

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	Holy Family Catholic School	PRINCIPAL:	Dempsey, Stephen
SUPERINTENDENT:	George Danfulani		
SCHOOL ADDRESS:	141 Close Ave Toronto ON M6K 2V6		
STUDENT ENROLMENT:	204		

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	**Dempsey, Stephen**	**Parent Rep**	**Cruz, Rosabelle**
Teacher Rep	**Ferry, Tyler**		

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	**2026-01-21**	**2**	**2026-03-26**
3	**2026-05-29**	**4**	**2026-11-10**

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	Holy Family Catholic School is a safe, caring and nurturing school community serving the needs of a diverse student population. Instruction and interactions are based on Gospel values with an emphasis on excellence in student academic performance, growth in spiritual, social, physical and emotional domains and comprehensive preparation for student success in secondary school.
Goal #1	To incorporate the cultural dimension that is inclusive of diverse communities and to recognize that an inclusive school culture is never static.

Initiatives/Strategies/Practices

- Sharing professional resources and workshops with staff that are provided by TCDSB
- Community Building Activities (School Masses and Liturgies, Virtue Awareness and Assemblies, Parent/Community Involvement)
- Regular announcements with anti bullying messaging created by the principal, and members of student council
- Promote Student Leadership through our student council
- Continual awareness of the Ontario Catholic School Graduate Expectations and Virtues of the Month virtually and in classroom
- Each class to lead one of the Monthly Masses at Holy Family Church
- Continue to collaborate with the Safe School Advisory committee
- Maintain Home - School communication via the school newsletter and School Messenger announcements
- Review of the School Code of Conduct regularly in class
- Participate in TCDSB Safe School Initiatives - Elementary Student Ambassador Symposium
- Support our CSPC to use PRO GRANT FUNDS to support Mental Health initiatives and or Inclusivity development for the students and parents
- Consult with resource staff: Guidance, Social Work, Psychology, and Autism Team to build further awareness for parents and staff
- Staff training provided in September for prevention and mental health support for students and staff

Responsibility

- School teaching and support staff (Guidance, Social Work and Autism support)
- Principal
- Students
- Parents
- Parish

Resources

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

- TCDSB publications and brochures
- Staff capacity building - participation in Board-sponsored Safe Schools events and modules
- Community partners - Police, Toronto Parks and Rec. staff, Before and After-School Care providers
- Guidance Teacher
- Social Worker
- TCDSB Bullying Prevention Program
- Safe schools website
- Follow the TCDSB Progressive Discipline Model
- PPM 144 - Bullying Prevention and Intervention
- PA Good News Stories
- Virtue of the month/Catholic Graduate recipient of the month - reminders on PA and bulletin board
- Library resources
- Safe Schools Survey

Measurement of Progress

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

-Decrease in reports of bullying and aggressive behaviours directed at students as reported by students, staff members and parents
-Decrease in the number of school suspensions and aggressive behaviours compared to previous years
-Decrease in Incident Reports
-Observations and Surveys
-Timely feedback to students/classes/ school about behaviour demonstrated

TORONTO CATHOLIC DISTRICT SCHOOL

Safe Schools Plan

School Vision	Holy Family Catholic School is a safe, caring and nurturing school community serving the needs of a diverse student population. Instruction and interactions are based on Gospel values with an emphasis on excellence in student academic performance, growth in spiritual, social, physical and emotional domains and comprehensive preparation for student success in secondary school.
Goal #2	Through a constant process of education, examination, reflection, and action, all staff are to understand the nature and extent of bullying realities through clear and consistent interventions and formative consequences.

Initiatives/Strategies/Practices

- All share responsibility to respond, to report evidence of bullying behaviour immediately
- Promote the use of the progressive discipline reporting on-line
- Develop leadership in our older students
- Father Martin and Father Christopher weekly visits
- Performing Arts presentations and/or speakers
- Student Ambassadors

Responsibility

- School staff
- Students
- All caregivers
- Parish
- Community partnerships with Holy Family Community Center and outside agencies

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

- Classroom/ School resources
- Police Safety Presentations by school liaison officer to students in JK-8 scheduled throughout year.
- Parish team
- Toronto Police relationships
- Students
- Parents
- CSPC support
- Guest speakers
- Guidance teacher support
- Social worker support
- Safe Schools Dept
- Religious Ed Dept (Catholic Graduate Expectations drama and presentations)
- PPM 145

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

- A reduction in number of incidents of physical aggression, verbal or written abuse
- A reduction in number of discipline reports and suspensions
- Community Engagement
- Observations and Surveys
- Decrease in number of behaviour logs

TORONTO CATHOLIC DISTRICT SCHOOL

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Goal #3	Empower our student leaders with the tools and strategies needed to demonstrate effective modelling.

Initiatives/Strategies/Practices

-All share responsibility to respond, to report evidence of bullying behaviour immediately
-Develop leadership in our junior/intermediate students
-Promoting Catholic Graduate Expectations (drama skits by Gr. 8's followed by a school assembly to celebrate the Catholic Graduate Expectations and create greater awareness
-Mass; attend liturgy at the church
-Community Building Activities (School Masses and Liturgies, Virtue Awareness, Parent/Community Involvement and partnerships)
-Appropriate Dress Code
-School Assemblies with involvement from our student council and Faith Action Team

Responsibility

-Entire school community comprising of staff, students, parents and parish community.

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

- TCDSB publications and brochures
- Staff capacity building - attendance at Board-sponsored Safe Schools events
- Community partners - Police, Toronto Parks and Rec. staff.
- Parish Priest
- CSPC
- Guest speakers
- Guidance teacher support
- Safe Schools Dept
- Safe Schools Portal
- Social worker support

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

- Decrease in reports of bullying and aggressive behaviours directed at students as reported by students, staff members and parents
- Decrease in the number of school suspensions and aggressive behaviours compared to previous school years
- Parent/Student/Staff Feedback
- Safe School 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

School Vision	Holy Family Catholic School is a safe, caring and nurturing school community serving the needs of a diverse student population. Instruction and interactions are based on Gospel values with an emphasis on excellence in student academic achievement, growth in spiritual, social, physical and emotional well-being, and comprehensive preparation for student success in secondary school.
Goal #1	Holy Family students will demonstrate good decision-making skills when confronted with options which could result in poentially negative consequences.

Initiatives/Strategies/Practices

- Classroom discussions and awareness of Progressive Discipline school model by staff members and students
- sharing of good choices and decision making over the PA
- modelling Catholic values/graduate expectations daily
- assemblies to showcase positive ways of social interaction through song, story or video

Responsibility

- School teaching staff
- School non-teaching staff
- Principal - Coordination of effort, liaison with Police
- Safe school department
- Students
- Parents/Guardians

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

- School Guidance Teacher
- School Social Worker
- TCDSB Safe Schools Personnel
- Communication with Parent Community
- Progressive Discipline Model

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

- Decrease in the number of Incident Reports, number of students sent to school office by teachers for refractory classroom behaviour, and School Suspensions
- Results from the Safe and Caring School Survey (Grades 6 & 8)results
- Decrease in number of Incident Logs

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Safe Schools Plan

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Goal #2	To create a holistic school approach to encourage appropriate behaviours and collectively deter inappropriate behaviors with an emphasis on community and relationships.

Initiatives/Strategies/Practices

- Staff awareness and use of Incident Reports, Reporting to Administration reports;
- Staff sharing of best practices about classroom management strategies;
- Staff members accessing Guidance Teacher and School Social Worker on an as-need basis.
- Staff to provide direct teaching of behavioural expectations in all grade levels and upholding the TCDSB code of conduct
- Administration to support teachers by promoting behaviour expectations
- Communicate with parents about behaviour infractions in a timely manner
- Recommend guidance teacher or social worker support when necessary

Responsibility

- School teaching staff
- School non-teaching staff
- Principal - Coordination of effort, liaison with Police
- Safe school department
- Students
- Parents/Guardians

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

- School Guidance Teacher
- School Social Worker
- TCDSB Safe Schools Personnel
- Communication with Parent Community
- Progressive Discipline Model
- PPM 145

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

- Decrease in the number of Incident Reports, number of students sent to school office by teachers for refractory classroom behaviour, and School Suspensions
- Results from the Safe School Survey (Grades 6 & 8)results
- Decrease in number of Incident Logs

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Safe Schools Plan

School Vision	Holy Family Catholic School is a safe, caring and nurturing school community serving the needs of a diverse student population. Instruction and interactions are based on Gospel values with an emphasis on excellence in student academic achievement, growth in spiritual, social, physical and emotional well-being, and comprehensive preparation for student success in secondary school.
Goal #3	Continue to develop and maintain the rules, responsibilities and code of conduct that includes a disciplinary policy with clearly stated rules and consequences for negative behaviour.

Initiatives/Strategies/Practices

- Ongoing review of Code of conduct
- Positive re direction of undesired behaviours that may be harmful to self or other
- Communication with community (Code of conduct)
- Correction of behaviour through education (reflection, conversation etc)

Responsibility

- School teaching staff
- School non-teaching staff
- Principal - Coordination of effort, liaison with Police
- Safe school department
- Students
- Parents

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

- School Guidance Teacher
- School Social Worker
- TCDSB Safe Schools Personnel
- Communication with Parent Community
- Progressive Discipline Model
- PPM 145

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

- Decrease in the number of Incident Reports, number of students sent to school office by teachers for refractory classroom behaviour, and School Suspensions
- Results from the Safe School Survey (Grades 6 & 8)results
- Decrease in number of Incident Logs

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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Goal #1	To work collaboratively as a school community to close the opportunity gap and provide all students and staff in the community a safe and equitable learning experience.

Initiatives/Strategies/Practices

- CSPC and community events
- Angel Foundation donation drive
- Parent volunteers/engagement events
- Retreats/activities for sacrament grades
- Community partnerships (Local businesses)
- Ongoing communication with parent community

Responsibility

- all school staff and community members.

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

- TCDSB resources - Safe Schools Department and brochures
- Staff initiatives, e.g. coaching , excursions, clubs, class special guests
- CSPC
- Board Staff
- Parent Community
- Library Technician
- Staff of Holy Family Church

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

- increase in student participation on school teams, clubs, talent show, etc. when able to do so (pandemic restrictions in place)
- improved student attendance
- increase of student engagement through a holistic lens

TORONTO CATHOLIC DISTRICT SCHOOL

Safe Schools Plan

School Vision	Holy Family Catholic School is a safe, caring and nurturing school community serving the needs of a diverse student population. Instruction and interaction are based on Gospel values with an emphasis on excellence in student academic performance, growth in spiritual, social, physical and emotional domains and comprenhensive preparation for student success in secondary school.
Goal #2	To foster an inclusive environment where all students feel safe and accepted regardless of gender, gender expression, ability, culture, heritage and race.

Initiatives/Strategies/Practices

- P.A. announcements focussing on student milestones and achievements (class, group and individual)
- participation in masses at Holy Family Catholic Church every month (with Father Martin and Father Christopher)
- weekly in-person visits by Father Martin or Father Christopher; sacrament preparation by parish priests
- students sharing how they show kindness at school and in the community (sharing gratitude journals over the PA, posting art work and stories of kindness in the halls, wrap ups)
- Student Leadership Events and Opportunities (social justice initiatives such as the food drive)
- Birthday Wishes during morning announcements and birthday acknowledgments from student council in their monthly newspaper
- Angel Foundation donation drive
- Spirit days, civvies days
- Student participation and leadership in various celebrations/services (Remembrance day, Christmas/Advent etc)
- Increased awareness of Catholic Graduate Expectations through weekly 411's and announcements
- Virtues of the Month and theme of the month virtual assemblies and celebrations
- Retreats/activities for sacrament grades (virtual)
- staff participation in professional development in September on Equity and Inclusivity

Responsibility

- all school staff and community members.

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

TCDSB resources - Safe Schools Department and brochures
- staff initiatives, e.g. coaching , excursions, clubs, class special guests
- CSPC
- Board Staff
- Parent Community
- Library Technician
- Staff of Holy Family Church

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

- increase in student participation on school teams, clubs, talent show, etc. when able to do so (pandemic has impacted this)
- improved student attendance
- increase of student engagement through a holistic lens

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Safe Schools Plan

School Vision	Holy Family Catholic School is a safe, caring and nurturing school community serving the needs of a diverse student population. Instruction and interaction are based on Gospel values with an emphasis on excellence in student academic performance, growth in spiritual, social, physical and emotional domains and comprenhensive preparation for student success in secondary school.
Goal #SVP 1	To ensure that a positive school climate exists whre all members of the school community feel safe, comfortable, and accepted.

Initiatives/Strategies/Practices

In an ongoing effort to keep our Catholic schools safe and caring places in which to learn, the Toronto Catholic District School Board is collecting information from students about their feelings of safety and the general school climate. The Safe and Caring Catholic School Climate Survey for elementary students is administered on-line to all Grade 6 and Grade 8 students.
The results of the survey will allow our Safe Schools Team to assess students' perceptions about the safety and climate of our Catholic school, and will focus our efforts to address any identified needs. All of the information gathered will be anonymous and confidential, and only group-level results will be used to inform planning.

Responsibility

Principal, Grade 6 and Grade 8 Teachers.

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

The Safe and Caring Catholic School Climate Survey for elementary students is administered on-line to all Grade 6 and Grade 8 students.

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

The results of the survey will allow our Safe Schools Team to assess students' perceptions about the safety and climate of our Catholic school, and will focus our efforts to address any identified needs.

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

- Staff professional development to inform of lockdown drill procedures and the need for practice

Responsibility

-Safe school action team
-Principal
-All staff

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

- TCDSB resources including Safe School Department
- Violent Threat assessment course
- Safe Schools Department

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

Safe execution of Lockdown, Hold and Secure, Shelter in Place drill