


Toronto Catholic District School Board

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2026 - 2027

# Safe Schools Plan

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











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| SCHOOL NAME | All Saints Catholic School |
| SUPERINTENDENT: | Robert D'Addario |
| SCHOOL ADDRESS: | 1435 Royal York Rd Toronto ON M9P 3A7 |
| STUDENT ENROLMENT: | 747 |

PRINCIPAL: Rivers, Robert

## 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

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| **Administrative Rep** | **Fidalgo, Sandra** | **Parent Rep** | **Sarno, Josie** |
| **Administrative Rep** | **Rivers, Robert** | **Parent Rep** | **Zawistowski, Amanda** |
| **Teacher Rep** | **Marchese, Melissa** | **Student Rep** | **Mitchison, Pippa** |
| **Support Staff Rep** | **Green, Akeshia** | **Student Rep** | **Stranges, Emilia** |

### 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 2026-2027

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|---|---|---|---|
| **1** | **2026-09-18** | **2** | **2026-11-03** |
| **3** | **2027-02-10** | **4** | **2027-03-03** |

## 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

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| **School Vision** | The Motto at All Saints is "Love and Growth". The All Saints Catholic Community calls us to live together as a community, to love and accept each other as children of God. Bullying in any form, runs counter to Jesus' message of inclusion and his instruction that we treat one another with care and respect. Every incident of bullying is addressed through the Progressive Discipline Model. |
| **Goal #1** | Educate students how to recognize, prevent and stop bullying. |

**Initiatives/Strategies/Practices**

- Clearly identify a chain of command and a pyramid of intervention
- Continue in-school activities and groups - reading buddies, recess/lunch supervisors, Grade 8 leadership opportunities, Student Council, athletic teams, W5H team, Lego Club, Art Club, Rainbow Loom Club, Board Game Club (Scrabble)
- Frequent direct teaching of social stories in class
- Build awareness of the Catholic Graduate Expectations
- CYW led Social Skills group
- Continue to use "WITS" program to assist students with dealing with issues/problems
    - W - Walk Away
    - I - Ignore
    - T - Talk It Out
    - S - Seek Help
- Engage parents as active partners

Bullying Awareness Week Activities
- Complete meaningful activities promoting 'Acceptance and Inclusion of Our Differences' to raise awareness during Bullying Awareness Week
- Theme: True Colours - consisting of glow stick hallway, special spirit dress days, student council lead initiatives to promote inclusion and acceptance.

School Wide Presentations
- Autism Ontario Presentation - with a focus on What is Autism? How can we support students with Autism?
- The Saidat Show - The Kindness Challenge - with a focus on empathy, self-care, and making positive choices
- Leo Barbe - It Starts Within - with a focus on emotional intelligence, mental health, and student success
- Duane Gibson - H.O.L.L.A Anti-Bullying presentation - with a focus on respect, inclusion, empathy, confidence, and positive choices
- Behaviour Matters Workshops - possible in-class workshops include:
    Topic 1: A Nervous Feeling: An Anxiety Workshop
    Topic 2: Moods & Attitudes: A Positive Attitude Workshop
    Topic 3: A Resilient Mind: A Growth Mindset Workshop
    Topic 4: Friendship Builders: A Peer Connections Workshop
    Topic 5: Helpful Communication: An Assertive Communication Workshop
    Topic 6: Feelings and Triggers: An Emotional Regulation Workshop
    Topic 7: Building Problem Solvers: A Solution-Focused Workshop

Toronto Police Services Presentations
-Safety Presentations to pre-primary and primary classes
-Bullying Presentations to Junior and Intermediate students

## Responsibility

- Administration
- Teachers
- Early Childhood Educators
- Child and Youth Workers
- Educational Assistants
- Parents
- All Saints CSPC
- Students
- Student Council
- Safe School Team
- Toronto Police Services Community Officers

## Resources

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

- Bullying Awareness Kit provided by Safe Schools Department
- Promoting A Positive School Climate:  A-Resources for Schools (Ministry of Education)
- Curriculum resources for the HPE regarding Cyberbullying and Internet Safety (Gr. 4 and up)
- Born of the Spirit/We are Strong Together, Religious Education Programs
- Fully Alive, Family Life Program
- www.kidsareworthit.com
- www.nomorebullies.com
- www.cyberbullying.ca
- TCDSB Safe and Caring Catholic School Climate Survey Measures
- Ontario Catholic School Graduate Expectations
- Resources on the Virtues of the Month from our Board
- Toronto Police Community Officers

## Measurement of Progress

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

- A school culture where differences are accepted and inclusion is the demonstrated standard of acceptance
- Bullying incidents are reduced and strategies for victims, bystanders and the bully are evident
- Safe and Caring Catholic School Climate Survey

# TORONTO CATHOLIC DISTRICT SCHOOL

## Safe Schools Plan

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| **School Vision** | The Motto at All Saints is "Love and Growth". The All Saints Catholic Community calls us to live together as a community, to love and accept each other as children of God. Bullying in any form, runs counter to Jesus' message of inclusion and his instruction that we treat one another with care and respect. Every incident of bullying is addressed through the Progressive Discipline Model. |
| **Goal #2** | To engage students as active and valued learners within the school community. |

**Initiatives/Strategies/Practices**

Use of agenda to inform community of progressive discipline approach and All Saints Code of Conduct
- Think papers
- Progressive Discipline reports
- Safe and Caring Catholic School Climate Survey of Grade 6 and Grade 8 students to be completed as per TCDSB timeline
- Bullying awareness and prevention training based on indentified needs
- Safe Schools discussion a standing item on monthly staff meeting agenda
- Reinforcement of expectations and stands of behaviour, address inappropriate behaviour and validate appropriate behaviours
- Continue to utilize "WITS" program to assist students with dealing with issues/problems
    - W - Walk Away
    - I - Ignore
    - T - Talk It Out
    - S - Seek Help
- Support students/families at risk
- Present the Safe School Plan at CSPC Meeting in the Fall Term
- Complete meaningful activities promoting 'Acceptance and Inclusion of Our Differences' to raise awareness during Bullying Awareness Week
- Encourage staff to attend professional development workshops provided by the Safe Schools Department
- Emphasis placed on inclusion of all students in school based activities
- Engage students in discussions through the use of appropriate read alouds (i.e., Howard B. Wigglebottom Learns We Can All Get Along)
- Promote Equity, Diversity and Inclusion - make students feel welcome and safe (i.e., assemblies, presentations, special events, Equity Walk)
- Student Council led initiatives

## Responsibility

- Administration
- Teachers
- Early Childhood Educators
- Child and Youth Workers
- Educational Assistants
- Parents
- All Saints CSPC
- Students
- Student Council
- Safe School Team
- Toronto Police Community Officers

## Resources

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

- TCDSB Bullying Awareness and Prevention document, 2006
- TCDSB Safe Schools Department
- Promoting a Positive School Climate: A Resource for Schools (Ministry of Education)
- Religious Education and Family Life Programs
- Safe and Caring Catholic School Climate Survey
- WITS Program - www.witsprogram.ca
- Ontario Catholic School Graduate Expectations
- Bullying Awareness and Prevention Website
- Kids Help Phone Bullying Resources - https://kidshelpphone.ca/topic/bullying-abuse/bullying
- Student agendas
- Toronto Police Community Officers

## Measurement of Progress

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

- Reduction in the number of incident reports as a result of bullying
- Measures from Safe and Caring Catholic School Climate Survey

# TORONTO CATHOLIC DISTRICT SCHOOL

## Safe Schools Plan

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|---|---|
| **School Vision** | The Motto at All Saints is "Love and Growth". The All Saints Catholic Community calls us to live together as a community, to love and accept each other as children of God. Bullying in any form, runs counter to Jesus' message of inclusion and his instruction that we treat one another with care and respect. Every incident of bullying is addressed through the Progressive Discipline Model. |
| **Goal #3** | To ensure all members of our school community have an understanding of the Progressive Discipline protocols and policies. Create discipline procedures and consequences for bullying. |

**Initiatives/Strategies/Practices**

- Standing item on monthly staff meetings (including workshop on the Progressive Discipline Application)
- Guidance Councillor, CYW and Social Worker intervention when necessary
- Student Leaders - students promoting positive behaviour among students - at assemblies, on announcements, clubs, activities, and presentations
- Explanation to students of the application when entering an incident

**Responsibility**

- Administration
- Teachers
- Early Childhood Educators
- Child and Youth Workers
- Educational Assistants
- Parents
- All Saints CSPC
- Students
- Safe School Team

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

- TCDSB Bullying Awareness and Prevention document, 2006
- Promoting a Positive School Climate: A Resource for Schools (Ministry of Education)
- Religious Education and Family Life Programs

**Measurement of Progress** The following metrics will be used to measure progress in achieving the Goal:

- Reduction in the number of incidents reported
- Reduction in the number of suspensions reported
- Safe and Caring Catholic School Climate Survey

## 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

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| **School Vision** | The Progressive Discipline Plan at All Saints, reinforces a safe, inclusive and caring learning environment. The utilization of a variety of interventions, consequences and supports are implemented to address unsafe and inappropriate behaviour. |
| **Goal #1** | Restorative Justice (PPM 145)<br>Consequences are designed to support the social development and future behaviour of the person responsible for the action. To address inappropriate behaviour with disciplinary measures that are both corrective and supportive. There will be an emphasis on educating the whole child and include learning opportunities for students to be better decision-makers. |

**Initiatives/Strategies/Practices**

- Clear communication on progressive discipline procedures (Student Agenda, Code of Conduct,)
- Consideration of Mitigating Factors
- Clear policy on bullying
- Staff awareness of Bill 157 - duty to respond to and report incidents
- Staff to use Incident Logs for inappropriate student behaviour
- In-service staff on Safe Schools Plan and Progressive Discipline Applications
- Follow Board protocol in area of Safe Schools
- Social Work and Guidance Counselor Intervention when necessary
- Communicating with Parents formally (i.e., Case Conference and SBST meetings) and informally via phone calls, emails and meetings
- Working with the student on understanding the effects of negative behaviour and teaching how to communicate effectively with their peers moving forward (restorative)

**Responsibility**

- Administration
- Teachers
- Early Childhood Educators
- Child and Youth Workers
- Educational Assistants
- School Social Worker
- School Guidance Counselor
- School Psychologist
- Parents
- All Saints CSPC
- Students
- Safe School Team

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

- Board policy/Safe Schools
- Guidance Councilor
- Social Worker
- Child and Youth Workers
- School-Based School Learning Team
- Bullying Protocol
- Police Protocol

**Measurement of Progress** The following metrics will be used to measure progress in achieving the Goal:

- Reduced number of suspensions
- Daily interactions of students with their peers
- Safe and Caring Catholic School Climate Survey
- Survey staff and parents

## 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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| **School Vision** | All Saints Catholic School is a Christian community in which students, staff, parents and parish clergy are committed to the nurturing of a caring and inclusive learning environment. Within this welcoming and safe environment, all students are given the opportunity to grow, flourish and succeed. |
| **Goal #1** | To foster an environment where students are comfortable with leadership and responsibility. |

**Initiatives/Strategies/Practices**

- Encourage and support development of student leadership through Student Leaders; Student Council Initiative, Student created and led lunch clubs (i.e., Handball, Art Club, Rainbow Loom Club)
- Encourage student participation in morning announcements and assemblies - both French and English
- Involve student council in Catholic School Parent Council (CSPC) meetings to ensure student voice
- Plan activities for students that encourage teamwork and friendships (i.e., Bully Awareness Week, Carnival, Play Day)

School Wide Presentations

- Autism Ontario Presentation - with a focus on What is Autism? How can we support students with Autism?
- The Saidat Show - The Kindness Challenge - with a focus on empathy, self-care, and making positive choices
- Leo Barbe - It Starts Within - with a focus on emotional intelligence, mental health, and student success
- Duane Gibson - H.O.L.L.A Anti-Bullying presentation - with a focus on respect, inclusion, empathy, confidence, and positive choices
- Behaviour Matters Workshops - possible in-class workshops include:
    - Topic 1: A Nervous Feeling: An Anxiety Workshop
    - Topic 2: Moods & Attitudes: A Positive Attitude Workshop
    - Topic 3: A Resilient Mind: A Growth Mindset Workshop
    - Topic 4: Friendship Builders: A Peer Connections Workshop
    - Topic 5: Helpful Communication: An Assertive Communication Workshop
    - Topic 6: Feelings and Triggers: An Emotional Regulation Workshop
    - Topic 7: Building Problem Solvers: A Solution-Focused Workshop
- Dance an Visual Arts Workshop
- Social Justice Activities (i.e., food drives, Terry Fox School Run Day, Mitten Tree)
- Additional Civvies Days included to increase student engagement and awareness of events and topics - Theme Days such as National Truth and Reconciliation Day (Orange Shirt Day), May the 4th be with you, Pink T-shirt day, Canada Day
- Continued focus on Mindfulness - Mindfulness during Advent and Lent as well as other important days
- Collaboration with our Public Health Nurse to address issues of safety, health and well-being with our school community
- First Aid Training for our Staff
- Staff training and education in regard to the proper use of an epi-pen
- Safe arrival/departure program
- Share read-aloud books about diversity and social justice
- Autism Awareness Week activities
- Equity Initiatives and activities
- Partnership with TCDSB Equity Team - Exploring Indigenous Culture
- Weekly masses at All Saints Catholic Church
- Monthly grade level visits to All Saints Catholic Church
- Monthly visits by Priest from All Saints Catholic Church
- Divisional assemblies

**Responsibility**

- Administration
- Teachers
- Early Childhood Educators
- Child and Youth Workers
- Educational Assistants
- School Social Worker
- School Guidance Counselor
- Parents
- All Saints CSPC
- Students
- Student Council
- Safe School Team

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

- Board Resources
- Parent community resources
- School and classroom resources
- SET Teacher
- Catholic School Parent Council (CSPC)
- Guidance Teacher resources
- Culturally Responsive Teaching & The Brain - By: Zaretta Hammond

**Measurement of Progress** The following metrics will be used to measure progress in achieving the Goal:

- Safe and Caring Catholic School Climate Survey
- Engaged staff
- Survey staff, and parents;
- Students continue to volunteer their assistance;
- Lower rates of inappropriate behaviour reported;
- Student Council Surveys

# TORONTO CATHOLIC DISTRICT SCHOOL

## Safe Schools Plan

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| **School Vision** | All Saints Catholic School is a Christian community in which students, staff, parents and parish clergy are committed to the nurturing of a caring and inclusive learning environment. Within this welcoming and safe environment, all students are given the opportunity to grow, flourish and succeed. |
| **Goal #2** | To strengthen the bond between school, home and parish. This year we are in our second year of our Three-Year Pastoral Plan - "In God's Image: Growing in Knowledge, with Justice and Hope."<br>Year 1: Growing in Knowledge<br>Year 2: Growing in Knowledge with Justice<br>Year 3: Growing in Knowledge with Justice and |

**Initiatives/Strategies/Practices**

- Plan and work closely with All Saints Parish to facilitate monthly masses
- Students to attend weekly Wednesday morning masses at All Saints Church
- Rosary Apostolate to recite the Rosary with the students once a month in class
- Invite members of the All Saints Church to speak to the students
- Work closely with All Saints CPSC to encourage academic excellence and community events
- On-going communication through on-line newsletters and e-mail updates; school portal, Google Classroom
- To review all school routines with teachers and students throughout the school year
- Support of All Saints Parish through Food Drives (Thanksgiving and Easter) and Gift Card Drive (Advent/Christmas)

**Responsibility**

- Administration
- Staff
- Catholic School Parent Council
- All Saints Pastor
- Parish members
- Liturgical Committee

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

- Board Resources i.e. Equity Continuum: Action for Critical Transformation in Schools and Classrooms
- Parent community resources
- School and classroom resources
- Liturgical committee resources

**Measurement of Progress** The following metrics will be used to measure progress in achieving the Goal:

- On-going feedback from parents, staff, and parish priest
- Increased parent involvement at school events

# TORONTO CATHOLIC DISTRICT SCHOOL

## Safe Schools Plan

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|---|---|
| **School Vision** | All Saints Catholic School is a Christian community in which students, staff, parents and parish clergy are committed to the nurturing of a caring and inclusive learning environment. Within this welcoming and safe environment, all students are given the opportunity to grow, flourish and succeed. |
| **Goal #SVP 1** | To promote student leadership through a variety of activities that help to promote a positive school climate. |

**Initiatives/Strategies/Practices**

-Encourage and support development of student leadership through Student Leaders;
-Junior and Intermediate Students volunteering at Canadian Food For Children / Scarlett Heights Retirement Residence
-Student Council to lead activities and provide "student voice"

**Responsibility**

-administration, staff, students

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

- Board resources
- community resoures

**Measurement of Progress** The following metrics will be used to measure progress in achieving the Goal:

-Student survey from Board on School Climate;
-Students continue to volunteer their assistance
-Lower rates of inappropriate behaviour reported

## 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

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| **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**

-Emergency Response Procedures posted in each room in the school building
-6 Fire Drills per year (3 per term)
-4 Lockdown Drills per year (3 per term)
-Inform parents of Threats to School Safety Procedures
-Front Door Buzzer System and swipe card access to doors
-Swipe card access to doors leading from the portables
-Kiss and Ride Program
-Two-way radios in regard to Community safety concerns
-Teacher emergency contact lists
-Sign in and visitor Pass procedures

**Responsibility**

-Principal/Vice Principals
-Police Partners
-Teachers, Early Childhood Educators, Child and Youth Worker, Educational Assistants, Custodians

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

-TCDSB Threats to School Safety Response Procedures
-Police Partner
-School Action Team
-Board Website

**Measurement of Progress** The following metrics will be used to measure progress in achieving the Goal:

-Positive Assessment of Lockdown Drill
-Emergency Procedure poster is visible in each classroom