



2022 - 2023

# Safe Schools Plan



**Dr. Brendan Browne**

Director of Education

**Joseph Martino**

Chair of the Board

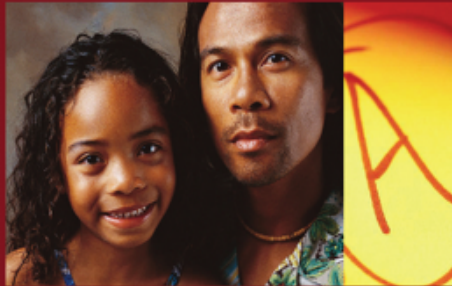
**Adrian Della Mora**

Associate Director of Academic Affairs & COO

**Michael A. Caccamo**

SUPERINTENDENT OF EDUCATION,  
Nurturing our Catholic Community, Safe Schools, Continuing Education, and St. Anne Catholic Academy, School of Virtual Learning

*At Toronto Catholic  
we transform the world through witness,  
faith, innovation and action.*



**Catholic Education Centre**

80 Sheppard Avenue East  
Toronto ON M2N 6E8  
www.tcdsb.org

|                    |  |
|--------------------|--|
| SCHOOL NAME        | Francis Libermann Catholic High School |
| SUPERINTENDENT:    | Peter Aguiar                           |
| SCHOOL ADDRESS:    | 4640 Finch Ave E Toronto ON M1S 4G2    |
| STUDENT ENROLMENT: | 835                                    |

|            |                   |
|------------|-------------------|
| PRINCIPAL: | Piccolo, Gabriele |
| TRUSTEE:   | Garry Tanuan      |



## OUR MISSION

The Toronto Catholic District School Board is an inclusive learning community rooted in the love of Christ. We educate students to grow in grace and knowledge and to lead lives of faith, hope and charity.

## OUR VISION

At Toronto Catholic we transform the world through witness, faith, innovation and action.

We believe in the worth and dignity of every person and that people thrive in a safe, healthy and compassionate environment. We strive to foster student achievement and well-being by providing all students with safe, healthy learning environment.

One of the ways we can achieve this goal is by using a whole-school approach to develop and nurture a positive school climate. The Safe Schools Action Team will consist of a variety of stakeholders in each school community responsible for advising the principal about school safety. The team will collaborate with the principal to create the local Safe Schools Plan.

### SAFE AND ACCEPTING SCHOOLS TEAM

|                           |                           |                          |                            |
|---------------------------|---------------------------|--------------------------|----------------------------|
| <b>Administrative Rep</b> | <b>Kelly Breen</b>        | <b>Support Staff Rep</b> | <b>Margaret Lee (CYW)</b>  |
| <b>Administrative Rep</b> | <b>Nika, Varvara</b>      | <b>Support Staff Rep</b> | <b>Shawna Faught (CYW)</b> |
| <b>Administrative Rep</b> | <b>Piccolo, Gabriele</b>  | <b>Parent Rep</b>        | <b>Nwange, Ewere</b>       |
| <b>Teacher Rep</b>        | <b>Dagher, Jimmy</b>      | <b>Student Rep</b>       | <b>Areeckal, Aathira</b>   |
| <b>Teacher Rep</b>        | <b>Peacock, Charmaine</b> | <b>Student Rep</b>       | <b>Gomes, Raquel</b>       |

### SAFE SCHOOLS PLAN

All schools are required to develop and implement school-wide plans to help create a safe, caring and inclusive learning environment. Each Safe Schools Plan will consist of the following components:

1. Bullying Awareness, Intervention and Prevention
2. Progressive Discipline
3. Promoting a Positive School Climate
4. Emergency Response Plan

In order for all students, staff members and parents/visitors in the school facility to be prepared to respond to a serious threat, the response procedures must be practiced. The Toronto Police/School Board Protocol, 2011 requires a minimum of 2 Lockdown Drills every school year.

Please see below for the scheduled drills:

### LOCKDOWN DRILLS 2022-2023

|          |                   |          |                   |
|----------|-------------------|----------|-------------------|
| <b>1</b> | <b>2022-10-11</b> | <b>2</b> | <b>2022-10-12</b> |
| <b>3</b> | <b>2023-04-11</b> | <b>4</b> | <b>2023-04-12</b> |



### 1. Bullying Awareness, Intervention and Prevention Plan

Providing students with an opportunity to learn and develop in a safe and respectful society is a key goal of the TCDSB. Providing students with an opportunity to learn and develop in a safe and respectful environment supports academic achievement for all students, which in turn, helps them to reach their full potential. Research and experience show that bullying is a serious issue that has far-reaching consequences for individuals, their families and peers and the entire school community. Schools that have bullying intervention and prevention strategies foster a positive learning and teaching environment that supports academic achievement for all students and that helps students reach their full potential. PPM 144

#### School Vision

Student achievement, success and well-being can be fostered in a safe, healthy, compassionate and inclusive environment and it is everyone's responsibility to develop and nurture a positive school climate. Francis Libermann C.H.S has a zero-tolerance policy on bullying. Through bullying awareness, prevention plan, intervention strategies, and involving all the stakeholders, we are proactively promoting an environment where staff and students are comfortable to report any instance of bullying.

#### Goal #1

Bullying awareness in Education: We will continue to bring awareness of bullying and continue to provide students with a proactive prevention plan that includes initiatives and strategies which will decrease the number of Safe School incidents related to bullying.

#### Initiatives/Strategies/Practices

- Grade 8 summer transition program (our summer credit program for incoming Grade 9 students).
- Grade level assemblies on September 14th, 2022
- Grade 9 Orientation on September 28th, 2022
- Professional Development opportunities for staff, students, and parents
- Conduct safe school surveys in all grades and at all levels.
- Participate in Anti-Bullying Week (November)- announcements, activities such as "Kindness Campaign" in April, social media messaging on our Safe School Instagram and Twitter feeds.
- TPS Social Media presentations
- Safe Schools Ambassador Student Team (SSAT) Twitter account @KeepFalconsSafe, Instagram account: flchs\_keepfalconsafe
- Students and safe schools team member attend TCDSB Safe Schools Ambassador Team Workshop (if conducted virtually as per COVID protocols)
- Caring Adult Mentors - volunteer based opportunities to check and connect with students.
- Newcomer Orientation Session - Settlement Worker
- Updated TCDSB Bullying Awareness brochure in every teacher emergency folder. Add TPS "It's a Big Deal" Online Awareness Pamphlet
- AnonymousAlerts App



# TORONTO CATHOLIC DISTRICT SCHOOL

## Safe Schools Plan



### Responsibility

The following stakeholders play a central role:

- \* Administration
- \* Safe school team
- \* Child & Youth Workers
- \* Student Success Teachers
- \* Student Council
- \* Guidance Counsellors
- \* Parents/Guardians
- \* Our partners in the community

### Resources

The following resources will be utilized to support these initiatives/strategies/practices:

- \* Ministry of Education
- \* Toronto Police Services
- \* Safe School Department, TCDSB
- \* Safe Schools Survey, TCDSB Safe Schools Ambassador Team - (Virtual workshop if offered), board website, Prevnet.ca, guest speakers,
- \* My School My Voice Survey
- \* Professional Readings i.e. Edutopia: "Research-Backed Approaches to Preventing Bullying", "'Fostering Identity Safety in Schools"
- \* Video Tutorials from [www.educatorstechnology.com](http://www.educatorstechnology.com)
- \* Professional Advisory "Responding to the Bullying of Students" (OCT)
- \* Safe Schools Staff Resource Folder on Google Drive

### Measurement of Progress

The following metrics will be used to measure progress in achieving the Goal:

- \* TCDSB safe school Survey results (# of students being bullied? # of incidents reported? etc.)
- \* Bullying related progressive discipline statistics, more specifically, bullying related suspension rates
- \* Anecdotal feedback from stakeholders to ensure an increase in student compliance with school Code of Conduct;



# TORONTO CATHOLIC DISTRICT SCHOOL

## Safe Schools Plan



### School Vision

Student achievement, success and well-being can be fostered in a safe, healthy, compassionate and inclusive environment and it is everyone's responsibility to develop and nurture a positive school climate. Francis Libermann C.H.S has a zero-tolerance policy on bullying. Through bullying awareness, prevention plan, intervention strategies, and involving all the stakeholders, we are proactively promoting an environment where staff and students are comfortable to report any instance of bullying.

### Goal #2

Bullying Prevention: Continuation of bringing awareness to bullying and providing students with a prevention plan that includes initiatives and strategies, will ensure that our students are able to build meaningful, trusting and lasting relationships with Caring Adults in the school.

### Initiatives/Strategies/Practices

- TPS presentations on Cyber Bullying, safety and awareness;
- Guest Speakers, Administration led progressive discipline practice with students
- workshops about Crime Stoppers, Cyber Bullying etc.
- Participate in Anti-Bullying Week (November)- announcements, activities such as "Kindness Campaign" in February, TPS Social Media presentations
- Safe Schools Ambassadors Twitter account @KeepFalconsSafe, Instagram account: flchs\_keepfalconsafe
- Students and safe schools team member attend TCDSB Safe Schools Ambassador Team Workshop
- Grade 9 teacher-mentors
- Newcomer Orientation sessions
- Classroom teachers refer to the bullying brochure in their emergency teacher folders located in every room.
- AnonymousAlerts App

### Responsibility

Under Bill 157, it is the responsibility of all members of the school community to report instances of bullying and/or offences that will result in suspension.

The following stakeholders play a central role:

- \* Administration
- \* Safe school team
- \* Child & Youth Workers
- \* Student Success Teachers
- \* Student Council
- \* Guidance Counsellors
- \* Parents/Guardians
- \* Our partners in the community

### Resources

The following resources will be utilized to support these initiatives/strategies/practices:

- \* Ministry of Education
- \* Toronto Police Services
- \* Safe School Department, TCDSB
- \* Guest Speakers, CYW, TCDSB website, Progressive Discipline platform
- \* Professional Readings i.e. Edutopia: "Research-Backed Approaches to Preventing Bullying", "'Fostering Identity Safety in Schools"
- \* Video Tutorials from [www.educatorstechnology.com](http://www.educatorstechnology.com)
- \* Professional Advisory "Responding to the Bullying of Students" (OCT)



# TORONTO CATHOLIC DISTRICT SCHOOL

## Safe Schools Plan



### Measurement of Progress

The following metrics will be used to measure progress in achieving the Goal:

- \* TCDSB safe school Survey results (# of students being bullied? # of incidents reported? etc.)
- \* Bullying related progressive discipline statistics, more specifically, bullying related suspension rates
- \* Anecdotal feedback from stakeholders to ensure an increase in student compliance with school Code of Conduct;
- \* Number of incidents reported on the Progressive Discipline platform (increase? decrease?) compared to previous year(s)
- \* TCDSB safe school follow up survey (# of students being bullied? # of incidents reported? etc.);
- \* increase in student compliance with school Code of Conduct; Progressive Discipline statistics



**School Vision**

Student achievement, success and well-being can be fostered in a safe, healthy, compassionate and inclusive environment and it is everyone's responsibility to develop and nurture a positive school climate. Francis Libermann C.H.S has a zero-tolerance policy on bullying. Through bullying awareness, prevention plan, intervention strategies, and involving all the stakeholders, we are proactively promoting an environment where staff and students are comfortable to report any instance of bullying.

**Goal #3**

Bullying Intervention and Resources: By continuing to bring awareness to bullying, providing students a prevention plan that includes initiatives and strategies, and by providing all stakeholder with bullying related resources, members of our school community will use intervention measures, such as mediation, as a means to restore relationships and move forward in a positive way.

**Initiatives/Strategies/Practices**

- Use of Resolution Conference and Mediation Circles (RCMC) where possible
- Build relationships between staff, community members through presentations and guest speakers
- Administrative progressive discipline conferences with students (and parents/guardians)
- Caring Adult Mentorship
- Newcomer Orientation sessions
- Work closely with CYW and Social Worker
- Continue to liaison with Chaplaincy, Guidance, CYW, Equity Committee, Student Success Teacher as a first step of counsel, social work/psych referral second step if needed.

**Responsibility**

Under Bill 157, it is the responsibility of all members of the school community to report instances of bullying and/or offences that will result in suspension. The following stakeholders play a central role:

- \* Administration
- \* Safe school team
- \* Child & Youth Workers
- \* Student Success Teachers
- \* Student Council
- \* Guidance Counsellors
- \* Parents/Guardians
- \* Our partners in the community

**Resources**

The following resources will be utilized to support these initiatives/strategies/practices:

- \* Ministry of Education
- \* Toronto Police Services
- \* Safe School Department, TCDSB
- \* Guest Speakers, CYW, TCDSB website, Progressive Discipline platform
- \* Professional Readings i.e. Edutopia: "Research-Backed Approaches to Preventing Bullying", "'Fostering Identity Safety in Schools"
- \* Video Tutorials from [www.educatorstechnology.com](http://www.educatorstechnology.com)
- \* Professional Advisory "Responding to the Bullying of Students" (OCT)
- \* Equity Team



# TORONTO CATHOLIC DISTRICT SCHOOL

## Safe Schools Plan



### Measurement of Progress

The following metrics will be used to measure progress in achieving the Goal:

- \* TCDSB safe school Survey results (# of students being bullied? # of incidents reported? etc.)
- \* Bullying related progressive discipline statistics, i.e., bullying related suspension rates and incident reports: increase or decrease
- \* Anecdotal feedback from staff and students and parents/guardians to ensure an increase in student compliance with school Code of Conduct;





2. Progressive Discipline Plan

Progressive discipline is a whole-school approach that utilizes a continuum of interventions, supports, and consequences to address inappropriate student behaviour and to build upon strategies that promote positive student behaviours. When inappropriate behaviour occurs, disciplinary measures should be applied within a framework that shifts the focus from one that is solely punitive to one that is both corrective and supportive. Schools should utilize a range of interventions, supports and consequences that include learning opportunities focused on reinforcing positive behaviour and helping students make good choices. PPM 145

School Vision

Francis Libermann expects all students to demonstrate positive behaviours while recognizing that students may need support developing the necessary skills to diffuse or redirect negative or challenging behaviours. We will work to develop alternative strategies to suspensions by looking at alternative ways to discipline students; a way that preserves their dignity and corrects as well as teaches and re-builds a sense of community.

Goal #1

To continue to reduce the number of suspensions and promote positive behavior by identifying students who may be in need of support and provide suitable, corrective interventions/programs and supports to address inappropriate behavior(proactive rather than reactive

Initiatives/Strategies/Practices

- \* Professional Development re: mediation practices i.e RCMC; in service staff on use of Progressive Discipline model (chart progressive discipline of students)
- \* Grade assemblies at the beginning of school year to include expectations of behaviour and student responsibilities
- \* Highlighting acts of kindness and sharing with the school community through morning announcements (SAC).
- \* Presence of Student Supervisors, Administrators, and other staff in areas outside of the classrooms.
- \* Sharing the Progressive Discipline Plan with staff, students, and parents.
- \* Re-entry/case conference after each suspension depending on cause of suspension
- \* Developing relationships between staff and students
- \* Reflections? More parental contact + implementing reflections as part of the process (in-service October)
- \* Caring Adult Mentorship
- \* Attendance tracking sheets; Attendance Social Worker Involvement

Responsibility

The following stakeholders play a central role:

- \* Administrators
- \* Student Supervisors
- \* Child & Youth Workers
- \* Teachers
- \* Students
- \* Parents/guardians
- \* Student Success
- \* Guidance
- \* Chaplain



# TORONTO CATHOLIC DISTRICT SCHOOL

## Safe Schools Plan



### Resources

The following resources will be utilized to support these initiatives/strategies/practices:

- \* Safe Schools Department, TCDSB
- \* Ministry of Education
- \* Progressive Discipline platform
- \* RCMC materials
- \* Student Success
- \* Guidance, Administration
- \* CYW
- \* Professional Readings i.e. Edutopia "Helping Troubled Students, One Relationship at a Time"

### Measurement of Progress

The following metrics will be used to measure progress in achieving the Goal:

- \* Number of incidents reported using "Incident Reporting Form" compared to previous year
- \* Number of Suspensions relative to implemented detentions.



3. Positive School Climate

A school should be a place that promotes responsibility, respect, civility and academic excellence in a safe learning and teaching environment. A positive school climate exists when all members of the school community feel safe, comfortable and accepted. The Safe Schools Action Team and student leadership groups can play key roles in supporting learning and practices that educate students and staff members about safety concerns. Those practices used for very challenging situations that can jeopardize the safety and well being of others include, but not limited to: Threat Assessment, Restorative Conference and Mediation Circles.

School Vision

The culture of Francis Libermann community is centered around respect, responsibility and academic excellence. We strive to build strong relationships between staff and students thereby creating an accepting, caring and inclusive community where everyone is valued and accepted. Building a positive environment is keenly important.

Goal #1

To provide the Libermann community (staff and students) with the opportunity to interact with each other; to continue to celebrate academic achievement and commitment to Gospel Values and Catholic Social Teaching thereby creating a community that promotes responsibility, respect, civility and academic excellence.

Initiatives/Strategies/Practices

- \* Caring Adult Mentorship
- \* School-wide Affirmation Projects
- \* Social Media Accounts: Libermann twitter account #keepfalconssafe; SAC Instagram
- \* Student of the Month linked to Virtue of the Month
- \* Grade 9/10 Orientation, including Leadership Course Facilitating School Spirit Activities.
- \* Breakfast Club Snack Program
- \* Black Lives Matter and Anti Racism Resources and Awareness
- \* Equity Committee
- \* School Go Fund Me Campaign for Social Justice Project
- \* School Masses at Prince of Peace church (possibly live-streamed)
- \* Spirit Wear Fridays
- \* Newcomer Orientation Virtual Session
- \* Kindness Campaign
- \* National Day for Truth and Reconciliation & Orange Shirt Day, Pink Shirt Day (spring)
- \* Placement of Positive messages in student washrooms.
- \* CSPC Parent Engagement
- \* Chaplaincy Visits

Responsibility

- \* Administration
- \* staff
- \* CYW
- \* Student Council
- \* students
- \* Chaplaincy
- \* Student Success
- \* Equity committee etc.



# TORONTO CATHOLIC DISTRICT SCHOOL

## Safe Schools Plan



### Resources

The following resources will be utilized to support these initiatives/strategies/practices:

- \* Safe Schools Team/Ambassadors (CYW, Students), Guidance, Administration, staff,
- \* board website, Professional Readings i.e. Edutopia "4 Practices for Increasing Student Engagement"
- \* CYW Virtual Office
- \* Guidance Website

### Measurement of Progress

The following metrics will be used to measure progress in achieving the Goal:

- \* Results of Safe Schools Survey, My School My Voice, Transition Survey
- \* Feedback from Developmental Assets students and Asset Teachers
- \* Implementation of beginning + End of year staff rating on Positive Student Climate using possible survey program/ questionnaire
- \* Assemblies



**School Vision**

The culture of Francis Libermann community is centered around respect, responsibility and academic excellence. We strive to build strong relationships between staff and students thereby creating an accepting, caring and inclusive community where everyone is valued and accepted. Building a positive environment is keenly important.

**Goal #SVP 1**

To reduce the number of students and staff who experience bullying and to increase the number of students/ staff who are victims of or witness bullying to report it.

**Initiatives/Strategies/Practices**

- \* Participate in anti-bullying week in November (announcements, activities such as Kindness Week, T.H.I.N.K banner, anti-bullying messages etc.)
- \* Work with clubs such as YOUNG SPIRITANS to promote a bully-free environment through positive messages throughout the school year.
- \* Guest speaker presentations on Cyber Bullying, safety and awareness;
- \* Administration led progressive discipline practice with students.
- \* Awareness campaign about appropriate use of social media.
- \* Continue to use Libermann twitter account #keepfalconssafe
- \* PD for staff on conflict mediation and reporting process with Union + School Board representative.
- \* Bullying Prevention brochures placed in each emergency teacher folder.
- \* Professional Development opportunities for staff, students, and parents

**Responsibility**

- \* Administration
- \* Students
- \* Teachers
- \* Guidance
- \* Child & Youth Workers
- \* Educational Assistants
- \* Student Success
- \* Safe School Team/Ambassadors

**Resources**

The following resources will be utilized to support these initiatives/strategies/practices:

- \* TCDSB website and Safe Safe Schools, Prevnet.ca
- \* Professional Advisory "Responding to the Bullying of Students" (OCT)
- Anonymous Alerts APP

**Measurement of Progress**

The following metrics will be used to measure progress in achieving the Goal:

- \* My School My Voice survey
- \* Suspension rates
- \* Anecdotal feedback
- \* Safe Schools Survey: # of students? how many have experienced or witnessed some type of bullying? of those who experienced bullying, how many actually reported it? of those who witnessed bullying, how many reported it?
- \* Conduct an internal follow up survey at the end of the year and compare results to board survey.



# TORONTO CATHOLIC DISTRICT SCHOOL

## Safe Schools Plan



### 4. Emergency Response Plan

The Toronto Catholic District School Board has a primary responsibility to ensure the safety of students and staff inside Board buildings and on Board property. Central policies and procedures, developed in collaboration with the Toronto Police Service, provide direct support to school administrators in the management of crisis situations, including a lockdown response. It is the responsibility of each school to develop local procedures specific to that school, including a process by which all regular staff members, itinerant and specialist teachers and support staff, facility workers and visitors are informed of local considerations in the event of a threat to school safety. MOE Provincial Model for a Local Police/School Board Protocol

**School Vision** All students, staff members and visitors will become knowledgeable about emergency procedures for threats to the safety and well-being of all persons at school, and will be able to appropriately respond according to the guidelines established by TCDSB.

**Goal #1** To plan, practice and evaluate a minimum of 4 lockdown Drills in this school year.

#### Initiatives/Strategies/Practices

Review, update and practice all emergency procedures with staff and students; provide all staff with "Threats to School Safety" package complete with class lists and laminated room numbers and procedures placed in each classroom. Emergency folders created for supply teachers also. Purchasing window coverings for each classroom; look at alternative system for window covering. Chapel blinds for external windows

#### Responsibility

Administration, all staff, students and school visitors i.e. supply teachers

#### Resources

The following resources will be utilized to support these initiatives/strategies/practices:

TCDSB Protocol, website (Safe Schools), Toronto Police Services

#### Measurement of Progress

The following metrics will be used to measure progress in achieving the Goal:

Drill log observations/notes re: time, compliance etc. (feedback from staff and students and Toronto Police Services etc.),