

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	Francis Libermann Catholic High School	PRINCIPAL:	Piccolo, Gabriele
SUPERINTENDENT:	Chen, Derek		
SCHOOL ADDRESS:	4640 Finch Ave E Toronto ON M1S 4G2		
STUDENT ENROLMENT:	843		

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	**Morra, Antonietta**	**Support Staff Rep**	**Shawna Faught (CYW)**
Administrative Rep	**Piccolo, Gabriele**	**Parent Rep**	**Floyd Garvey**
Administrative Rep	**Sosniak, Natalia**	**Student Rep**	**Martin, Dianella**
Teacher Rep	**Haddad, Jennifer**		

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	**2026-11-02**	**2**	**2026-11-16**
3	**2027-02-25**	**4**	**2027-03-04**

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	Student achievement, success and well-being can be fostered in a safe, healthy, compassionate and inclusive environment and it is everyone's responsibility to develop and nurture a positive school climate. Francis Libermann C.H.S has a zero-tolerance policy on bullying. Through bullying awareness, prevention plan, intervention strategies, and involving all the stakeholders, we are proactively promoting an environment where staff and students are comfortable to report any instance of bullying.
Goal #1	Bullying awareness in Education. We will continue to bring awareness of bullying and continue to provide students with a proactive prevention plan that includes initiatives and strategies which will decrease the number of Safe Schools incidents related to bullying.

Initiatives/Strategies/Practices

- Grade 8 summer transition program (our summer credit program for incoming Grade 9 students).
- Grade level assemblies on September 8, 16 and 17, 2026
- Grade 9 Orientation on October 2nd, 2026
- Professional Development opportunities for staff, students, and parents
- Conduct safe school surveys in all grades and at all levels.
- Participate in Anti-Bullying Week (November)- announcements, activities such as "Kindness Campaign" in April, social media messaging on our Safe School Instagram and X feeds.
- TPS Social Media presentations for incoming Grade 9's- Officer Meghan
- Safe Schools Ambassador Student Team (SSAT) X account @KeepFalconsSafe, Instagram account: flchs_keepfalconssafe
- Students and safe schools team member attend TCDSB Safe Schools Ambassador Team Workshop
- Newcomer Orientation Session - Settlement Worker
- TPS "It's a Big Deal" Online Awareness Pamphlet available for teachers
- AnonymousAlerts App
- L2L Tutoring and Mentoring

Responsibility

The following stakeholders play a central role:
* Administration
* Safe school team
* Child & Youth Workers
* Student Success Teachers
* Student Council
* Guidance Counsellors
* Parents/Guardians
* Our partners in the community

Resources

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

* Ministry of Education
* Toronto Police Services
* Safe School Department, TCDSB
* TCDSB Safe Schools Ambassador Team - board website, Prevnet.ca, guest speakers
* Professional Readings i.e. Edutopia: "Research-Backed Approaches to Preventing Bullying", ""Fostering Identity Safety in Schools" "Hacking School Discipline"
* Video Tutorials from www.educatorstechnology.com
* Professional Advisory "Responding to the Bullying of Students" (OCT)
* Safe Schools Staff Resource Folder on Google Drive

Measurement of Progress

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

* OSSLT and EQAO student surveys
* Bullying related progressive discipline statistics, more specifically, bullying related suspension rates
* Anecdotal feedback from stakeholders to ensure an increase in student compliance with school Code of Conduct

TORONTO CATHOLIC DISTRICT SCHOOL

Safe Schools Plan

School Vision	Student achievement, success and well-being can be fostered in a safe, healthy, compassionate and inclusive environment and it is everyone's responsibility to develop and nurture a positive school climate. Francis Libermann C.H.S has a zero-tolerance policy on bullying. Through bullying awareness, prevention plan, intervention strategies, and involving all the stakeholders, we are proactively promoting an environment where staff and students are comfortable to report any instance of bullying.
Goal #2	Bullying Prevention: Continuation of bringing awareness to bullying and providing students with a prevention plan that includes initiatives and strategies, will ensure that our students are able to build meaningful, trusting and lasting relationships with caring adults in the school.

Initiatives/Strategies/Practices

- TPS presentations on Cyber Bullying, safety and awareness;
- Guest Speakers, Administration led progressive discipline practice with students
- Possible workshops about Crime Stoppers, Cyber Bullying, etc.
- Participate in Anti-Bullying Week (November)- announcements, activities such as "Kindness Campaign" in February, TPS Social Media presentations
- Safe Schools Ambassadors X account @KeepFalconsSafe, Instagram account: flchs_keepfalconssafe
- Students and safe schools team member attend TCDSB Safe Schools Ambassador Team Symposium
- Newcomer Orientation sessions
- AnonymousAlerts App

Responsibility

Under Bill 157, it is the responsibility of all members of the school community to report instances of bullying and/or offences that will result in suspension.
The following stakeholders play a central role:

* Administration
* Safe school team
* Child & Youth Workers
* Student Success Teachers
* Student Council
* Guidance Counsellors
* Parents/Guardians
* Our partners in the community

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

* Ministry of Education
* Toronto Police Services
* Safe School Department, TCDSB
* Guest Speakers,CYW, TCDSB website, Progressive Discipline platform
* Professional Readings i.e. Edutopia: "Research-Backed Approaches to Preventing Bullying", ""Fostering Identity Safety in Schools"
* Video Tutorials from www.educatorstechnology.com
* Professional Advisory "Responding to the Bullying of Students" (OCT)

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

* OSSLT and EQAO student surveys
* Bullying related progressive discipline statistics, more specifically, bullying related suspension rates
* Anecdotal feedback from stakeholders to ensure an increase in student compliance with school Code of Conduct;
* Number of incidents reported on the Progressive Discipline platform (increase? decrease?) compared to previous year(s)
* increase in student compliance with school Code of Conduct; Progressive Discipline statistics

TORONTO CATHOLIC DISTRICT SCHOOL

Safe Schools Plan

School Vision	Student achievement, success and well-being can be fostered in a safe, healthy, compassionate and inclusive environment and it is everyone's responsibility to develop and nurture a positive school climate. Francis Libermann C.H.S has a zero-tolerance policy on bullying. Through bullying awareness, prevention plan, intervention strategies, and involving all the stakeholders, we are proactively promoting an environment where staff and students are comfortable to report any instance of bullying.
Goal #3	Bullying Intervention and Resources: By continuing to bring awareness to bullying, providing students with a prevention plan that includes initiatives and strategies, and by providing all stakeholders with bullying related resources, members of our school community with use intervention measures, such as mediation, as a means to restore relationships and move forward in a positive way.

Initiatives/Strategies/Practices

• Use of Resolution Conference and Mediation Circles (RCMC) where possible
• Build relationships between staff, community members through presentations and guest speakers
• Administrative progressive discipline conferences with students (and parents/guardians)
• Newcomer Orientation sessions
• Work closely with CYW and Social Worker
• Continue to liaison with Chaplaincy, Guidance, CYW, Equity and Inclusion Committee, Safe and Accepting Schools, Student Success Teacher as a first step of counsel, social work/psych referral second step if needed.

Responsibility

Under Bill 157, it is the responsibility of all members of the school community to report instances of bullying and/or offences that will result in suspension.
The following stakeholders play a central role:
* Administration
* Safe school team
* Child & Youth Workers
* Student Success Teachers
* Student Council
* Guidance Counsellors
* Parents/Guardians
* Our partners in the community

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

* Ministry of Education
* Toronto Police Services
* Safe School Department, TCDSB
* Guest Speakers, CYW, TCDSB website, Progressive Discipline platform
* Professional Readings i.e. Edutopia: "Research-Backed Approaches to Preventing Bullying", ""Fostering Identity Safety in Schools"
* Video Tutorials from www.educatorstechnology.com
* Professional Advisory "Responding to the Bullying of Students" (OCT)
* Equity and Inclusion Committee

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

* OSSLT and EQAO student surveys
* Bullying related progressive discipline statistics, i.e., bullying related suspension rates and incident reports: increase or decrease
* Anecdotal feedback from staff and students and parents/guardians to ensure an increase in student compliance with school Code of Conduct;

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	Francis Libermann expects all students to demonstrate positive behaviours while recognizing that students may need support developing the necessary skills to diffuse or redirect negative or challenging behaviours. We will work to develop alternative strategies to suspensions by looking at alternative ways to discipline students; a way that preserves their dignity and corrects as well as teaches and re-builds a sense of community.
Goal #1	To continue to reduce the number of suspensions and promote positive behavior by identifying students who may be in need of support and provide suitable, corrective interventions/programs and supports to address inappropriate behavior(proactive rather than reactive)

Initiatives/Strategies/Practices

* Professional Development re: mediation practices i.e. RCMC; in service staff on use of Progressive Discipline model (chart progressive discipline of students)
* Grade assemblies at the beginning of school year to include expectations of behavior and student responsibilities
* Highlighting acts of kindness and sharing with the school community through morning announcements (SAC).
* Presence of Student Supervisors, Administrators, and other staff in areas outside of the classrooms.
* Sharing the Progressive Discipline Plan with staff, students, and parents.
* Re-entry/case conference after each suspension depending on cause of suspension
* Developing relationships between staff and students
* More parental contact + implementing reflections as part of the process
* Attendance tracking sheets; Attendance Social Worker Involvement
* Hall Passes
* Vape notifications and Vape Poster Campaigns and IG Campaigns
* Detentions for lates and behaviors in class
* Meetings with administration for lates and absences

Responsibility

The following stakeholders play a central role:
* Administrators
* Student Supervisors
* Child & Youth Workers
* Teachers
* Students
* Parents/guardians
* Student Success
* Guidance
* Chaplain

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

* Safe Schools Department, TCDSB
* Ministry of Education
* Progressive Discipline platform
* RCMC materials
* Student Success
* Guidance, Administration
* CYW
* Professional Readings i.e. Edutopia "Helping Troubled Students, One Relationship at a Time" and "Hacking School Discipline"

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

* Number of incidents reported using "Incident Reporting Form" compared to previous year
* Number of Suspensions relative to implemented detentions.

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	The culture of Francis Libermann community is centered around respect, responsibility and academic excellence. We strive to build strong relationships between staff and students thereby creating an accepting, caring and inclusive community where everyone is valued and accepted. Building a positive environment is keenly important.
Goal #1	To provide the Libermann community (staff and students) with the opportunity to interact with each other; to continue to celebrate academic achievement and commitment to Gospel Values and Catholic Social Teaching thereby creating a community that promotes responsibility, respect, civility and academic excellence.

Initiatives/Strategies/Practices

* School-wide Affirmation Projects
* Social Media Accounts: Libermann X account #keepfalconssafe; SAC Instagram, Young Spiritans
* Student of the Month linked to Virtue of the Month
* Grade 9 Orientation, including Leadership Course Facilitating School Spirit Activities.
* Breakfast Club Snack Program
* Black Lives Matter and Anti Racism Resources and Awareness, Black History Month
* Equity Committee
* School Masses
* Spirit Wear Fridays
* Newcomer Orientation
* Kindness Campaign
* National Day for Truth and Reconciliation & Orange Shirt Day, Pink Shirt Day (spring), Purple Shirt Day
* Libermann Winter Activity Day
* Experiential Learning opportunities through activities and excursions
* Semi-formal, Prom
* Chaplaincy Visits
* Multicultural Day
* Clubs to promote equity, awareness and inclusion - BEA, Wise and Bridges
* Grade 9 Family BBQ
* Take Your Kids to Highschool Day
* Grade Level Religion Retreats
* Falcon Fest
* Mental Health Awareness Week

Responsibility

* Administration
* staff
* CYW
* Student Council
* students
* Chaplaincy
* Student Success
* Equity committee etc.

Resources

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

* Safe Schools Team/Ambassadors (CYW, Students), Guidance, Administration, staff,
* board website, Professional Readings i.e. Edutopia "4 Practices for Increasing Student Engagement" and "Hacking School Discipline"
* CYW Virtual Office
* Guidance Website

Measurement of Progress

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

* OSSLT and EQAO student surveys
* Assemblies
* Students know where to access mental Health Supports within the school
* SIEP Goal

TORONTO CATHOLIC DISTRICT SCHOOL

Safe Schools Plan

School Vision	The culture of Francis Libermann community is centered around respect, responsibility and academic excellence. We strive to build strong relationships between staff and students thereby creating an accepting, caring and inclusive community where everyone is valued and accepted. Building a positive environment is keenly important.
Goal #SVP 1	To reduce the number of students and staff who experience bullying and to increase the number of students/ staff who are victims of or witness bullying to report it.

Initiatives/Strategies/Practices

* Participate in anti-bullying week in November (announcements, activities such as Kindness Week, T.H.I.N.K banner, anti-bullying messages etc.)
* Work with clubs such as YOUNG SPIRITANS to promote a bully-free environment through positive messages throughout the school year.
* Possible Guest speaker presentations on Cyber Bullying, safety and awareness;
* Administration led progressive discipline practice with students.
* Awareness campaign about appropriate use of social media.
* Continue to use Libermann X account #keepfalconssafe, Anonymous Alerts, IG SAC Accounts, Safe School Account, Young Spiritans Account
* PD for staff on conflict mediation and reporting process with Union + School Board representative.
* Bullying Prevention brochures placed in each emergency teacher folder.
* Professional Development opportunities for staff, students, and parents

Responsibility

* Administration
* Students
* Teachers
* Guidance
* Child & Youth Workers
* Educational Assistants
* Student Success
* Safe School Team/Ambassadors

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

* TCDSB website and Safe Safe Schools, Prevnet.ca
* Professional Advisory "Responding to the Bullying of Students" (OCT)

Anonymous Alerts APP

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

* Suspension rates
* Anecdotal feedback

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

Review, update and practice all emergency procedures with staff and students; provide all staff with "Threats to School Safety" package complete with class lists and laminated room numbers and procedures placed in each classroom. Emergency folders created for supply teachers also.

Invite, TPS Tony Santaremo to run through Lockdown Drill Information and Awareness sessions with Grade 9 and 10 classes.

Responsibility

Administration, all staff, students and school visitors i.e. supply teachers

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

TCDSB Protocol, website (Safe Schools), Toronto Police Services

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

Drill log observations/notes re: time, compliance etc. (feedback from staff and students and Toronto Police Services etc.),