



2021 - 2022

Safe Schools Plan



Dr. Brendan Browne

Director of Education

Joseph Martino

Chair of the Board

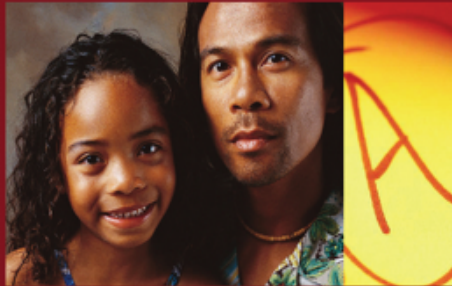
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SUPERINTENDENT OF EDUCATION,
Nurturing our Catholic Community, Safe Schools, Continuing Education, and St. Anne Catholic Academy, School of Virtual Learning

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



Catholic Education Centre

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SCHOOL NAME	St. Joseph Catholic School
SUPERINTENDENT:	Kimberly Dixon
SCHOOL ADDRESS:	176 Leslie St Toronto ON M4M 3C7
STUDENT ENROLMENT:	221

PRINCIPAL:	Comacchio, David
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	Comacchio, David	Parent Rep	Maria Sorrentino
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 2021-2022

1	2021-11-24	2	2021-11-25
3	2022-02-09	4	2022-06-08



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

Increase awareness of the St. Joseph Catholic School Code of Conduct and behaviour expectations for all stakeholder safety.

Initiatives/Strategies/Practices

- School Code of Conduct - reviewed by teachers and printed in the student agenda
- Consistent implementation of Progressive Discipline
- Virtues of the Month
- Classroom Presentations through TCDSB Social Work Department
- Promoting Catholic Graduate Expectations
- Fun Friends Program - K-3
- Staff Training in CPI and Safe Schools Workshops.
- Guidance Teacher Presentations
- Planning of school liturgies to support Catholic Virtues and Catholic Graduation Expectations.

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
- TCDSB bullying Prevention Tool Kit
- Social Worker counselling support
- Guidance Teacher counselling support
- Toronto Public Health



TORONTO CATHOLIC DISTRICT SCHOOL

Safe Schools Plan



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.



TORONTO CATHOLIC DISTRICT SCHOOL

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Goal #2

We promote healthy relationships and behaviours among students by creating and supporting an engaging classroom and school environment which students see themselves and their interests reflected.

Initiatives/Strategies/Practices

- School Code of Conduct - reviewed by teachers and printed in the student agenda
- Progressive Discipline
- Virtues of the Month (February Acts of Kindness, Lenten Season Good Deeds)
- Classroom Presentations through TCDSB Social Work Department
- Promoting Catholic Graduate Expectations
- PALS (Playground Activity Leaders) Program
- Fun Friends Program - K-3

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

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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School Vision

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Goal #3

Staff will respond to inappropriate behaviour using the Progressive Discipline platform in a timely manner through consultation with administration. Empower staff, students and community to promote and sustain student well being and positive student behaviour in a safe and healthy learning environment while supporting students to make appropriate choices regarding their behaviour.

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
- Virtues of the Month (February Acts of Kindness, Lenten Season Good Deeds)
- Promoting Catholic Graduate Expectations
- Reading / Math/ Mass Buddy Program
- Fun Friends Program - K-3

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
- Peace by Peace mentors
- Fun Friends training through TCDSB Psychology Department
- Toronto Public Health
- mentoring through Ryerson Rams

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

To promote and develop a safe, caring and accepting school climate through the implementation of a progressive discipline approach that is sensitive and outlined in the School Code of Conduct, and to maintain frequent and on-going communication with parents/ guardians and community stakeholders that is culturally sensitive and inclusive.

Reduction in suspensions from 2020/21 to 2021/2022

Initiatives/Strategies/Practices

- regular review of the behaviour expectations, the code of conduct and progressive discipline strategies with students and staff
- 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.

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Goal #1

To promote a positive school culture by more fully engaging the community in the 2021-2022 Pastoral Plan. 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 led SPIRIT WEEK including supporting donations Angel Foundation.
- family and student activities/ event organized through the active St Joseph Catholic School Parent Council (CSPC)as available during COVID 19- Walkathon, 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)
- Staff book study on the topic of anti-black racism.
- Student participation in anti black racism in-services.

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 Catholic School Parent Council
- Fun Friends Program - Psychology Department TCDSB

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 2021-2022 Safe and Caring Catholic Climate Survey School Report.



TORONTO CATHOLIC DISTRICT SCHOOL

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School Vision

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Goal #2

To promote a positive school culture by creating a safe environment during the 2020-2021 school year - COVID 19.

Initiatives/Strategies/Practices

Communicate with all stakeholders the COVID 19 Protocols in place to support a safe and healthy community:

- Passport checks/ reviews completed each morning with parent phone call follow-ups.
- Students are supervised in hallways and planned/ scheduled washroom breaks in place for primary/ junior students.
- Installation of three (3) portable handwashing stations in the school
- Scheduled installation of water bottle filling station in the school (November 2020)
- Staggered recess and lunch breaks – Primary + Jr/Int- with students assigned to their unique school yard quadrant for breaks. Increase in staff supervision to accommodate staggered recessed
- Regular hand sanitizing throughout the day using alcohol based rub.
- Monitoring of student use of cloth masks.
- Posted signage and decals to remind students to physically distance. Regular reminders/ prompts.
- Plexiglass barriers installed in office reception area.
- Plexiglass barriers on student desks.
- Dedicated physical education equipment bags for classes for cohorts.
- Established class cohorts – no reading buddies, mass buddies across cohorts.
- Itinerant teaching staff move into classes. Students do not move.
- Use of outdoor as a teach space.
- Classroom items to support curriculum, e.g. math manipulatives shared only in cohort

Responsibility

- School Staff
- Custodial Staff
- Parents
- Students

Resources

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

- TCDSB Occupational Health and Safety Department
- Toronto Public Health Resources - signage, and TPH Nurse support
- Partnership with Michael Garron Hospital



TORONTO CATHOLIC DISTRICT SCHOOL

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Measurement of Progress

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

- Increased awareness of and adherence to COVI 19 Guidelines.
- Parent feedback.



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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 " CHILL Fair" with focus on Mental Health

Responsibility

- Intermediate Students
- Staff Supervisors
- Principal

Resources

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

- Student Council
- TCDSB workshops - Equity, Anti_black Racism
- Ministry of Education Mental Health 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.



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 using the COVID-19 protocols communicated by the Office of the Fire Marshall, Ontario
- 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.