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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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2023 - 2024

# Safe Schools Plan

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



SCHOOL NAME: Our Lady of Sorrows Catholic School  
SUPERINTENDENT: Adalgisio Bria  
SCHOOL ADDRESS: 32 Montgomery Rd Toronto ON M8X 1Z4  
STUDENT ENROLMENT: 651

PRINCIPAL: Morsillo, Antonio  
TRUSTEE: Teresa Lubinski



## 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>Bottero, Rosanna</b>	<b>Support Staff Rep</b>	<b>DiMichele, Josie</b>
<b>Administrative Rep</b>	<b>Morsillo, Antonio</b>	<b>Parent Rep</b>	<b>Wells, Amanda</b>
<b>Teacher Rep</b>	<b>Maxwell, Simone</b>	<b>Community Rep</b>	<b>Julie Hill (YMCA)</b>
<b>Teacher Rep</b>	<b>Senior, Daniela</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 2023-2024

<b>1</b>	<b>2023-09-21</b>	<b>2</b>	<b>2023-10-11</b>
<b>3</b>	<b>2023-11-15</b>	<b>4</b>	<b>2024-04-10</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

A positive school climate exists when all members of the school community feel safe, comfortable, and accepted. Through the collective action of the school community, we will build and maintain this desired learning environment, rooted in Gospel values. Students will be able to identify bullying behaviours, advocate for themselves and others, and be able to respond to bullying situations in appropriate ways.

#### Goal #1

Increase student awareness of bullying behaviour and continue to educate the school community about all forms of bullying and its effects.

#### Initiatives/Strategies/Practices

- Engage students as active and valued leaders within the school community, reinforcing the TCDSB pastoral plan, virtues and Catholic School Graduate Expectations
- Ensure the OLS code of conduct is understood and implemented by all members of the school community (i.e., outlined in agendas, reviewed by teachers, school-wide assemblies, communications home)
- Build awareness of what bullying is (through classroom discussions, social skills programming with CYW, announcements, Bullying Awareness Week, etc.)
- Review the most recent Safe and Caring Catholic School Climate Survey to celebrate our successes and to determine areas of concern so that necessary steps are taken
- Keep staff up-to-date on bullying issues - how to recognize them and deal with them (through progressive discipline model)
- Invite police liaison officer in to speak to divisions, when permitted as per TPH protocol (Jan 2023)
- Support Guidance counsellor visits

#### Responsibility

- Administration
- Staff (teachers, support staff, CYW)
- Guidance counsellor
- Parents
- Students
- CSPC
- police liaison



# TORONTO CATHOLIC DISTRICT SCHOOL

## Safe Schools Plan



### Resources

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

- Pastoral Plan, TCDSB Virtues, Ontario Catholic Graduate School Expectations
- Bullying Awareness and Prevention website
- Safe Schools
- OLS Code of Conduct
- Student Agendas
- The Ministry of Education website, <http://www.edu.gov.on.ca/eng/safeschools/prevention.html>

### Measurement of Progress

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

- Review metrics from Safe and Caring Catholic School Climate survey
- Standing Discussion Item at Staff Meetings
- Increase leadership participation rate amongst students - "Student Leadership Initiatives"
- Increase PD opportunities for staff member around bullying



# TORONTO CATHOLIC DISTRICT SCHOOL

## Safe Schools Plan



### School Vision

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### Goal #2

Pink Shirt Day is marked on February 28, 2024. Leading up to the event, OLS staff will highlight the OCGSE of being a responsible citizen and caring family member. It will be emphasized the importance of being an upstander not a bystander. All staff and students will be encouraged to stand against bullying by wearing pink on February 28, 2024.

### Initiatives/Strategies/Practices

- Pink Shirt Day (February 28, 2024): school-wide press to wear pink and celebrate staff and student engagement as appropriate (i.e., newsletter, social media)
- Ontario Catholic School Graduate Expectations to be featured as an anti-bullying model

### Responsibility

- Administration
- All Staff (teachers, support staff, CYW, Guidance, Social Work)
- Families invited in advance through school communications to participate

### Resources

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

- Ontario Catholic School Graduate Expectations, TCDSB virtues
- [www.pinkshirtday.com](http://www.pinkshirtday.com)

### Measurement of Progress

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

- participation of staff and students in Pink Shirt Day
- student familiarity of the OCSGE
- student capacity to articulate their role as upstanders in the anti-bullying cycle





# TORONTO CATHOLIC DISTRICT SCHOOL

## Safe Schools Plan



### School Vision

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### Goal #3

To develop community partnerships that support anti-bullying programs.

### Initiatives/Strategies/Practices

- Intermediate students to participate in Leadership camps (Teen Ranch, Cedar Glen)
- Host guest speakers to address mental health and anti-bullying
- Use of resources through TCDSB Safe Schools team
- Liaison officer to provide safety presentations
- Partner with parish (priest visits, weekly grade masses, monthly whole-school masses)

### Responsibility

- Administration
- Staff
- CSPC
- Police Liaison
- Guidance Counsellor
- Social Worker
- Parish Priest

### Resources

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

- Safe Schools
- Police Liaison
- OLS staff, Guidance Counsellor, Social Worker

### Measurement of Progress

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

- Safe and Caring Catholic School Climate Survey - results related to bullying and peer relations
- Increased police partnership in workshops/presentations
- Students increasingly advocate for themselves using language and methods taught through social skills programs and outside presentations



### 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

All members of the our school community are committed to building and sustaining a safe, caring and inclusive learning environment for all students. The use of progressive discipline as a holistic response is a central component in creating an environment conducive to student learning and well-being. Students are supported through a continuum of resources and intervention strategies.

#### Goal #1

To create a whole school approach (collective responsibility) to prevent inappropriate behaviours.

#### Initiatives/Strategies/Practices

- Develop pyramid of intervention strategies for all staff members, clearly delineating 'next-steps' - align these practices with Board protocol and/or policies
- Provide PD opportunities for staff to familiarize themselves with the Safe School Progressive Discipline Application
- Ensure Progressive Discipline is implemented on a consistent basis and that such documentation is communicated with all parties involved
- Encourage staff to expand professional learning opportunities with regards to student behaviours and progressive discipline (PAL)
- Increase staff awareness of the strategies outlined in the Ministry document entitled Caring and Safe Schools in Ontario
- Student discipline is an opportunity to educate, use it as such - there must be an educational piece to each consequence
- Make referrals to CYW, Guidance, and Social Work when needed
- On-going communication with parents

#### Responsibility

- Administration, Staff, and Community Partners
- TCDSB Safe Schools Team
- Community School Liaison Officer
- OLS Parish
- OLS Students
- Guidance Counsellor
- Social Worker
- CYW

#### Resources

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

- Progressive Discipline/Safe Schools Manual
- OLS Code of Conduct
- TCDSB Safe Schools Department - Professional Learning Modules
- Ministry Document: Caring and Safe Schools in Ontario



# TORONTO CATHOLIC DISTRICT SCHOOL

## Safe Schools Plan



### Measurement of Progress

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

- Expansion of Progressive Discipline practices
- Implementation of Restorative Practices (RCMC)
- Decrease the number of students suspended - Progressive Discipline Safe Schools Application





# TORONTO CATHOLIC DISTRICT SCHOOL

## Safe Schools Plan



### School Vision

All members of the our school community are committed to building and sustaining a safe, caring and inclusive learning environment for all students. The use of progressive discipline as a holistic response is a central component in creating an environment conducive to student learning and well-being. Students are supported through a continuum of resources and intervention strategies.

### Goal #2

Create and maintain an environment where all students foster appropriate behavior and where they are contributing members of a safe and caring learning community.

### Initiatives/Strategies/Practices

- Promote the Code of Conduct in agenda and school assemblies along with regular reference in newsletters, classroom discussions and at CSPC meetings
- Promote TCDSB virtues, in the classroom and school-wide, as a deterrent to inappropriate behavior
- Promote Catholic School Graduate Expectations at all grade-levels and with grade-appropriate language and activities
- Promote the Pastoral Plan of "Rooted in Christ: we Belong, we Believe, we Become"
- Build an infrastructure whereby students are afforded the opportunity to lead and engage in their learning (co-curricular activities)
- Celebrate successes via various mediums, such mediums can and will be lead by students
- Model the virtues of proactive communication regarding proper behaviour

### Responsibility

- Administration
- Student Leaders
- Teachers
- Staff
- SST
- Toronto Police Department

### Resources

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

- MOE Safe & Caring School document
- Progressive Discipline Safe Schools Application
- Toronto Police programs

### Measurement of Progress

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

- Reduction in incidents requiring staff, administration and/or parent intervention
- Increase in Leadership participation rate



### 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 promote a safe, accepting and welcoming environment where all members are valued, supported and nurtured in the Catholic Faith. We will put our school motto "Courtesy, Dignity, Respect" into action, explicitly and intentionally, and work towards creating a school community that reflects the values of the Catholic Graduate School Expectations and TCDSB Virtues of the Month.

#### Goal #1

To continue to foster a sense of faith, belonging, responsibility and pride in the school, whereby all members feel included.

#### Initiatives/Strategies/Practices

- promotion of TCDSB virtues, Catholic Graduate School Expectations, and New Pastoral Plan, Year One: "Walking with Christ with Eyes of Hope"
- Regular church visits, when permitted by TPH (two grades at least biweekly)
- Monthly whole-school masses (virtual)
- Student leadership opportunities; student-led initiatives and events, when permitted
- Celebrating uniqueness of all students fostered through our Religious Education program and curriculum
- Supporting parent engagement through CSPC evening parent and family events, when permitted

#### Responsibility

Administration  
Teachers  
Student Leaders  
All members of the community (home, school & church)  
CSPC  
Community School Liaison Officer

#### Resources

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

School Agenda  
TCDSB Religious Education portal



## TORONTO CATHOLIC DISTRICT SCHOOL

### Safe Schools Plan



#### Measurement of Progress

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

- Increased understanding amongst staff and other community members re: the academic needs of each student
- Increased participation in extra-curricular activities
- Increased student, staff and parent engagement
- Parent volunteers contribute positively to the school climate and their contributions are valued
- Feedback from students, staff, parents



# TORONTO CATHOLIC DISTRICT SCHOOL

## Safe Schools Plan



### School Vision

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### Goal #2

To promote a healthy lifestyle throughout the school and school community.

### Initiatives/Strategies/Practices

- SHEFEquity Team (Safe, Healthy, Ecologically Friendly, Equity) initiatives.
- Educate all members of the school community on life-threatening allergens. Promote an allergen-aware school.
- Provide educational and co-curricular opportunities for students to be engaged in healthy lifestyle opportunities - Milk program, Swimming program, Skating and Skiing program, and FIT Club.
- Recess Leadership and Intramural Sports Program.
- Leadership Camp for grade 7 and 8 students – Cedar Glen and Teen Ranch.

### Responsibility

- Administration
- Student Leaders
- Teachers
- Support Staff
- Parents

### Resources

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

- OLS Staff and Students
- Toronto Public Health
- Community Centre Staff
- Cedar Glen staff
- Teen Ranch staff

### Measurement of Progress

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

- Increased student engagement
- Feedback from students, staff, parents



# TORONTO CATHOLIC DISTRICT SCHOOL

## Safe Schools Plan



### School Vision

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### Goal #3

To provide opportunities for individual and collective acts of service that actualize Gospel values, with a focus on fostering students to grow into caring and active citizens.

### Initiatives/Strategies/Practices

- Terry Fox Run
- Halloween & Christmas food drive
- Gr. 8 Food Bank visits
- Christmas Giving Tree - donation of hats, mittens, and scarves
- Christmas shoeboxes for families in need
- Christmas Sponsor a Family
- Easter Kindness Tree & Cards to the elderly
- ME to We initiatives
- Charitable donations

### Responsibility

- Staff
- Students
- CSPC Community Giving Committee

### Resources

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

- Staff, students, parents
- Community Resources

### Measurement of Progress

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

- Increased participation in the Initiatives/Strategies
- Continued positive feedback from students, parents, and outside organizations



# TORONTO CATHOLIC DISTRICT SCHOOL

## Safe Schools Plan



### School Vision

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### Goal #SVP 1

To implement the OLS Ambassadors program for our students.

### Initiatives/Strategies/Practices

- Student lead leadership/mentorship program

### Responsibility

- Administration
- OLS Ambassadors Lead
- Student leaders

### Resources

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

- Staff members

### Measurement of Progress

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

- increased number of leaders
- increased number of participants





# 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

- Teachers are prepared for emergencies through staff meetings based on TCDSB procedures and guidelines
- Teachers share information with students regarding safety procedures, lockdowns, fire drills, etc., so they are prepared
- Emergency and Crisis Response Plan - posters in every classroom and office in the school
- Emergency plans available for occasional teachers
- Performance of lockdown drills
- Clear communication of protocols to staff and students

#### Responsibility

- Safe School Action Team
- Administration
- Custodian
- Police Partners
- Local Fire Department

#### Resources

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

- TCDSB Threats to School Safety Response Procedures
- Community School Liaison Officer



## TORONTO CATHOLIC DISTRICT SCHOOL

### Safe Schools Plan



#### Measurement of Progress

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

- Assessment of Lockdown drill
- Emergency Procedures posted in classroom