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

**Catholic Education Centre**

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2021 - 2022

# Safe Schools Plan

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



SCHOOL NAME: Michael Power-St Joseph High School  
SUPERINTENDENT: Flora Cifelli  
SCHOOL ADDRESS: 105 Eringate Dr Toronto ON M9C 3Z7  
STUDENT ENROLMENT:

PRINCIPAL: Clough, Martin  
TRUSTEE: Markus de Domenico



## 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>Malec, Stanley</b>	<b>Parent Rep</b>	<b>Laura Ciampa</b>
<b>Teacher Rep</b>	<b>Benincasa, Carol-Ann</b>	<b>Student Rep</b>	<b>Eckert, Sara</b>
<b>Teacher Rep</b>	<b>Oppedisano, Bruno</b>	<b>Student Rep</b>	<b>Iluebbey, Ethie</b>
<b>Support Staff Rep</b>	<b>Cilento, Angela</b>	<b>Student Rep</b>	<b>Navickas, Gabriele</b>
<b>Support Staff Rep</b>	<b>Domenica Petrini</b>	<b>Student Rep</b>	<b>Valderrama, Richard</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 2021-2022

<b>1</b>	<b>2021-09-28</b>	<b>2</b>	<b>2021-10-25</b>
<b>3</b>	<b>2022-02-28</b>	<b>4</b>	<b>2022-03-29</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

To develop bullying prevention and awareness strategies for students and staff members, as well as to ensure that our students have knowledge regarding the impact of bullying on the victim and the entire school community.

#### Goal #1

Create activities that promote anti-bullying behaviours in our school

#### Initiatives/Strategies/Practices

- (1) Work with the equity action team to develop plans and activities for students
- (2) Provide the appropriate staff members opportunities to receive training in Resolution Conflict & Mediation Circles
- (3) Mental Health Awareness Week
- (4) Anti-Bullying Week -
  - a. Raise comfort level of students relationships with each other
  - b. Create a structured Anti-Bullying campaign with multiple events throughout the week.
- (5) Social Media Awareness in the context of bullying
  - a. Paul Davis Presentation
  - b. Alternative Social Media presenters

#### Responsibility

Administration  
Teachers  
Safe Schools Team

#### Resources

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

- (1) Safe Schools Survey
- (2) TCDSB Bullying Prevention and Intervention Policy and Bill 13, Accepting Schools Act, 2012
- (3) Safe School Student Symposiums
- (4) Progressive Discipline
- (5) Anonymous Alerts Application



# TORONTO CATHOLIC DISTRICT SCHOOL

## Safe Schools Plan



### Measurement of Progress

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

- (1) Observation of a decrease in the number of incidents of bullying behaviour.
- (2) My School, My Voice Questionnaire
- (3) Student Assemblies - An observation of more pro-social behaviours and respectful presence among students.
- (4) Safe Schools Survey to determine any changes to the number of students being bullied and the number of incidents reported to administration.
- (5) Report a Bully Online Application (number of responses).
- (6) Create school wide presentations or activities to support anti-bullying.



# TORONTO CATHOLIC DISTRICT SCHOOL

## Safe Schools Plan



### School Vision

To develop bullying prevention and awareness strategies for students and staff members, as well as to ensure that our students have knowledge regarding the impact of bullying on the victim and the entire school community.

### Goal #2

To increase the awareness of the need to stop bullying (online and in-person) at our school

### Initiatives/Strategies/Practices

- (1) Educate students about the harmful effects of bullying.
- (2) Anti Bullying Week - Encourage students to be positive members of the community.
- (3) Educating students on and enforcing TCDSB Code of Conduct
- (4) Use of the Resolution Conference Mediation Circles (RCMC) and informal mediations to support proper student conduct
- (5) Anti-bullying presentations or events throughout the year

### Responsibility

Administration  
Guidance Counselors/Student Success  
Teachers  
Safe Schools Team  
Chaplaincy  
Students

### Resources

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

- (1) TCDSB Bullying Prevention and Intervention Policy and Bill 13, Accepting Schools Act, 2012
- (2) MPSJ Code of Conduct
- (3) TCDSB Code of Conduct

### Measurement of Progress

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

- (1) Observation of the amount of reported bullying behaviour incidents.
- (2) My School, My Voice Questionnaire
- (3) Safe Schools Survey to determine changes to the number of students being bullied and the number of incidents reported to administration.





# TORONTO CATHOLIC DISTRICT SCHOOL

## Safe Schools Plan



### School Vision

To develop bullying prevention and awareness strategies for students and staff members, as well as to ensure that our students have knowledge regarding the impact of bullying on the victim and the entire school community.

### Goal #3

To create a framework for guest speakers so that we can have age appropriate topics presented to all grades

### Initiatives/Strategies/Practices

- (1) Educating staff and students on bullying prevention and intervention strategies in accordance to Bill 13, Accepting Schools Act, 2012
- (2) Grade Level Opening Year Assemblies - Code of Conduct in School, Bullying Prevention, Electronic Reporting, Acceptable Use of Technology
- (3) Paul Davis Presentation - Social Media Presentation  
MADD Canada Presentation  
TPS Social Media Presentation  
Covenant House Human Trafficking Presentation Educating students on and enforcing MPSJ Code of Conduct

### Responsibility

Administration  
Guidance Counselors  
School Social Workers  
CYWs  
Chaplaincy  
Student Success

### Resources

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

Growing Success  
PPM144  
Safe School Student Symposium  
Mental Health Awareness Week  
Bullying Prevention Workshops at Power  
Camp White Pine  
Leadership initiatives in the school  
Peer Guidance and Tutoring courses

### Measurement of Progress

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

- (1) Observation of a decrease in the number of incidents of bullying behaviour.
- (2) My School, My Voice Questionnaire
- (3) Student Assemblies - An observation of more pro-social behaviours and respect presence among students.
- (4) Feedback from RCMC Circles that have been conducted.



## 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

To develop an inclusive program at Michael Power/St. Joseph that emphasizes creating a caring adult connection for all students to mitigate incidents within the school. In addition, to develop a progressive discipline strategy for students to ensure that they have the knowledge of how behaviour impacts the school community.

### Goal #1

Using an equity lens, to develop an understanding on why incidents occur and to strengthen all stakeholders use of restorative practices when dealing with inappropriate behaviour.

### Initiatives/Strategies/Practices

- (1) Administration/Safe Schools Team - Lead PD on how to access and complete incident reporting forms online in progressive discipline when necessary.
- (2) Case Conferences with parents when we see a potential escalation of misbehavior.
- (3) Support students who misbehave with a combined family/school based team
- (4) Connect students with Caring Catholic Adult (staff member) in the school community
- (5) Chaplains as a point of contact
- (6) Look at creating Mental Health programming earlier in the year - School Announcements, Guest Speakers
- (7) Using the My School My Voice Survey to see how many students can identify a Caring Adult - All Grade 9 students will meet with their guidance counselor to check in and plan their high school careers

### Responsibility

Administration  
Teachers  
Guidance  
CYWs  
Safe Schools Team

### Resources

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

Progressive Discipline Companion (Intranet) - Incident Reporting Form (step by step instructions).  
TCDSB Policy on Progressive Discipline  
TCDSB Progressive Discipline Brochure  
PPM145: Progressive Discipline and Promoting Positive Student Behaviour  
Bill 157: Keeping our Kids Safe at School  
Bill 212: Progressive Discipline and School Safety



## TORONTO CATHOLIC DISTRICT SCHOOL

### Safe Schools Plan



#### Measurement of Progress

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

1. To analyze the number of incidents reported via the 'Incident Reporting Form' on the intranet.
2. Look at suspension rates.





# TORONTO CATHOLIC DISTRICT SCHOOL

## Safe Schools Plan



### School Vision

To develop an inclusive program at Michael Power/St. Joseph that emphasizes creating a caring adult connection for all students to mitigate incidents within the school. In addition, to develop a progressive discipline strategy for students to ensure that they have the knowledge of how behaviour impacts the school community.

### Goal #2

Promote pro-social behaviors among students by effectively using various progressive discipline interventions and strategies. Particular attention will be given to the use of restorative practices when responding to student infractions.

### Initiatives/Strategies/Practices

- (1) Administration/Safe Schools Team - Use of the incident reporting forms online in progressive discipline.
- (2) Case Conferences with parents and a team of teachers/admin when we see a potential escalation of misbehavior.
- (3) Developing alternative methods of supporting students through an equity lens

### Responsibility

Administration  
Teachers  
Guidance  
CYWs  
Student Success Teachers  
Safe Schools Team

### Resources

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

Progressive Discipline Companion (Intranet) - Incident Reporting Form (step by step instructions).  
TCDSB Policy on Progressive Discipline  
TCDSB Progressive Discipline Brochure  
PPM145: Progressive Discipline and Promoting Positive Student Behaviour  
Bill 157: Keeping our Kids Safe at School  
Bill 212: Progressive Discipline and School Safety

### Measurement of Progress

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

To analyze the number of incidents reported via the 'Incident Reporting Form' on the intranet.



### 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

To build stronger school relationships (staff-student, peer-peer). Furthermore, all staff will develop an understanding of their role in creating and promoting a positive school culture

#### Goal #1

To increase the number of opportunities for staff and students to interact outside the classroom in school-based activities, as well as to increase the number of respondents who report that MPSJ is a safe, inclusive and caring school community.

#### Initiatives/Strategies/Practices

- (1) Staff PD - Building Positive Relationships (Caring Catholic Community).
- (2) Breakfast Club - To provide an opportunity for students to build relationships with one another and staff.
- (3) Grade 9 Orientation to promote school spirit and to build relationships between staff and students outside of the classroom.
- (4) Mental Health Awareness Week - To raise awareness of mental health issues.
- (5) Anti-Bullying Week
- (6) Khahoot Games
- (7) Buddy Program (Senior/Junior Students)
- (8) Online Events (Power Rocks, Christmas Concert, Drama, etc)
- (9) Online Spirit week activities
- (10) Student Supervisors as positive role models and visible in common areas of the schools
- (11) Attention to students properly wearing their uniform
- (12) Look into in collaboration with Catholic Agencies, create a Human Trafficking workshop for Grade 12 Religion students

#### Responsibility

Administration  
Teachers  
Students  
CYWs  
Safe Schools Team  
Student Supervisors

#### Resources

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

PPM 145 - Progressive Discipline and Promoting Student Behaviour  
PPM 119 - Developing and Implementing Equity and Inclusive Education Policies in Ontario Schools  
Bill 157 - Keeping Our Kids Safe at School  
MPSJ brochure of activities  
Updated Activity & Sports Offerings



# TORONTO CATHOLIC DISTRICT SCHOOL

## Safe Schools Plan



### Measurement of Progress

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

- (1) Answers to questions 25 and 37b on the 'My School, My Voice' Survey
- (2) An increased number of attestations that students and staff feel safe, comfortable and respected.
- (3) An increased numbers of times when students display respectful cheering and presence during varsity sports games.
- Page 7
- (4) Increased interest in starting new clubs or athletic teams
- (5) Increased opportunities for student input on topics concerning Positive School Climate
- (6) Increase the amount of students who identify with having a caring adult in the school
- (7) Increase the use of chaplaincy as a point of contact for students



# TORONTO CATHOLIC DISTRICT SCHOOL

## Safe Schools Plan



### School Vision

To build stronger school relationships (staff-student, peer-peer). Furthermore, all staff will develop an understanding of their role in creating and promoting a positive school culture

### Goal #2

To develop an information campaign to make the parking lot safer

### Initiatives/Strategies/Practices

- (1) Announcements on the PA system
- (2) Posters signs outside
- (3) Review the flow of traffic to see if there can be any improvements
- (4) Consult with stakeholders

### Responsibility

- (1) Administration Team
- (2) Safe and Accepting Schools Committee

### Resources

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

- (1) TCDSB Equity Resources

### Measurement of Progress

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

- (1) Make students and staff feel more comfortable in the parking lot
- (2) Safe and Accepting Schools Survey



# TORONTO CATHOLIC DISTRICT SCHOOL

## Safe Schools Plan



### School Vision

To build stronger school relationships (staff-student, peer-peer). Furthermore, all staff will develop an understanding of their role in creating and promoting a positive school culture

### Goal #3

Raise awareness of equity programming within the school community to create more equitable outcomes for students.

### Initiatives/Strategies/Practices

- Equity Champions to organize various events aimed at promoting the adoption of an equity lens (for both students and staff) and achieving more equitable outcomes for students (e.g., First Nations artist to provide presentation on FNMI mural in the Main Foyer).
- Administration to lead student data collection project to become more familiar with student backgrounds and diversity of student needs

### Responsibility

- Equity Champions

### Resources

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

- (1) TCDSB Equity Strategy
- (2) Multi-Year Strategic Plan

### Measurement of Progress

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

- Response rate for data collection project



# TORONTO CATHOLIC DISTRICT SCHOOL

## Safe Schools Plan



### School Vision

To build stronger school relationships (staff-student, peer-peer). Furthermore, all staff will develop an understanding of their role in creating and promoting a positive school culture

### Goal #SVP 1

Raise awareness of equity programming within the school community.

### Initiatives/Strategies/Practices

- (1) Create equity framework with student and staff groups
- (2) Using Social media to distribute positive messages about our community

### Responsibility

- (1) Safe and Accepting Schools Student Leaders
- (2) Administration

### Resources

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

Student Safe Schools Conference  
MPSJ Equity & Mental Health Committee

### Measurement of Progress

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

- (1) Increased awareness equity programming at MPSJ





### 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

- (1) Educate students/staff about safe school procedures as they relate to Shelter In Place, Lockdown, & Hold & Secure.
- (2) Conduct six fire drills (three each semester).
- (3) Have prepared cardboard cutouts blocking all windows for classrooms should a lockdown occur.
- (4) Have most of our outer doors to the school locked throughout the day to minimize ability of intruders to enter.
- (5) Have student supervisors carry walk radio devices so they can connect with admin should a safety concern present itself.
- (6) Continue using a visitor pass system for students wishing to leave classes when they are in session.
- (7) Review with staff of the bomb threat protocol
- (8) Staff in-service with Toronto Police about revised lockdown and bomb threat procedures

#### Responsibility

Administration  
Teachers  
Student Supervisors  
Educational Assistants

#### Resources

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

- (1) TCDSB Emergency Response Procedure Manual
- (2) MPSJ Emergency Exit Plan
- (3) MPSJ Fire Response Plan

#### Measurement of Progress

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

- Have police present during a lockdown drill to give us input and advice on how we are reacting should we be in a threatening situation.
- Have all staff members and students fully participate in the lock down drills