allows for students have the greatest opportunity to access the curriculum.

We continue to use the 'Live Life Well' and 'Crunch N Sip' programs, to promote healthy eating and lifestyle choices.

Student Performance in Tests and Examinations

NAPLAN

Students in Years 3, 5, 7 and 9 across Australia participated in the National Assessment Program Literacy and Numeracy (NAPLAN). The purpose of NAPLAN is to provide information to parents and teachers about the achievements of students in literacy and numeracy. The test provides a measure of the student's performance against established standards and against other students in Australia. Each year the results are analysed by the school to inform teaching with a view to improving student performance.

From 2023, NAPLAN results are reported against proficiency standards with 4 levels of achievement to give teachers, parents and carers clearer information on how students are performing:

- Exceeding: The student's result exceeds expectations at the time of testing.
- Strong: The student's result meets challenging but reasonable expectations at the time of testing.
- Developing: The student's result indicates that they are working towards expectations at the time of testing.
- Needs additional support: The student's result indicates that they are not achieving the learning outcomes expected at the time of testing. They are likely to need additional support to progress satisfactorily.

The percentage of student achieving at Exceeding and Strong proficiency standards in NAPLAN at St Pius X Catholic Primary School for 2024 is reported in the table below.

NAPLAN RESULTS 2024		Percentage of students in the top 2 proficiency standards	
		School	Australia
Year 3	Grammar and Punctuation	45%	54%
	Reading	69%	66%
	Writing	90%	77%
	Spelling	52%	61%
	Numeracy	72%	64%

NAPLAN RESULTS 2024		Percentage of students in the top 2 proficiency standards	
		School	Australia
Year 5	Grammar and Punctuation	60%	65%
	Reading	65%	71%
	Writing	75%	67%
	Spelling	60%	68%
	Numeracy	60%	68%

Pastoral Care and Student Wellbeing

Pastoral Care Policy

The School's Pastoral Care and Student Wellbeing policies, guidelines and procedures are underpinned by the guiding principles from The Australian Student Wellbeing Framework (ASWF) that represent fundamental beliefs about safe, supportive and respectful school communities. These guiding principles emphasise the importance of student safety and wellbeing as a pre-requisite for effective learning in all Catholic school settings.

Catholic Education Diocese of Bathurst Pastoral Care and Wellbeing Framework provides a vision and guiding principles that assist school communities to develop positive school cultures that promote student wellbeing and develop respectful relationships. It assists schools to identify priority areas and measure progress in the development of safe school communities. The diocesan Pastoral Care and Wellbeing Framework assists schools in:

- planning, implementing and maintaining a safe, supportive and protective learning community that promotes student safety, pastoral care and wellbeing
- creating teaching and learning communities where all members of the School community are safe from harassment, aggression, violence and bullying
- responding to new and emerging pastoral care and student wellbeing challenges.

The Diocese of Bathurst Pastoral Care and Wellbeing Framework was revised in 2024 and is now titled Student Wellbeing Framework. The Framework can be accessed at [Student Wellbeing Framework](#).

The full text of the School's Pastoral Care and Wellbeing Policy and procedures may be accessed on the School's website. Changes made to the policy are notified to the community via the School's newsletter.

Behaviour Management and Student Discipline Policy

The School's Behaviour Management and Student Discipline policies and procedures are aligned to the diocesan Student Wellbeing Framework. The School's policy operates within a context that all members of the school community share responsibility to foster, encourage and promote positive behaviour and respectful relationships. The policy aims to promote a safe and supportive learning environment to maximise teaching and learning for all students. It supports the development of positive social behaviour based on respectful relationships and clear behavioural expectations. The dignity and responsibility of each person is

promoted at all times along with positive student behaviours while ensuring respect for the rights of all students and staff.

The full text of the School's Behaviour Management and Discipline policies and procedures may be accessed on the School's website. Changes made to the policy are notified to the community via the School's newsletter.

Anti-Bullying Policy

The School's Anti-Bullying Policy and procedures are based on and informed by Catholic Education Diocese of Bathurst policies for Diocesan Schools and are aligned to the Student Wellbeing Framework. All students, their families and employees within Catholic education have a right to a learning and work environment free from intimidation, humiliation and hurt. Anti-Bullying policies support school communities to prevent, reduce and respond to bullying.

The full text of the School's Anti-Bullying Policy and procedures may be accessed on the School's website. Changes made to the policy are notified to the community via the School's newsletter.

Complaints Handling Policy

Catholic Education Diocese of Bathurst has a Complaints Management Policy which is implemented across the diocese. The policy recognises that at times misunderstandings, differences of opinion, and complaints and grievances will occur, and that these need to be resolved. Addressing such matters within a framework of dignity, respect and truth can provide powerful opportunities to model the love of Christ in the reality of our contemporary world.

The Policy and procedures reflect the legislative responsibilities and demonstrate our diocesan commitment to protect the safety and wellbeing of students while supporting our employees and volunteers working with children and young people in our educational context.

The full text of the Complaints Management Policy may be accessed on the school website or by contacting Catholic Education Diocese of Bathurst.

The full text of the Complaints Management Policy may be accessed on the school website also.

In addition to this policy, there are also policies and procedures related to Child Protection, Code of Conduct and Whistle Blowers. All of these are available through the CEDB website and the school website.

Community Satisfaction

The opinions and ideas of parents, students and teachers are valued and sought. Their suggestions are incorporated into planning for and achieving improved outcomes for students. This year 2024, the School has used a variety of processes to gain information about the level of satisfaction with the School from parents, students and teachers.

Additionally CEDB undertakes extensive surveying of all stakeholder groups through annual School Improvement Surveys. This data is used to further inform school improvement.

Both Data and Comments from these School Improvement Surveys are summarised here.

Parent satisfaction

Parents had a 97 % satisfaction rate in the area of Faith. All parents believed that our school has a clear identity as a Catholic School and that students and staff participate in meaningful celebrations of prayer, liturgy and Sacrament.

In the learning domain, parents satisfaction was 82%. 95 % of parents surveyed believed that positive relationships exist within the school community and that our school promotes and nurtures a culture of wellbeing.

In the domain of stewardship, a satisfaction rate of 94% was recorded. All parents believe that the students demonstrate a sense of school pride, classroom teaching resources supports and encourages learning and engagement of students.

Parents Comments:

- I find all teachers to be very caring of all students in the school, not just their own students, I believe this has gone a long way in creating the school community that is St Pius - a lovely community that our family is proud to be a part of.
- Teachers and staff genuinely care about the kids' wellbeing and development, both academically and personally.
- The teachers, staff and office staff are amazing. Their continued support and flexibility, and care they show is outstanding.

Student satisfaction

Students had a 86% satisfaction rate in the domain of faith. 90 % of students believe that our school promotes and celebrates Aboriginal heritage and culture. 86% of students believe St Pius X is known as a good Catholic school in our community.

In the domain of Learning students had an 83% satisfaction rate. 87 % of students believe assessments are used to assist their learning and that they have opportunities for extra curricular activities.

90 % of students believe that classrooms have appropriate resources and equipment to support their learning and that the school promotes a healthy active lifestyle.

Student comments include the theme of teachers helping them to learn and providing support when needed.

Teacher satisfaction

The staff satisfaction rating in the domain of Faith was 98% remaining the same as previous year. All staff surveyed believed that the school has a clear Catholic identity in the community and that the liturgical year is given prominence in the school calendar.

In the domain of learning the staff had a 97% satisfaction rating which is up from 90% last year. All staff indicated that the school has a systematic response to intervention and the school promotes and nurtures a positive culture.

The staff satisfaction rating in the area of stewardship was 94% up from 88% last year. All staff believe that student voice and leadership contribute to student empowerment and a sense of school pride and that the school is positively received in the local community. Staff comments included:

- A strong sense of pride and community inclusiveness are hallmarks of St Pius X Primary School. The warmth and welcoming nature of the school stands out amongst its counterparts.
- St Pius X has a wonderful small school environment and is inclusive of all. Amazing school, wouldn't want to teach anywhere else! All staff work together as a team and look out for one another.

Financial Statement

School Financial Information is based on the detailed information provided to the Commonwealth Government in the Commonwealth Financial Questionnaire.

School Financial Information for the 2024 year is detailed here:

Recurrent and Capital Income 2024	
Commonwealth Recurrent Grants ¹	\$2,740,836
Government Capital Grants ²	\$107,427
State Recurrent Grants ³	\$718,145
Fees and Private Income ⁴	\$452,170
Interest Subsidy Grants	\$0
Other Capital Income ⁵	\$65,534
Total Income	\$4,084,112

Recurrent and Capital Expenditure 2024	
Capital Expenditure ⁶	\$6,834
Salaries and Related Expenses ⁷	\$2,622,492
Non-Salary Expenses ⁸	\$1,295,043
Total Expenditure	\$3,924,369

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.

END OF 2024 REPORT