

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	Father Henry Carr Catholic Secondary School	PRINCIPAL:	Flores, Jose Alberto
SUPERINTENDENT:	Richard Walo		
SCHOOL ADDRESS:	1760 Martin Grove Rd Toronto ON M9V 3S4		
STUDENT ENROLMENT:	909		

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	**Cicero, Jennifer**	**Teacher Rep**	**Jegede, Donna**
Administrative Rep	**Flores, Jose Alberto**	**Teacher Rep**	**Mazzucco-Elwick, Antonietta**
Administrative Rep	**Savelli, Tony**	**Teacher Rep**	**Pereira Neves, Ana**
Teacher Rep	**Bellissimo-Marshall, Sonia**	**Teacher Rep**	**Pimentel, Michael**
Teacher Rep	**Gazzaruso-Malfara, Jenny**	**Support Staff Rep**	**Bashford, Susan**

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	**2026-10-05**	**2**	**2026-10-06**
3	**2027-02-04**	**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	-Increase student awareness on Bullying, Cyber-Bullying, Anti-Bullying and Effective Reporting. -Work to create a safe, accepting and welcoming school community. -Increase students feeling of belonging to a Catholic School Community rooted in Gospel Values.
Goal #1	Increase student awareness on bullying through targeted education and community activities that promote a safe, welcoming, and faith-centered school environment.

Initiatives/Strategies/Practices

The Safe & Accepting School's Team has been working on a variety of initiatives this year to increase school safety and encourage an inclusive, positive and caring climate among members of our community. Our Team comprised of a diverse group of students, teachers, a CYW, social worker, parent, Principal and Vice-Principal has been meeting regularly to review data, discuss safety concerns in our community and plan initiatives to target school improvement.

• Our current areas of focus include enforcing school uniform, attendance (lates/absences/truant), hallway, stairwell, washroom (passes for students) and parking lot safety, and bullying awareness & prevention.
• Administration has been visiting all classes to reiterate school safety procedures and expectations to students.
• Our CYW's will be scheduling classroom visits to speak directly with students about their services and types of support offered. Additionally, a resource list of "caring adults" has been created so that students are aware of the various levels of support available to them.
• Students have been reminded of the Anonymous Alerts App for reporting incidents of bullying or violence, and have been instructed on how to utilize the app.
• Continue with Virtuous Crusader Initiatives, where we celebrate students that have exemplified the different virtues of the month as well as the Catholic Graduate Expectations.
• Increase awareness by conducting workshops in the library.
• Educate students on appropriate ways to report bullying.

Responsibility

-Safe School Action Team
-Student Safe School Ambassadors
-Staff (Admin, Teachers, Chaplaincy, CYW, EA, Parent)
-Student Council
-A-Team

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

-FHC Instagram Page
-FHC Code of Conduct
-Directory of Caring Adults
-2024-25 TCDSB-Safe School Survey
-TCDSB Anonymous Alert App
-Canadian Safe School Network
-Grade 9 Entry & Exit Plans by CYW
-Safe School's Team Staff Members

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

Monthly Safe and Accepting Schools Team meetings (physical)

Analysis of February 2023 Safe School Survey results yield the following results. Our results have improved when compared to data from 2020. We would like to continue improving the results in all of the below areas.

In February 2023, over 80% of students indicated that they felt safe while on school property during school hours. We would like to improve in all the following areas, based on the number of students who responded to the survey.

74.3% of students feel safe while on school property after school.
71.3% feel safe walking to school.
69.5% feel safe in the parking lot after school.
55.5% feel safe while on the TTC to and from school.

Students reported they experienced bullying or other problems at school because of the following:

64.18% due to Ethnic & Cultural Background.
81.78% due to Family Income
81.92% due to Sexual Orientation
83.77% due to Gender Identity
85.66% due to disability.

The following is a percentage of students who reported bullying when they saw and/or experienced it.

7.24% reported bullying
17.59% did not experience or report bullying.
75.17% of students have not seen bullying and were not bullied.

TORONTO CATHOLIC DISTRICT SCHOOL

Safe Schools Plan

School Vision	-Increase student awareness on Bullying, Cyber-Bullying, Anti-Bullying and Effective Reporting. -Work to create a safe, accepting and welcoming school community. -Increase students feeling of belonging to a Catholic School Community rooted in Gospel Values.
Goal #2	Increase student awareness on Cyber-Bullying and Effective Reporting Methods through targeted education and community activities that promote a safe, welcoming, and faith-centered school environment.

Initiatives/Strategies/Practices

- Creation of a safe space within the school
- Teaching students concrete strategies on how to navigate and deescalate a bullying situations (use of small group discussions, role-play)
- Creating a sense of belonging, through our Catholic School Pastoral Plan.
- TCDSB-Anonymous Alert App posters placed around the school
- TCDSB Anonymous Alert App instruction video and promotional videos sent to staff to be shared to students via electronic learning platforms
- Youth Speak Presentation during the Transition Program for incoming grade 9's

Responsibility

-Safe School Action Team
-Continuous promotion and follow up of the Anonymous Application
-Staff (Teachers, CYW, EA) continue to build positive rapports with students and be identified as caring adults.
-Administration to continue to build rapports with students and address all incidences of bulling in a fair and equitable manner.

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

TCDSB safe schools resources

SAFE SCHOOLS Symposium
https://tcdsbcec.sharepoint.com/sites/SafeSchools/SitePages/Resources.aspx

Some of the PORTAL CONTENT:

Behaviour Management
Bullying Awareness and Prevention
Curriculum links to safe schools
Emergency Response Procedures
Police Protocols and guidelines
Progressive Discipline
Safe and Accepting Teams and Plan
Safe schools ambassadors

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

-Student Safe School Survey results will indicate the number of encounters with bullying
-FHC is committed to the resolution of all bullying issues brought forward to staff and administration.
-The use of Anonymous Alert Application is encouraged among the members of the school community.
- 11.72% of students surveyed, witnessed bullying and did not report it.
- 24.48% of students saw bullying and did not report it.
- 63.79% did not see bulling.

- Work towards increasing the percentage of students who feel comfortable in reporting that they have been bullied to a staff members from 2023.
-Student 'check-ins' from CYW and Administration for students who have experienced bullying to determine next steps.
-Informal survey for (mixed grades) with a follow-up with the Safe School Team.

TORONTO CATHOLIC DISTRICT SCHOOL

Safe Schools Plan

School Vision	-Increase student awareness on Bullying, Cyber-Bullying, Anti-Bullying and Effective Reporting. -Work to create a safe, accepting and welcoming school community. -Increase students feeling of belonging to a Catholic School Community rooted in Gospel Values.
Goal #3	Increase student awareness on Anti-Bullying and Effective Reporting Methods through targeted education and community activities that promote a safe, welcoming, and faith-centered school environment.

Initiatives/Strategies/Practices

Huddle UP Bullying and Prevention Program and Presentation.

Using Resolution Conference and Mediation Circles to resolve incidences of bullying.
"BEEP" Bullying Elementary Education Program.

Report-A-Bully Site (Anonymous Reporting available on School' s Portal or use the Anonymous Alert Application)
Grade 9 Orientation: Safety and Awareness Presentation

-issues addressed were school safety
-positive school culture
-bullying awareness and school impact

Stop The Stigma Campaign: Mental Health Awareness Campaign
-key issues are the effect that bullying can have one's mental health
Poster Awareness: information on effects of bullying
Mediation between students
Leadership initiatives along with mentored students at lunch
Conflict Resolution workshops for students in SHSM program
Mentor Programs--> working with victims of bullying

Responsibility

All staff will be responsible for ensuring a safe and bully-free community.

The guidance team, school psychologist, social worker, CYW's, public health nurses and administrative team will collaborate to create important learning opportunities for our community.

Student Mentors
Leadership students and Staff
Safe and Accepting Schools Team

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

TCDSB safe school workshops and resources

Student Workshops and Discussion Groups in classes or virtually.

Schools Web Portal

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

Analyse the number of incidents reported to Administration and or TCDSB-Anonymous Application

Continue to examine the Data Integration Platform throughout the years focusing on the responses of students who indicated that they have been bullied at least once at school. We intend to continue on decreasing the number of physical and cyber bullying incidents in the school.

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 promote a positive school climate that prioritizes safety, inclusivity, and acceptance for all community members.
Goal #1	In alignment with the TCDSB Student Mental Health and Well-Being Strategy and its tiered approach to fostering Mentally Healthy Classrooms, we will work collaboratively with all stakeholders—including teachers, administrators, community partners, and our school social worker—to promote a positive and inclusive school climate that supports the mental health and well-being of both students and staff.

Initiatives/Strategies/Practices

-During a Professional Development Day, teachers were in-serviced on progressive discipline procedure.
-Documentation of Safe School incidents on the TCDSB - Progressive Discipline Platform/Cority Reporting in a timely fashion (discussed during Oct. PD Day).
-Early ongoing appropriate supports and ministry initiatives provided to students (CYW, Social Worker Support, Student Success, Chaplaincy and caring adults).
-Include learning opportunities for reinforcing positive behavior, help students make better choices (I.e. Reflection/Think activity and Mentorship, mediation, restorative practice).
-School staff will utilize a range of interventions, supports and consequences that are developmentally and socio-emotionally appropriate prior to suspension/expulsion.
-Staff reinforces the Code of Conduct and has high expectation for students behaviour.
-Reinforcing the Pastoral Plan - In God's Image, Growing in Knowledge with Justice
-Emphasize on Duty of Care during PD Day(Ontario College of Teachers.).
- Uphold uniform and attendance policy by all teachers, CYW's, Student Supervisors
- Work to establish a Progressive Discipline model that is not only punitive, but both corrective, compassionate and supportive.
- Continue to work with the safe schools team, and equity team when making progressive discipline reports.
- Continue to implement mediating factors when addressing progressive discipline student matters.
- To build capacity and proficiency for staff when reporting safe school incidents.
- Decrease the number of progressive discipline incidents
- Continued partnership with 23 division with opportunities for positive student/police interactions. E.g., Student/Police basketball game

Responsibility

Administration

Teachers

CYW's

EA's

Student Supervisors

Custodians

Resources

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

-Ministry of Education -& Ontario College of Teachers - Duty to Report
-TCDSB -Progressive Discipline Safe Schools - Incident Reporting Form (on-line) and My Cority Reporting
-PMM 145 - Progressive Discipline and Promoting Positive Student Behaviour
-PPM 144 - Safe School Incident Reporting Form.
-23 Division/non-emergency consult

Measurement of Progress

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

2023 Safe School Survey results

Over 80% of students surveyed feel safe while on school property. 71.3% of students feel safe walking to school. 69.5% of students feel safe in the school parking lot.

55.5% students feel safe while on the TTC to and from school.

Data from the Safe School Survey indicates that 64.18% of students who were bullied, was due to their ethnic and cultural background, 81.78% of students were bullied due to family income.

TORONTO CATHOLIC DISTRICT SCHOOL

Safe Schools Plan

School Vision	To promote a positive school climate that prioritizes safety, inclusivity, and acceptance for all community members.
Goal #2	To build a school culture where students feel welcomed, safe, included and accepted. To build a school culture that ensures equality, equity and respect amongst all teachers, students, staff, parent(s)/guardian(s) and community as a whole. This collective effort aims to further reduce incidents of violence and safety concerns, with a partnership including all stakeholders.

Initiatives/Strategies/Practices

-Chaplaincy - Community outreach, Youth group
-Bullying Prevention Awareness Week Initiatives
-Mental Health Assemblies/Workshops (anxiety, self-image) for classes led by the CYW, Social Workers and Mental Health Services Professions.
- Building Healthy Relationships initiatives led by CYW
-Staff demonstrating accessibility and genuine care for students (caring adults. administration, CYW, Social Workers, guidance teachers)
-Opportunities for student-voice (where student feel that their perspectives and voices are heard and valued)
-Student Outreach - Trust15

Responsibility

-Everyone staff is responsible for accurate and timely reporting

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

-Father Henry Carr School Code of Conduct (Agenda)
-Ministry documents pertaining to bullying and prevention.
-Working with the Equity and Inclusivity department

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

-2023-2024 Safe School Survey
-My School, My Voice Results
-Power BI , school climate results

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	To foster an inclusive and positive climate that is centred around creating a sense of ownership, pride and belonging within the Father Henry Carr community. To implement an education around mental health, mindfulness, and well-being that will endeavour to offer our students' skills in resiliency and overall healthy living. To promote a positive school climate that prioritizes safety, inclusivity, and acceptance for all community members.
Goal #1	Increase student participation and engagement while fostering a culture of shared responsibility, where all students and staff actively report physical or emotional safety concerns and participate in Safe Schools initiatives that promote well-being and inclusivity.

Initiatives/Strategies/Practices

The following are examples of activities that are celebrated and promoted in order to encourage the participation and involvement of the student body, to provide a sense of ownership to students, and a sense of belonging to both staff and students:

Opening Classroom visits by school administration, CYW and School Social worker to begin school year to welcome students, acknowledge participants in sports, and officially introduce and welcome new staff. (Sept)

Inclusion of Fr. Henry Carr prayer in our daily opening exercises.

Ongoing communication of student-run activities announced over the P.A. to help engage students (student council)

Student Action Team (Huddle UP Ambassadors) - These are the student representatives on the Safe and Accepting School team. They communicate the initiatives of the team to the student body. Eg. Bullying awareness was to promote and support the pink shirt campaign and help administer the Safe Schools Survey.

After school sessions promoting mindfulness and social emotional learning offered by CYW's as permitted by TPH

Newcomer Parent Meetings to help recent arrivals with student school transition into the country with support of School Settlement Worker

Activities throughout the school year increase positive values and school spirit

School Support Posters - offering information for resources

Violence Prevention Program run by CYW provided through Urban Grant

Increase the number of students who participate and engage in extracurricular actives.

All Students and staff take ownership in reporting any areas that pose a physical or emotional risk to the well-being of school members and visitors.

Participation of students and staff in various Safe Schools Initiatives.

Responsibility

All staff and students are responsible for promoting a positive school culture
SIEP team to monitor progress
CSSSC, MHAT, Student Council, SSAT members, A Team
TPS/TPH

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

TCDSB mental wellness strategy
Huddle Up Program
Safe schools workshops
Accident Awareness Presentation
Mental Health & Awareness Week including student and staff support and intervention workshops
Catholic Education Week Activities
TPS to conduct workshops and presentations for staff and students
TPH for Safety Consultations
Staff participating in Intervention Workshops

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

Feedback offered by staff and students at monthly staff meetings, one-on-one conferences, teacher-student dialogue etc.

Feedback from CSAC committee

Feedback offered after the mental wellness week

School Climate survey will indicate a 10% higher level of feeling safe and trusting a caring adult

Marked decrease in student crises

5% decrease in attendance records of lates and absences

TORONTO CATHOLIC DISTRICT SCHOOL

Safe Schools Plan

School Vision	To foster an inclusive and positive climate that is centred around creating a sense of ownership, pride and belonging within the Father Henry Carr community. To implement an education around mental health, mindfulness, and well-being that will endeavour to offer our students' skills in resiliency and overall healthy living. To promote a positive school climate that prioritizes safety, inclusivity, and acceptance for all community members.
Goal #SVP 1	Increase student participation and engagement while fostering a culture of shared responsibility, where all students and staff actively report physical or emotional safety concerns and participate in Safe Schools initiatives that promote well-being and inclusivity.

Initiatives/Strategies/Practices

Staff to meet with the Safe & Accepting Schools Team and prepare events which promote Bullying Prevention Awareness as well as Inclusion.

A-Team will work towards providing assistance for other students in need.

MHAT Team to support Mental Health initiatives within the school community.

Responsibility

Staff moderators
CYW
Administration
Caring adults
Community partners

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

FHC Students and staff

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

School Climate Survey
Response of student body once safe school initiatives are active.

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

This year we are dedicated to ramping up our Emergency Response Preparedness Response Drills in order to effectively deal with threats which our school community may face. FHC will educate its staff, students and parents about the planning and procedures undertaken to ensure a safe school community. As a community we will:

- review the updated threats to school safety with staff through presentations at staff meetings
- review updated threat to school safety with students
- ensure that every area and classroom in the school have an Emergency Response Procedures Poster where it is visible
- invite Police Officers to the school to practice Hold and Secure and/or Lockdown drills with our school community

Responsibility

All staff
Administration/Custodial Staff to inform staff of proper procedures/conduct practice drills both semesters
Ensure that procedures are posted in each classroom and office around the school

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

TCDSB Safe Schools Manual:

SAFE SCHOOLS WEBSITE: http://intranet.tcdsb.org/Departments/SafeSchools/Pages/Safe-Schools-Documents.aspx

CONTENTS:Emergency Response Procedures
Safe Schools Lockdown Training
Safety Plan
(VARIOUS SAFE SCHOOLS DOCUMENTS)

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

Completion of drills

Review of drills and procedures at CLC meetings and CSAC Night

Timed: Lockdown, Shelter Place, Bomb Threat: with input from staff and students.

Annual review of procedures