

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.











SCHOOL NAME	Epiphany of Our Lord Catholic Academy	PRINCIPAL:	Burgher, Simone
SUPERINTENDENT:	Roy Fernandes		
SCHOOL ADDRESS:	3150 Pharmacy Ave Toronto ON M1W 3J5		
STUDENT ENROLMENT:	130		

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	**Burgher, Simone**	**Student Rep**	**Enji Shaweshian**
Support Staff Rep	**Cari Sonsire**	**Student Rep**	**Yuan Solon**

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	**2026-10-01**	**2**	**2026-11-27**
3	**2027-03-23**	**4**	**2027-05-03**

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	All students, parents/guardians, and staff members will become knowledgeable about Bullying Awareness, Intervention, and Prevention and will be able to appropriately respond and actively promote positive, healthy, and respectful relationships within our school community.
Goal #1	All students, parents/ guardians, and staff members will become knowledgeable about bullying awareness, interventions and prevention strategies. This is to aid in helping community members appropriately respond and actively promote positive, health, and respectful relationships within our school community.

Initiatives/Strategies/Practices

-Classroom presentations by Guidance counsellor.
-Engage students as active and valued leaders within the school community (i.e. participation in school assemblies, student classroom monitors, office monitors, Reading Buddies, Intramural sports, Elementary Safe Schools Ambassador Leadership Team.
-To build awareness, on a continual basis, of the Ontario Catholic School Graduate Expectations and the Virtues of the Month.
-School Assemblies with focus on monthly virtues, Liturgical calendar.
-Classroom discussions/teachable moments.
-Staff meetings/Professional Development Days/Learning Opportunities.
-Information shared with the parent community at CSPC Meetings, CSPC events, School Events, Newsletters/School Communication.
-Focus on identifying different types of bullying and educating students on how to develop healthy, and respectful relationships.

Responsibility

-Administration
-Staff
-Parents/Guardians
-Students
-Safe Schools Team
-School Based Support Team

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

-Toronto Police Partners
-TCDSB Safe Schools Department
-TCDSB Support Staff
-CSPC
-Ontario Catholic School Graduate Expectations
-Classroom Resources

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, EQAO Student Questionnaires, Middle Years Development Instrument (MDI) from the Power BI platform.
-Data from Progressive Discipline Platform.

TORONTO CATHOLIC DISTRICT SCHOOL

Safe Schools Plan

School Vision	All students, parents/guardians, and staff members will become knowledgeable about Bullying Awareness, Intervention, and Prevention and will be able to appropriately respond and actively promote positive, healthy, and respectful relationships within our school community.
Goal #2	Epiphany of Our Lord is committed to providing safe and inclusive learning spaces, free from discrimination, harassment, and violence in accordance with the TCDSB Code of Conduct Policy.

Initiatives/Strategies/Practices

-Teachers/School Guidance Counsellor to conduct classroom presentations on Kid's Help Phone, Building Positive Relationships, Bystander Awareness, and Empathy for Others.
-Teachers to discuss safe reporting strategies and create a safe reporting strategy for the classroom.
-Engage the students as active and valued leaders within the school community.
-Strides Toronto presentations including Buddy Builders (School-Wide JK to Gr. 8)Program and Peacekeepers Team (Gr. 4-6).

Responsibility

-Administration
-School Staff
-Students
-Parents/Guardians
-Safe Schools Team
-TCDSB Support Team

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

-Toronto Police Partners
-TCDSB Safe Schools Department
-TCDSB Support Staff
-Ontario School Graduate Expectations
-Classroom Resources

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 and EQAO Student Questionnaires.

TORONTO CATHOLIC DISTRICT SCHOOL

Safe Schools Plan

School Vision	All students, parents/guardians, and staff members will become knowledgeable about Bullying Awareness, Intervention, and Prevention and will be able to appropriately respond and actively promote positive, healthy, and respectful relationships within our school community.
Goal #3	Epiphany of Our Lord is committed to providing safe and inclusive learning spaces, that celebrate cultural differences and integrates them into culturally relevant and responsive teaching practices.

Initiatives/Strategies/Practices

-Teachers to support Bullying Intervention and Prevention strategies in the classroom (Reporting, Bystander Awareness, Respectful Interactions, and Empathy).
-School staff to communicate how the Ontario Catholic Graduate Expectations are incorporated within the curriculum and daily school life.
-School Support Team (i.e. Guidance Counsellor, Social Worker, Assessment and Programming Teacher)classroom/ School/ Presentations
-Participation of a gr. 4 to 6 school Leadership team in the TCDSB Elementary Safe Schools Ambassador Team Symposium during the November Anti- Bullying Week to learn positive leadership skills to bring back to the school community.
-CSPC support of the school plan through parent engagement activities.

Responsibility

-Administration
-School Staff
-Students
-Parents/guardians
-CSPC

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

-Toronto Police Partners
-School Staff
-Students
-Parents/guardians
-CSPC
-Equity Department
-Resources: Sankofa, Tree of Life Indigenous framework

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 and EQAO student Questionnaires.
-Equity audit
-Student voice

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 appropriate choices regarding their behaviour by providing opportunities to demonstrate responsible citizenship consistent with our Catholic Graduate Expectations.

Initiatives/Strategies/Practices

-Communicate school's Progressive Discipline plan to students, parents, and staff.
-Consistent use of the Progressive Discipline Plan.
-Utilization of Catholic Social Justice Teachings and monthly virtues.

Responsibility

-Administration
-Staff
-Students
-Parents/Guardians
-School Safe Schools Team
-School Based Support Team

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

-School Handbook with School Code of Conduct, Rules, Policies, and Procedures
-Ontario Catholic School Graduate Expectations
-Hacking School Discipline Resource
-Culturally Relevant and Responsive Pedagogy
-TCDSB Religious Education Department
-TCDSB Safe Schools Department
-TCDSB Support Staff
-Classroom Resources

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, EQAO Student Questionnaires, and Middle Years Development instrument (MDI) from the Power BI Platform.
-Measure instances of students being sent to the office and the number of progressive discipline reporting forms filled.

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 - Catholic schools have a unique opportunity to accompany students in the search for truth; to foster in them a thirst for justice and an appreciation of the goodness of God, leading them patiently and lovingly in their journey of faith.
Goal #1	Epiphany of Our Lord Catholic Academy strives for a safe, inclusive, and healthy learning environment. Our goal is to enhance the quality of the working and learning experience by supporting and encouraging an equitable and inclusive environment to further develop positive, healthy, and respectful relationships.

Initiatives/Strategies/Practices

-To promote engagement of students, parents/guardians, and staff as a school community by participating in Terry Fox Walk, Acts of Service/Charity (i.e.; ShareLife and TCDSB Angel Foundation).
-To promote increased collaboration between school-home-parish.
-Increase access and knowledge of assistive technology in the classroom.
-Participation in masses, liturgies, and connection with our parish team.
-Extra-curricular teams that reinforce the importance of respectful interactions and collaboration.
-Promote eco-school activities (i.e.; decrease photocopying- electronic newsletters and communication).

Responsibility

-Administration
-School Staff
-Students
-Parents/Guardians
-CSPC

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

-Ontario Catholic School Graduate Expectations
-Epiphany Of Our Lord Parish Team - EDGE youth involvement group
-TCDSB Religion Resource and Support Staff
-Hacking School Discipline (resource)

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, EQAO student questionnaires, and Middle Years Development Instrument (MDI) from the Power BI Dashboard.
-Active student participation in extra-curricular sports.
-School assemblies.
-Regular interaction and involvement with Epiphany Parish Team.
-Increased student knowledge and use of assistive technology in the classrooms.

TORONTO CATHOLIC DISTRICT SCHOOL

Safe Schools Plan

School Vision	Nurturing Our Catholic Community - Catholic schools have a unique opportunity to accompany students in the search for truth; to foster in them a thirst for justice and an appreciation of the goodness of God, leading them patiently and lovingly in their journey of faith.
Goal #SVP 1	To create opportunities for students to demonstrate agency by expressing their voice, showing leadership, and actively contributing to the creation of a positive school community.

Initiatives/Strategies/Practices

-To promote engagement of students in community initiatives (i.e.; Terry Fox Walk, Virtue Assemblies, Acts of Service, Acts of Charity).
-Encourage staff to use Culturally Relevant and Responsive pedagogy.
-Engage students in activities that promote equity, diversity, anti-racism, and peer collaboration.
-Provide opportunities for student participation, leadership, and voice in school events (i.e. Student Teams, Student Council, Assemblies, school newsletter, on PA Announcements).

Responsibility

-Administration
-School Staff
-Parents/Guardians
-CSPC

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

-Ontario Catholic School Graduate Expectations
- Institute for Catholic Education (ICE)
-Classroom Resources
-Epiphany of Our Lord Parish 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
-Review EQAO student questionnaires
-Active Student participation in school extra-curricular activities
-Virtue of the Month and School Assemblies
-Regular Interaction and involvement with the Epiphany parish team

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

All rooms have board-issued posters outlining the levels of TCDSB Emergency Response Procedures.

As a daily practice, all exterior doors are locked and classroom doors should remain open but must be locked at all times to facilitate closing and securing the door in the event of a lockdown.

Fire Drills:
September 22, 2026
November 9, 2026
March 30, 2027

Responsibility

-Administration
-School Staff
-Toronto Police Partners
-Toronto Fire Partners
-TCDSB Safe Schools Department

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

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

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

-Review of school community performance on Emergency Response drills
Joint Health and Safety Designated Worker consultation