





2026 - 2027

Safe Schools Plan

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







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SCHOOL NAME	Annunciation Catholic School	PRINCIPAL:	Pucci, Antoinette
SUPERINTENDENT:	Roy Fernandes		
SCHOOL ADDRESS:	65 Avonwick Gate Toronto ON M3A 2M8		
STUDENT ENROLMENT:	305		

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	**Nault, Michelle**	**Teacher Rep**	**Lee, William**
Teacher Rep	**Habib-Seidhom, Mark**	**Support Staff Rep**	**Danailov, Stanislava**

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

1	**2026-11-13**	**2**	**2026-11-27**
3	**2027-01-15**	**4**	**2027-02-05**

TORONTO CATHOLIC DISTRICT SCHOOL

Safe Schools Plan

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	School wide emphasis on building an inclusive, caring, respectful community in which all members of the school community feel they belong at Annunciation Catholic School.
Goal #1	Implement bullying awareness program that includes resources for students and staff to recognize, prevent and address bullying behaviours, and to develop a survey whereby we reach at least 80% of student body and 100% of staff with the program by the end of the school year indicating a 90% satisfaction rate.

Initiatives/Strategies/Practices

-To promote and build awareness in support of the EAP, to create safe and inclusive classrooms, that foster social-emotional support and well being for all students in the school

-To build awareness of the Ontario Catholic School Graduate Expectations and Virtues of the Month, and to support teachers with resources that offer lessons for in class use

-School to promote community programs to assist in educating students on Mental Health and Respectful Relationships.

-Support from Guidance, Social Work, Psychology

-Divisional Presentations that focus on Equity and Inclusivity
-Staff Presentations from Superintendent of Equity, Roy Fernandes along with student presentation, to tie in TCDSB Equity Goals, and focus on the elimination of the N- Word Slur

-Mental Health, Anti-bullying and Toronto Police Safety Presentations grade 5-8

-Think Pink Anti-Bullying Day in February

-Anti-Bullying Bulletin Board Displays in February

-Anti-Bullying Awareness week in November- Daily Announcements

-Explore Anti-Black racism educational opportunities with our TCDSB Community Relations team.

-Virtues Team to promote virtues and capacity for leadership within them.

Responsibility

-Administration
-Staff
-Students
-Parents
-Safe Schools Team
-School Board Support Team

Resources

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

- Classroom resources
- TCDSB Safe Schools Department Anti-bullying resources
- Guidance Department and Social Work support
- Ontario Catholic School Graduate Expectations
- CPCO Webinar: Healthy Relationships: Navigating Cyberviolence and Cyberbullying
- Safe School Workshops
- Resources from Mental Health Initiative

Measurement of Progress

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

-Review results from the Safe and Caring Catholic School Climate Survey
-Feedback from Power BI
-Review of Progressive Discipline File for the school Year
-Consultations with staff to consider feedback

TORONTO CATHOLIC DISTRICT SCHOOL

Safe Schools Plan

School Vision	School wide emphasis on building an inclusive, caring, respectful community in which all members of the school community feel they belong at Annunciation Catholic School.
Goal #2	Implement bullying awareness program that includes presentation and resources for students and staff to recognize, prevent and address bullying behaviours, and to develop a survey whereby we reach at least 80% of student body and 100% of staff with the program by the end of the school year indicating a 90% satisfaction rate.

Initiatives/Strategies/Practices

-School Guidance Counsellor and/or Social Worker to provide support regarding mental health issues

-Teachers to create a safe space within the classroom community for students to explore their feelings, worries and concerns, and teach positive self care strategies and awareness of community supports EX. Kid's Help phone.

-Engage students as active and valued leaders within the school community. Ex: Morning announcements are made by students. Student led initiatives including Halloween Food Drive, Spirit Week at Christmas, Intramural sports at lunchtime, etc. The intention is to build a sense of school community within Social Justice initiatives.

- Establish a Staff Equity team to champion and support an inclusive community which celebrates the diversity of our community.

Responsibility

-Administration -Staff -Students -Parents -Safe Schools Team -School Board Support Team

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

- Classroom Resources
- TCDSB Safe School Department
- Ontario Catholic Graduate Expectations
- TVCDSB Support Staff
-Resources from Mental Health Initiative
- Equity Department initiatives and its support for School Equity teams.

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

Review results from the Safe and Caring Catholic School Climate Survey
Review of Social Work and Guidance referrals over the school year.

TORONTO CATHOLIC DISTRICT SCHOOL

Safe Schools Plan

School Vision	School wide emphasis on building an inclusive, caring, respectful community in which all members of the school community feel they belong at Annunciation Catholic School.
Goal #3	Implement bullying awareness program that includes resources for students and staff to recognize, prevent and address bullying behaviours, and to develop a survey whereby we reach at least 80% of student body and 100% of staff with the program by the end of the school year indicating a 90% satisfaction rate.

Initiatives/Strategies/Practices

Place emphasis on learning from mistakes and changing behaviour through positive actions and contributions in the school community.
-Teachers to support Bullying Intervention and Prevention strategies in the classroom (reporting, Bystander Awareness, Respectful Interactions,and Empathy).
-Communicate how we incorporate the Ontario Catholic School Graduate Expectations within the curriculum and daily school life.
-Guidance Counsellor presentations.
-CSPC support the school plan through parent engagement activities.
-School Bus Safety

Responsibility

-Administration -Staff -Students -Parents (Catholic Advisory Council)

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

-Classroom resources
-TCDSB Safe Schools Department
-Ontario Catholic School Graduate Expectations
-Guidance Counsellor
-Social Worker

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

-Review results from the Safe and Caring Catholic School Climate Survey

Reviewing overall occurences at various points of the school year with the Progressive Discipline Module File.

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	To create the optimum learning environment through effective classroom management and the support provided by a school-wide progressive discipline plan.
Goal #1	To support students in making the appropriate choices regarding their behaviour with consistent and logical consequences applied to inappropriate behaviour with an emphasis on learning from mistakes made. Follow the School Board's Progressive Discipline Plan.

Initiatives/Strategies/Practices

-Ongoing professional development with staff in and on the area of restorative practices that can assist in building rapport and trusting relationships between staff, students and families

-Communicate Annunciation's Progressive Discipline model to students, parents and staff.

- Consistent use of the Progressive Discipline Procedures.

- Staff to continue to take a pro-active approach to diffusing aggressive behaviours on the playground and in the school, by being present and engaging with students placing emphasis on respect in day-to-day interactions, building a sense of ownership among students through active engagement in school initiatives.

Responsibility

-Administration
-Staff
-Students
-Safe School Team

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

-Annunciation's Code of Conduct.
-Ontario Catholic School Graduate Expectations
-TCDSB Religious Education Department
-TCDSB Support Team

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

-Review results from the Safe and Caring Catholic School Climate Survey.
-Reduction in Progressive Discipline incidents over 3 to 5 years

TORONTO CATHOLIC DISTRICT SCHOOL

Safe Schools Plan

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	Nurturing Our Catholic Community
Goal #1	Safe, Inclusive and Healthy Learning Environment: To enhance the quality of the working and learning experience through improving the school and workplaces so that they contribute to inclusive, equitable, positive, healthy and respectful relationships. In so doing, to provide and maintain a safe learning environment for all students and uphold a culture of safety-mindedness."

Initiatives/Strategies/Practices

- Integrate virtues of the month into daily curriculum, including classroom liturgies to promote virtues of the month
- Student led morning announcements, Student led (Teacher supported) initiatives
- Reintroduce opportunities to bring the school community together for celebrations and gatherings and assemblies.
- Monthly Assemblies for Virtues awards.
- Virtual Assemblies as presented by Nurturing our Catholic Faith Dept-Remembrance Day, Advent, Lent, Christmas and Easter celebrations, etc.
- Monthly rosary with the Rosary Apostolate
- We will need to continue to focus on Mental Health and teaching and supporting positive self-care strategies
- Daily Announcement: At Annunciation we show respect for ourselves and each other by keeping hands and feet to ourselves.

Responsibility

-Administration
-School staff
-Students
-CSPC
-Parents

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

- Ontario Catholic School Graduate Expectations
- Annunciation Parish
- Religion Curriculum integrating liturgies into the religion program
- Nurturing our Catholic Community Department
- Equity Department initiatives and Equity Champ at Annunciation
-Annunciation Newsletters

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

-Safe and Caring Catholic School Climate Survey

TORONTO CATHOLIC DISTRICT SCHOOL

Safe Schools Plan

School Vision	Nurturing Our Catholic Community
Goal #SVP 1	To support students in self-regulation and self-reflection upon their peer interactions and behaviours so they learn to effectively discern right from wrong and make appropriate choices regarding their behaviour. Develop effective self-advocacy skills. All skills should be developed to reflect our Catholic Christian values

Initiatives/Strategies/Practices

Guidance Teacher programs
Social Worker led programs
Student Initiative programs,

Responsibility

-Students
-Staff
-Safe School Team
-Administration

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

-Student initiative teams
-Ontario Catholic School Graduate Expectations
-TCDSB Religious Education Department
-TCDSB Support team
-Safe Schools team

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

Students will voice positive feelings about their relationships with peers, and demonstrate effective self-regulation and self-advocacy skills that are reflective of our Catholic Graduate Expectations.

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

Complete the mandated Fire Drills
Complete the mandated Lockdowns
Reflect on performance for respective fire drills and lockdowns and communicate areas for improvement.
Address what itinerant teachers do during lockdowns and Fire drills at staff meeting

Responsibility

-Administration -Staff -Police Partners

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

-TCDSB Threats to School Safety Response Procedures
-Police partners

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.