



2019 - 2020
Safe Schools Plan

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Nurturing our Catholic Community,
Safe Schools, and Continuing
Education

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



Catholic Education Centre

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SCHOOL NAME: St. Joseph Catholic School
SUPERINTENDENT: John Shanahan
SCHOOL ADDRESS: 176 Leslie St Toronto ON M4M 3C7
STUDENT ENROLMENT: 230

PRINCIPAL: Cassin, Anne Marie
TRUSTEE: Angela Kennedy



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

Administrative Rep	Cassin, Anne Marie	Parent Rep	Maria Sorrentino
Teacher Rep	Fraser, Donald	Student Rep	Villanueva, Liam
Support Staff Rep	Marlene O'Leary		

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 2019-2020

1	2020-01-23	2	2020-01-30
3	2020-04-24	4	2020-05-15



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

St. Joseph strives to be a safe, welcoming learning community, rooted in the love of Christ, where every person is valued and respected. Our goal at St Joseph is to work in community to develop every person to his or her full potential. Through the core values of Respect, Courtesy, Kindness and Empathy, we strive to grow together as children of God. At St. Joseph, we emphasize the spiritual, intellectual, emotional and social development of the whole person.

Goal #1

Students will recognize the various forms of bullying such as persistent and unwelcome physical contact, gossiping, inappropriate use of social media and teasing. " Bullying occurs when a person is repeatedly and deliberately hurt(physically or emotionally) by another person or group by saying or doing hurtful things (can be physical, verbal, social or cyber/ electronic). It also involves a real or perceived power imbalance."

Initiatives/Strategies/Practices

- School Code of Conduct - reviewed by teachers and printed in the student agenda
- Consistent implementation of Progressive Discipline
- Bullying Awareness Week activities (month of November) - morning announcements
- Virtues of the Month (February Acts of Kindness, Lenten Season Good Deeds)
- Classroom Presentations through TCDSB Social Work Department
- SNAP for Classroom Program - Grades 2/3 and 3/4
- Start Right Social Skills Program - Grade k-1
- Promoting Catholic Graduate Expectations
- Reading Buddy Program
- Fun Friends Program - K-3 (Staff Training Fall 2015)
- Staff Training in CPI and Safe Schools Workshops.
- Mental Health Presentation (Grades 7 & 8) YMCA Outreach
- Guidance Teacher Presentations
- Planning of school liturgies to support Catholic Virtues and Catholic Graduation Expectations.
- School outreach to the community - Singing at neighbouring seniors home and Hospital for Sick Kids.

Responsibility

All St Joseph's School Community Members: Principal, Teachers, Educational Assistants, Support Staff, Students, Parents, Caregivers.



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Resources

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

- St Joseph Code of Conduct (printed in each student agenda provided by the CSPC)
- Progressive Discipline Policy
- TCDSB bullying Prevention Tool Kit
- Social Worker counselling support
- Guidance Teacher counselling support
- Fun Friends training through TCDSB Psychology Department
- Toronto Public Health
- Classroom workshops on internet safety, bullying and mental health - 3rd Year Ryerson Nursing Program

Measurement of Progress

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

Safe Schools Climate Survey metrics:

- Increase in the number of students responding " Yes" to the question: "have you told another person about being bullied?" from 80% to 90%.
- Decrease in the number of students reporting that they have been bullied across all metrics - verbal, physical, social, cyber.



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Goal #2

Based on responses to the Safe School and Caring Climate Survey, maintain the "reported to Staff Members" responses to the question "To whom did you report this bullying?" at 90 - 100%. To maintain reported responses to the question " How safe do you feel in your school, in your classroom and during recess?" All staff will continue to respond to and support positive conflict resolution.

Initiatives/Strategies/Practices

- School Code of Conduct - reviewed by teachers and printed in the student agenda
- Progressive Discipline
- Bullying Awareness Week activities (month of November) - morning announcements
- Virtues of the Month (February Acts of Kindness, Lenten Season Good Deeds)
- Classroom Presentations through TCDSB Social Work Department
- Promoting Catholic Graduate Expectations
- Reading/ Math/ Mass Buddy Program - Older students working with/ mentoring students in Jk - Grade 1.
- PALS (Playground Activity Leaders) Program
- Fun Friends Program - K-3 (Staff Training Fall 2015)
- SNAP for Schools Program - Child Development Institute - Grades 2/3 and 3/4
- Start Right Schools Program - K-1 students

Responsibility

All St Joseph's School Community Members: Principal, Teachers, Educational Assistants, Support Staff, Students, Parents, Caregivers.

Resources

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

- St Joseph Code of Conduct (printed in each student agenda provided by the CSPC)
- Progressive Discipline Policy
- School Police Liaison Officer
- TCDSB bullying Prevention Tool Kit
- Social Worker
- TCDSB Psychologist - Counselling support
- Fun Friends training through TCDSB Psychology Department
- Toronto Public Health
- Ryerson 3rd Year Nursing Students - Community Health Placement.

Measurement of Progress

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

Safe Schools Climate Survey metrics:

- Increase in the number of students responding " Yes" to the question: "Have you told a Staff member about being bullied?" from 50.0% to 75%.
- Decrease in the number of students reporting that they have been bullied across all metrics - verbal, physical, social, cyber.



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Goal #3

All staff will respond to reports of bullying behaviour consistent with the St Joseph School Code of Conduct and Progressive Discipline. Maintain student responses to the question "If you were to report an incident of bullying, what would be the best way to report the incident?" at or above 87% for the response : Face to face with an adult.

Initiatives/Strategies/Practices

- School Code of Conduct - reviewed by teachers and printed in the student agenda
- in-service on the Progressive Discipline Safe Schools application.
- Progressive Discipline
- on-going communication with parents/ caregivers
- Bullying Awareness Week activities (month of November) - morning announcements
- Virtues of the Month (February Acts of Kindness, Lenten Season Good Deeds)
- Classroom Presentations through TCDSB Social Work Department
- Police Liaison Officer Presentations (personal safety, bullying, youth and the law, internet safety)
- Promoting Catholic Graduate Expectations
- Reading / Math/ Mass Buddy Program
- Fun Friends Program - K-3 (Staff Training Fall 2015)
- SNAP for Schools Program - Grades 2/3 and 3/4
- Start Right Social Skills Program - K -1 students

Responsibility

All St Joseph's School Community Members: Principal, Teachers, Educational Assistants, Support Staff, Students, Parents, Caregivers.

Resources

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

- St Joseph Code of Conduct (printed in each student agenda provided by the CSPPC)
- Progressive Discipline Policy
- school Police Liaison Officer
- TCDSB bullying Prevention Tool Kit
- Social Worker
- Peace by Peace mentors
- Fun Friends training through TCDSB Psychology Department
- Toronto Public Health
- mentoring through Ryerson Rams



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Measurement of Progress

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

- Safe and Caring Schools Climate Survey metrics.
- Increase in the percentage of students replying "never" to the question "Since September how many times have you been bullied in school?", from 67.7 % on the St Joseph Catholic Safe and Caring Catholic School Climate Survey Report, 2018 - 2019.



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

St Joseph Catholic School strives to be a peaceful, kind and respectful learning community, a place where we speak up and say " We don't do that here" when we witness a person being treated with disrespect. A school where there is a whole school approach to progressive discipline where everyone is familiar with the St. Joseph Code of Conduct and Progressive Discipline Policy, including the continuum of consequences and supports available to all for inappropriate behaviour.

Goal #1

Reduction in suspensions from 2018/2019 to 2019/20.

Initiatives/Strategies/Practices

- regular review of the behaviour expectations, the code of conduct and progressive discipline strategies.
- use of the student agenda, phone calls and meetings with parents to communicate both positive and inappropriate behaviours.
- use of restorative practices when appropriate.
- use practices to de-escalate behaviours.
- use of Think Papers and opportunities to review student behaviour choices and consequences to actions.
- use of behaviour contracts (where applicable).
- use of progressive discipline incident reports.

Responsibility

All St Joseph's School Community Members: Principal, Teachers, Educational Assistants, Support Staff, Students, Parents, Caregivers.

Resources

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

- TCDSB Progressive Discipline Policy
- St. Joseph Catholic School Code of Conduct
- Ontario's equity and Inclusive Education Policy

Measurement of Progress

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

- Safe School Incident Reports
- metrics in the Safe and Caring Catholic School Climate Survey



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

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Goal #1

To promote a positive school culture by more fully engaging the community in the Pastoral Plan "We Believe". Providing opportunities for all community members to participate in activities that demonstrate responsibility, respect, caring and academic excellence in a safe and caring community. Increase in the percentage of students reporting " I like school" or " I love school" on the Safe and Caring Climate School Survey.

Initiatives/Strategies/Practices

- opportunities for student leadership in the St Joseph Catholic School Community - Student Council, Me to We Team
- opportunities for all students to lead/ participate in the morning announcements through leading prayer and Catholic Virtues reflections.
- student led charitable acts (food drive, warm clothing drive, support for Angel Foundation, Share Life)
- student lead SPIRIT WEEK including supporting donations Angel Foundation.
- Reading/ Mass Buddies - developing partnerships between Intermediate and Primary Grades providing opportunities for our students to mentor younger students.
- implementation of the Fun Friends Program in Grade K- 3.
- family and student activities/ event organized through the active St Joseph Catholic School Parent Council (CSPC)- Walkathon, Family Movie Night, Shrove Tuesday, Family Skating Night, Family Fun Fair.
- class and community outreach.
- celebration of monthly school masses and school liturgies (September New Year, Remembrance Day, Epiphany)
- student Christmas visits to neighbouring seniors apartment and Hospital for Sick Kids
- St. Joseph Eco Team Initiative developing stewardship for our community and earth.

Responsibility

All St Joseph's School Community Members: Principal, Teachers, Educational Assistants, Support Staff, Students, Parents, Caregivers.

Resources

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

- Me to We Resources
- Playground Activity Leader Program (PALS) - Toronto Public Health Resource Nurse
- School Community Liaison Officer
- St Joseph Catholic School Parent Council
- Peace by Peace Program - University of Toronto
- Fun Friends Program - Psychology Department TCDSB



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Measurement of Progress

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

Safe and Caring Catholic School Climate Survey metrics.

- Increase in the number of students that report " I like school" or " I love school" to the question " How do you feel about school?" on the 2015 - 2016 Safe and Caring Catholic Climate Survey School Report.



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School Vision

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Goal #2

To promote a positive school culture by more fully engaging the community in raising awareness of the environment and environmental stewardship. Providing opportunities for all community members to participate in environmental awareness activities that demonstrate responsibility, respect, caring for the environment in a safe and caring community. Increase in the percentage of students reporting " I like school" or " I love school" on the Safe and Caring Climate School Survey.

Initiatives/Strategies/Practices

- student led activity in support of Climate Action Day (September 27th).
- ECCO Team activities - e.g. daily monitoring of school waste by ECCO Team members, Lights Out Campaign, School Yard Greening Activity - tending raised gardens, Litterless Lunch Campaign.
- STAR Singers Program to celebrate Epiphany
- Student visits to neighbour seniors residence and Sick Kids Hospital to sing
- Student Council.
- Reading and Mass Buddy Partners in Grades ELP, Grade 1, Grade 5/6, Grade 6/7. Grade 8.
- Office Monitors Program.
- School athletics Program with emphasis on sportsmanship, collaboration.
- Daily reflections on Catholic Virtues during morning announcements.
- Monthly Mass participation and opportunities for students to lead.
- WE TEAM.

Responsibility

- Student Council
- Me to We Team
- Staff Supervisors
- Principal
- All staff - teachers, ECE's, EA's, Lunch Supervisors.

Resources

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

- Me to We Resources.

Measurement of Progress

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

- Successful student/ student based events feedback from students and staff.
- Donations to charitable organizations.
- Communication and celebration through monthly school newsletter.
- Safe Caring Schools Survey



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School Vision

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Goal #SVP 1

To promote a positive school culture by more fully engaging the community in "The Year of the Family". Providing opportunities for all community members to participate in activities that demonstrate responsibility, respect, caring and academic excellence in a safe and caring community. increase in the percentage of students reporting " I like school" or " I love school" on the Safe and Caring Climate School Survey.

Initiatives/Strategies/Practices

- student lead SPIRIT WEEK including supporting donations to SHARELIFE
- student led charitable acts (food drive, warm clothing drive, support for Angel Foundation)
- student led Halloween activities
- student led Spoken Word initiative during Education Week.

Responsibility

- Student Council
- Me to We Team
- Staff Supervisors
- Principal

Resources

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

- Me to We Resources.

Measurement of Progress

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

- Successful student/ student based events feedback from students and staff.
- Donations to charitable organizations.
- Communication through monthly school newsletter.



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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

- Practice of lock downs and fire drills
- Staff in-service on Anaphylaxis protocol (2 times in the school year)
- Staff in-service of Concussion protocol
- Visitor policy
- Safe Responses Plan posted in each classroom
- Emergency protocols reviewed at staff meetings.
- Staff awareness of Occupational Health and Safety guidelines.
- Staff discussion of Health and Safety on all Staff Meeting agendas.

Responsibility

- Principal
- All staff members
- All school visitors and volunteers.
- Police and Fire Department Partners

Resources

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

- TCDSB Threats to School Safety Response Procedures
- Emergency Response Partners

Measurement of Progress

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

- Monitor all safety drills.
- Emergency Poster and procedures are posted in each room.