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

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2022 - 2023

# 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: 1934

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>Medeiros-Barbosa, Nancy</b>	<b>Teacher Rep</b>	<b>Walker, Kathleen</b>
<b>Teacher Rep</b>	<b>Benincasa, Carol-Ann</b>	<b>Support Staff Rep</b>	<b>Cilento, Angela</b>
<b>Teacher Rep</b>	<b>Gaspar, Guida</b>	<b>Support Staff Rep</b>	<b>Domenica Petrini</b>
<b>Teacher Rep</b>	<b>Kelly, Michael</b>	<b>Parent Rep</b>	<b>Mayeli Macias</b>
<b>Teacher Rep</b>	<b>Monteiro, Sabrina</b>	<b>Student Rep</b>	<b>Cavallo, Samantha</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>2022-10-17</b>	<b>2</b>	<b>2022-12-12</b>
<b>3</b>	<b>2023-02-13</b>	<b>4</b>	<b>2023-04-18</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

To increase bullying awareness and prevention programming within the MPSJ community.

#### Initiatives/Strategies/Practices

- (1) Online Safety Campaign
  - a. Cyber-Bullying and Online Safety Student Presentations - Officer Megan (Feb 8 Safer Internet Day)
  - b. Distribution of MPSJ's Safe and Accepting School's "Tips for Online Safety" Pamphlet
- (2) Safe and Accepting Schools Team to attend the Safe Schools Symposium
- (3) Mental Health Awareness Week
- (4) Anti-Bullying Week - Create a structured Anti-Bullying campaign with multiple events
  - a. One - kind word school wide activity
  - b. Anti - bullying announcement campaign
- (5) Provide the appropriate staff members opportunities to receive training in Resolution Conflict & Mediation Circles
- (6) Consider hosting a parent night focused on bullying awareness and prevention
- (7) Grade level assemblies reviewing: Code of conduct, bullying prevention, acceptable use of technology

#### Responsibility

Administration  
Staff Members  
Safe and Accepting Schools Team  
Parents

#### 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) PPM 144
- (5) TCDSB Bullying Awareness and Prevention Toolkit Handbook
- (6) Safe Schools Survey



# TORONTO CATHOLIC DISTRICT SCHOOL

## Safe Schools Plan



### Measurement of Progress

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

- (1) Participation in bullying awareness and prevention week activities
- (2) Feedback from Exit tickets (google forms) following presentations
- (3) Safe Schools Survey Responses to questions relating to the following:
  - a. being bullied at school
  - b. witnessing bullying at school
  - c. how much of a problem is bullying at school
  - d. our school is concerned about bullying and tries to help students
- (4) Incidents of bullying reported through various ways (progressive discipline platform, direct reporting, anonymous reporting)



# 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 provide the MPSJ community with strategies to support bullying intervention.

### Initiatives/Strategies/Practices

- (1) Anti Bullying Week - Providing students with intervention strategies
  - a. Messages of kindness ribbon activity
  - b. Giving the Bully peacemaking advice
  - c. Creating a tik tok video - "Kindness is..."
- (2) Mental Health Awareness Week
- (3) Enforcing the TCDSB Code of Conduct
- (4) Use of formal (RCMC) and informal mediations to address student conduct
- (5) The use of a progressive discipline approach to address student conduct
- (6) Covenant House Human Trafficking Presentation reinforcing intervention supports

### Responsibility

Administration  
Staff  
Safe and Accepting Schools Team  
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) TCDSB Code of Conduct
- (3) Restorative Practice - Tools and successful practices for restorative schools (2017)
- (4) TCDSB RCMC Procedural Guidelines for Formal and Informal Processes
- (5) TCDSB's Safe School's Resources on Progressive Discipline
- (6) PPM 144
- (7) Safe Schools Survey

### Measurement of Progress

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

- (1) The number of reported bullying incidents by the same perpetrator after initial intervention
- (2) Safe Schools Survey to determine changes to the number of students being bullied
- (3) Feedback from students following formal and informal meditations or other progressive discipline approaches
- (4) Feedback from Exit tickets (google forms) following presentations





# 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 increase awareness around the importance of reporting bullying incidents directly to a caring adult or anonymously through the use of the Anonymous Alerts app within the MPSJ community.

### Initiatives/Strategies/Practices

- (1) Grade Level Opening Year Assemblies - Processes for reporting bullying incidents directly to a caring adult or anonymously through Anonymous Alerts
- (2) Raise the comfort level of students reporting by promoting the Anonymous Alerts App
- (3) Sharing the Anonymous Alerts App Information with the parent/guardian community
- (4) Connecting students at-risk with various caring adults (Student Success, Guidance, CYW, Resource Teachers, Chaplaincy, Social Workers), who will reinforce the importance of reporting

### Responsibility

Administration  
Guidance Counselors  
School Social Workers  
CYWs  
Chaplaincy  
Student Success

### 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) Anonymous Alerts Application and Resources
- (3) Safe Schools Survey

### Measurement of Progress

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

- (1) The number of incidents reported through Anonymous Alerts
- (2) The number of incidents reported to a caring adult
- (3) Safe Schools Survey Responses to questions relating to the following:
  - a. being bullied at school
  - b. witnessing bullying at school
  - c. the best way to report bullying to help make it stop



### 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

To widen our equity lens within our progressive discipline model by furthering our understanding of the role of mitigating and other factors and the role they play in responding to reported incidents.

#### Initiatives/Strategies/Practices

- (1) Review with staff the TCDSB's 'Mitigating and Other Factors - Widening the Lens Tool' during a future PLC
- (2) Using the TCDSB's 'Mitigating and Other Factors - Widening the Lens Tool' when reviewing incidents and making critical considerations
- (3) Conferences with all stakeholders (including students, staff and parents) to determine mitigating and other factors
- (4) Ensuring proper interventions/strategies/supports are in place to address mitigating and other factors (e.g., Referrals to Guidance, Social Work, Community Agencies, CYW, creation of Behavior Support and Safety plans, threat assessments, academic supports, etc.)
- (5) Supporting students through a combined family/school-based team approach
- (6) Participating in PD provided through the TCDSB Safe Schools Department
- (7) Developing alternative methods of supporting students through an equity lens (e.g., using restorative practices and other progressive discipline approaches)
- (8) Consultations with the Safe School's Department, when needed

#### Responsibility

Administration  
Teachers  
Guidance  
CYWs  
Social Worker  
Resource Teachers

#### Resources

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

- (1) TCDSB's Mitigating and Other Factors - Widening the Lens Tool and PD
- (2) TCDSB Policy on Progressive Discipline
- (3) PPM145: Progressive Discipline and Promoting Positive Student Behaviour
- (4) Bill 212: Progressive Discipline and School Safety
- (5) Progressive Discipline Companion (Intranet)



# TORONTO CATHOLIC DISTRICT SCHOOL

## Safe Schools Plan



### Measurement of Progress

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

- (1) Staff participation during PLCs and Safe Schools PD
- (2) Analyzing the data recorded under the mitigating and other factors section of reported incidents in the Safe Schools Platform
- (3) Analyzing the outcomes of incidents (suspension rates vs other interventions/ strategies/ supports)
- (4) Observations from alternative methods used to support students (restorative practices and other progressive discipline approaches)





# 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

To promote staff members' capacity in using the progressive discipline model and reporting tool; increase the overall use of this model/tool at MPSJ.

### Initiatives/Strategies/Practices

- (1) Provide staff with an overview of the progressive discipline tool and model during structured PLCs
- (2) Provide staff with supporting documentation following the PLCs
- (3) Collect anecdotal feedback from staff regarding the use of this tool
- (4) Encourage staff to use the reporting tool when submitting incidents via other methods
- (5) Provide staff with guided support, when needed
- (6) Encourage staff to register and attend Professional Development sessions offered through Safe Schools

### Responsibility

Administration  
Staff

### Resources

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

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

### Measurement of Progress

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

- (1) The number of staff members using the Progressive Discipline platform to report incidents
- (2) The number of incidents reported through the platform when compared to alternate methods
- (3) Participation and feedback from staff PD



### 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 Faith Day Retreat to build community
- (2) Mental Health Initiative - providing four mental health and wellness presentations to students based on topics of interest/ priority/ identified by MPSJ students
- (3) Student Nutrition Program - To provide an opportunity for students to build relationships with one another and staff
- (4) Grade 9 Orientation to promote school spirit and to build relationships between staff and students outside of the classroom
- (5) Promoting and offering diverse clubs and athletic teams (through the club fair, announcements and google classroom)
- (6) Celebrating inclusion and community through Multi-fest, Friday Night Lights, and other school-wide events and initiatives
- (7) Gathering feedback and updating the MPSJ Workplace Violence Risk Assessment
- (8) Promoting Healthy Living through presentations on Healthy vs Unhealthy Relationships and presentations from MADD
- (9) Spirit week activities
- (10) Student Supervisors and administrators to maintain strong ethic of presence in common areas of the school and act as positive role models

#### Responsibility

Administration  
Staff  
Students  
CYWs  
Safe Sand Accepting Schools Team  
Student Supervisors

#### Resources

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

- (1) Bill 157 - Keeping Our Kids Safe at School
- (2) Educator Toolkit for Mental Health and Wellness/Mental Health and Wellbeing Strategy
- (3) MPSJ brochure of activities
- (4) Updated Activity & Sports Offerings
- (5) MPSJ Workplace Violence Risk Assessment
- (6) Safe Schools Survey



# TORONTO CATHOLIC DISTRICT SCHOOL

## Safe Schools Plan



### Measurement of Progress

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

- (1) Safe Schools Survey Responses to questions relating to the following:
  - a. how safe do you feel
  - b. have you experienced exclusion
- (2) Increased interest in starting new clubs or athletic teams
- (3) Student participation in various clubs and teams
- (4) An increase in the number of students accessing additional supports (Student Success, Guidance, CYW, Resource Teachers, Chaplaincy, etc.)
- (5) Participation in the Staff Faith Day Retreat and student presentations
- (6) Updated feedback from the Workplace Violence Risk Assessment
- (7) Feedback from Exit tickets (google forms) following presentations



# 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 increase awareness of the dangers of smoking and vaping and decrease the number of school incidents related to smoking or vaping.

### Initiatives/Strategies/Practices

- (1) Increased hallway presence by administration
- (2) Periodic checks of student bathrooms by administration and student supervisors
- (3) Signage Campaign - Increased No smoking signs and "Do you Know?" posters around the school
- (4) Educate students through school-wide assemblies (TBD)
- (4) Liaise with Toronto Public Health RE various TPH campaigns

### Responsibility

- (1) Administration Team
- (2) Safe and Accepting Schools Committee
- (3) Student Supervisors
- (4) Toronto Public Health

### Resources

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

- (1) TCDSB Safe School Resources
- (2) Toronto Public Health Resources on Smoking and Vaping
- (3) Safe Schools Survey
- (4) Progressive Discipline
- (5) Smoke-Free Ontario Act, 2017

### Measurement of Progress

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

- (1) The number of incidents reported to administration related to smoking or vaping
- (2) Safe and Accepting Schools Survey - a decrease in the number of students reporting that they have witnessed smoking/vaping
- (3) Feedback from Exit tickets (google forms) following presentations
- (4) The incidents of fire alarms related to smoking or vaping



# 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

Providing opportunities for staff and students to understand equity and promote diversity within the school.

### Initiatives/Strategies/Practices

- (1) Participating in a staff and student Equity Walk and sharing results with larger community
- (2) Administration to review demographics data to identify the various backgrounds and diversity of students
- (3) Black History Month - educating staff and students through various presentations, announcements, and activities
- (4) Creating and sharing a video describing the importance and symbolism in the FNMI mural in the Main Foyer
- (5) Supporting clubs that promote equity and diversity (for example: Best Buddies and GSA)
- (6) Classroom teachers working with the Special Education Department to review and implement student Individual Education Plans
- (7) Promoting diversity through announcements educating staff and students on the various heritage months throughout the year
- (8) Organizing various events/campaigns educate and promote equity and diversity (for example: Newcomer Day, Orange Shirt Day, MMIWG2S+, Pink Shirt Day, Antibullying Awareness)

### Responsibility

Administration  
Equity Team  
Special Education Department  
Safe and Accepting Schools Team  
Staff  
Students

### Resources

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

- (1) TCDSB Equity Strategy
- (2) PPM 119 - Developing and Implementing Equity and Inclusive Education Policies in Ontario Schools
- (3) Safe Schools Survey
- (4) TCDSB Equity Team and Resources

### Measurement of Progress

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

- (1) Feedback and results from Equity Walk
- (2) Participation of students and observations from staff during various events and initiatives
- (3) Student Voice
- (4) Accessing and implementing student IEPs



# 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) Staff and Student Equity Walk
- (2) Feedback from students
- (3) Student Voice and options during classroom instruction

### Responsibility

- (1) Equity Team
- (2) Administration
- (3) Department Heads

### Resources

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

TCDSB Equity Strategy  
MPSJ Equity & Mental Health Committee

### Measurement of Progress

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

- (1) Increased awareness of equity programming at MPSJ
- (2) Increased number of equity-based activities and initiatives being offered 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) Grade level assemblies - Review safe school and emergency procedures
- (2) Review with staff the safe school procedures and emergency procedures
- (3) Ensure all classrooms have Emergency and Crisis Response Plan posters and folders
- (4) Have School Emergency Evacuation Response Plans for students that require assistance during emergency procedures
- (5) Conduct multiple fire drills per semester
- (6) Invite the local police to participate in a drill
- (7) Share feedback with staff and students on the areas of strength and improvement after each drill
- (8) Student supervisors, administrators and the main offices to have access to walk-radios to connect regarding any safety threats

#### Responsibility

Administration  
Student Supervisors  
Staff  
Students

#### Resources

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

- (1) TCDSB Threats to School Safety Response Procedures
- (2) TCDSB Emergency and Crisis Response Plan Poster
- (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:

- (1) The number of drills performed during the year
- (2) Anecdotal feedback from Administration and staff on the effectiveness of each drill
- (3) Participation from all staff members and students during each drill