



2023 - 2024

Safe Schools Plan



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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:	Flora Cifelli
SCHOOL ADDRESS:	176 Leslie St Toronto ON M4M 3C7
STUDENT ENROLMENT:	231

PRINCIPAL:	Morishita-Miki, Eoghan
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	Morishita-Miki, Eoghan	Support Staff Rep	Marlene O'Leary
Teacher Rep	Kurnik, Cassandra	Parent Rep	Clark, Keisha
Teacher Rep	Morrison, Andrea	Student Rep	Darlington, Julia
Teacher Rep	Sorrentino, Maria	Student Rep	Pamenter, Sora
Teacher Rep	Whitehead, Lesley		

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

1	2023-10-26	2	2023-11-09
3	2024-04-11	4	2024-05-09



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 their 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

Engage Students in bullying prevention initiatives and bring awareness to the St. Joseph Code of Conduct and behaviour expectations for all stakeholders safety

Initiatives/Strategies/Practices

- School Code of Conduct - reviewed by teachers and students twice yearly and printed in the student agenda
- Consistent implementation of Progressive Discipline ie, conversations and think papers
- Virtues of the Month
- Classroom Presentations through TCDSB social work department as required
- Promoting Catholic Graduate Expectations
- Fun Friends Program - K-3 - Social Skills program
- Staff Training in CPI (Nonviolent Crisis, prevention and intervention training) and Safe Schools Workshops.
- Guidance Teacher Presentations
- Planning of school liturgies to support Catholic Virtues and Catholic Graduation Expectations.
- Leadership opportunities for students to address bullying prevention
- Establish school-wide Learning Buddies
- Initiate PALS program
- Engage the student-led EDI/Student Voice club to assist with Safe School Plan initiatives
- Presentations on equity to our students and staff from the TCDSB Equity department
- The creation of Equity Reps on student council
- Participating in the Roots Empathy Program

Responsibility

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



TORONTO CATHOLIC DISTRICT SCHOOL

Safe Schools Plan



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
- PALS program
- Equity Department resources
- Safe School Department resources

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

Safe Schools Plan



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Goal #2

To build student awareness around bullying through increased participation in various events in the St. Joseph community throughout the 2023-2024 school year.

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
- Participation in the Roots of Empathy Program
- Create billboard to represent the backgrounds of all students and staff in our community
- Reading Buddies
- Supporting families financially to be able to attend field trips / community events
- Providing opportunities for our students to engage with the community
- Caught you caring
- Participation in licence to learn program (leadership and mentorship for intermediate 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
- TCDSB bullying Prevention Tool Kit
- Social Worker
- TCDSB Psychologist - Counselling support
- Fun Friends training through TCDSB Psychology Department
- Toronto Public Health



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Measurement of Progress

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

Safe Schools Climate Survey metrics (2022 results) with 2023 results in June 2023.

- Increase in the % of students responding " Never" to the question: "How often have you been bullied at school?" from 70.8% to 80% .
- Increase the number of students who feel safe / very safe in various areas of the building (washroom, hallways and stairwells)
- Decrease the % of students who think bullying is a "medium problem" (25%) and "large problem" (4.2%)



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Goal #3

Students identify strategies to address issues of bullying and better understand how incidents of bullying are addressed.

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
- Learning Buddy Program
- Fun Friends Program - K-3
- PALS program
- Ensuring support is available for students that have been bullied
- Student led announcements
- Having students be part of the conversation with regards to consequences

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
- 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 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

Promote and maintain 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 in 2023-2024 from 2022-23 through use of progressive discipline strategies.

Initiatives/Strategies/Practices

- regular review of the behaviour expectations, the code of conduct and progressive discipline strategies with students and staff to develop common approach to consequences throughout the divisions
- 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.
- standing staff meeting agenda item - review protocols for bullying, racism/ homophobic incidents
- clear plan to support victims in these incidents
- provide a safe space for victims
- communication with parents when incidents of racism occur in the school.

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
- Social Worker / Guidance counsellor



TORONTO CATHOLIC DISTRICT SCHOOL

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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 St Joseph Catholic School 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/ 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 Catholic School we emphasize the spiritual, intellectual, emotional and social development of the whole person.

Goal #1 To promote a positive school culture by more fully engaging the community in the 2023-2024 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
- Opportunities for community building: Pumpkin decorating, coffee mornings for the parents dropping off, inviting parents to monthly Masses and assemblies etc. Christmas donation drive for those in need
- student led SPIRIT WEEK including supporting donations to the Angel Foundation, local food bank, Terry Fox.
- family and student activities/ event organized through the active St Joseph Catholic School Parent Council (CSPC)(Shrove Tuesday, Family Skating Night, Family Fun Fair, monthly coffee mornings).
- class and community outreach.
- celebration of student-led monthly school masses and school liturgies
- Connection between school and parent EDI committees to support similar goals (enhancing school library resources to reflect the diversity of the school community)
- Morning snack program
- Promote a safe and positive school culture - bulletin boards across from the library.
- Student participation in Board-led / sponsored presentations addressing racism, homophobia, transphobia, ableism
- Continue using "book club" novels for Junior and Intermediate grades

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
- Safe and Caring Catholic School Survey results 2021-2022 and 2022-2023



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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 Survey results 2021-2022
- 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 2022-2023 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 more fully engaging the community in the 2023-2024 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 to the Angel Foundation, local food bank, Terry Fox.
- family and student activities/ event organized through the active St Joseph Catholic School Parent Council (CSPC)(Walkathon, Shrove Tuesday, Family Skating Night, Family Fun Fair).
- class and community outreach such as the Christmas Home Starter Kits.
- celebration of student-led monthly school masses and school liturgies
- Connection between school and parent EDI committees to support similar goals (enhancing school library resources to reflect the diversity of the school community)
- Morning snack program
- Promote a safe and positive school culture - bulletin boards across from the library.
- Student participation in Board-led / sponsored presentations addressing racism, homophobia, transphobia, ableism
- Continued use of existing book club novels and the purchase of new "book club" novels for Junior and Intermediate grades

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
- Safe and Caring Catholic School Survey results 2021-2022 and 2022-2023

Measurement of Progress

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

- Safe and Caring Catholic School Survey results 2021-2022
- 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 2022-2023 Safe and Caring Catholic Climate Survey School Report.



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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 " CHILL Fair" with focus on Mental Health
- Student Council GOTCHA program
- PALS
- EDI/Student Voice club to bring forward goals and ideas.
- Build on ideas from Equity Walk that took place in Spring 2022.

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.
- School generated student survey to identify effectiveness of current year's school goals and identify next steps - S.I.E.P Equity goal (2022-23)



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
- Staff in-service of Concussion protocol
- Review 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.