


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.*











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|---|---|---|---|
| SCHOOL NAME | Immaculate Heart of Mary Catholic School | PRINCIPAL: | Naoum, Anthony |
| SUPERINTENDENT: | Ryan Peterson | | |
| SCHOOL ADDRESS: | 101 Birchmount Rd Toronto ON M1N 3J7 | | |
| STUDENT ENROLMENT: | 149 | | |

## 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

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| **Administrative Rep** | **Naoum, Anthony** | **Teacher Rep** | **Shearham, Victoria** |
| **Teacher Rep** | **Catli, Elyn** | **Parent Rep** | **Rolanda D'Cuhna** |
| **Teacher Rep** | **Hogan, Brianne** | | |

### 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

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|---|---|---|---|
| **1** | **2026-10-29** | **2** | **2026-11-10** |
| **3** | **2026-11-16** | **4** | **2027-01-05** |

# 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**

To foster a safe, caring, and inclusive school environment where acceptance, respect, and responsibility are integral to our community, ensuring that the teachings of the Gospel are evident in our daily practices.

**Goal #1**

By the end of the 2027, 100% of students will participate in at least one bullying awareness activity, including - Pink Shirt Day, or bullying awareness activity.

The school safe and caring school community survey will indicate an increase in students' ability to identify bullying behaviors and appropriate responses.

**Initiatives/Strategies/Practices**

- Whole school approach
- The 'house' initiative with cross grade and age connections to increase trust and relationship building throughout the school.
- Anonymous reporting opportunity arranged for students - caught in a good moment - celebrating positive student behaviour.
- Bully Awareness Week - activities and literature
- Anti bullying initiative:
- Pink Shirt Day
- Showcasing student work on kindness, inclusion and bullying awareness
- awareness Kids Help Phone Line displaying posters and telephone numbers
- resources personal - social worker, psychologist and guidance counsellor
- guidance teacher provide Bullying presentation to Gr 6, 7 and 8 classes.
- Connection with Toronto Public Health on Kids Have Stress Too and Self-Regulation
- use of mental health and wellness resources.

**Responsibility**

- Whole school approach
- Principal
- Safe School Team
- Staff
- Students
- Parents
- Community
- guidance counsellor

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

Website:
TCDSB website - Safe schools
TCDSB: Bullying Prevention and Intervention.
Board Documents: MYSP, Safe Schools resources
www.Bullying.org
www.torontoPolice.on.ca (Community Liaison Officer)
www.kidsrworthit.com
www.creativeteaching.com
Catholic Graduate Expectations

Literature
Safe School Documents
Library Books/Family Life Religion Program

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

- Decrease in incidents reported re: Bullying behaviours throughout the school
- Staff observations/ anecdotal evidence
- level of involvement of staff and students
- increased awareness and knowledge among staff, students and parents
- TCDSB Survey (Safe and Caring Catholic School Climate Survey.)

# TORONTO CATHOLIC DISTRICT SCHOOL

## Safe Schools Plan

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| **School Vision** | To foster a safe, caring, and inclusive school environment where acceptance, respect, and responsibility are integral to our community, ensuring that the teachings of the Gospel are evident in our daily practices. |
| **Goal #2** | - Focusing on the important role of a bystander as a way to empower students to demonstrate empathy and be a positive influence in difficult situations and/or during non-instructional time.<br><br>- provide videos/literature during class and school assemblies on kindness and role of a bystander. |

**Initiatives/Strategies/Practices**

- promote safe ways of reporting--to a caring adult, anonymous (What I wish my principal Knew.)
- students and staff understand the community responsibility for preventing bullying behaviour
- students understand how a bystander can help by seeking help, ie,. staff member on duty, teacher, principal
- increased student voice through connection with Equity team and Equity walk

**Responsibility**

- Students
- staff including EAs and CYWs.
- administration
- Guidance and Social Worker Support

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

- Board Policy Documents
- TCDSB Safe Schools Bullying Resources
- Guidance teacher visits
- Social Worker
- library books/ resources
- resource books and programs
- Guest speakers (TAIBU)

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

- students understand the roles of the Bully, Bystander and victim and can explain what each means and how they interact
- Increased reporting of bullying incidents followed by decreased reporting as awareness grows.
- Staff observations--anecdotal evidence.
- TCDSB Survey (Safe and Caring Catholic School Climate Survey.

# TORONTO CATHOLIC DISTRICT SCHOOL

## Safe Schools Plan

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| **School Vision** | To foster a safe, caring, and inclusive school environment where acceptance, respect, and responsibility are integral to our community, ensuring that the teachings of the Gospel are evident in our daily practices. |
| **Goal #3** | - Student led initiatives, including posters, messages and age-appropriate activities that promote anti-bullying and empathy to those who are different.<br>- To explore themes related to race, gender and disability. |

**Initiatives/Strategies/Practices**

- daily reminder of and focus on our motto We Learn, Grow and Belong in Faith
- Search institute student surveys in December 2019.
- Monthly assemblies focussing on Virtue of the Month; Equity Initiatives and House activities.
- Shout out wall, Guidance Counsellor,
- Developmental Assets

**Responsibility**

- staff, students, parents, community

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

- virtues (Assemblies and house activities)
- Equity walk and equity team involvement of student.
- C-Slit Leadership initiative. Search Institute
- Family Life Program
- Health Classes (reviewing safety and anti bullying)

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

- reduced incidents of bullying in the school
- increase awareness of others and including others in activities particularly at recess.
- increased representation and voice of students and community.

## 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 foster a safe and inclusive school culture, we will implement a progressive discipline plan that strengthens the partnership between school, home, and church while promoting education on appropriate social behavior grounded in Gospel values

**Goal #1**

By the end of the school year, we will continue to foster a progressive discipline plan that engages 100% of our staff in training, achieves a reduction in behavioral incidents, and strengthens partnerships with families and the community to support student development.

**Initiatives/Strategies/Practices**

Whole School Approach
- Equity awareness and initiatives
-Student voice promotion
-Virtue of the month and House initiatives
--Student Shout outs weekly
Progressive Discipline Approach
-Focus on education and restorative practices
- Contact with Parents (Phone call, meetings, Case conferences, SBSLT)

**Responsibility**

- Principal
- Staff
- Students
- Parents
- Community
- SBSL Team

**Resources**

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

- TCDSB Safe Schools Documents & personnel
- www.Canadiansafeschools.com
- Community Liaison Officers

**Measurement of Progress**

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

- Reduction in the number of students sent to the office for disciplinary action
- Reflection of progress of students who have a history of repeated disciplinary action
- Team approach to discipline and behaviour management

## 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 establish a safe, caring, and inclusive school environment where acceptance, respect, and responsibility are foundational, ensuring that the virtues and Gospel teachings are reflected in our daily practices.

**Goal #1**

By June 2027, all students in the ISP ME class will take part in weekly, purposeful inclusion activities with age-appropriate peers that promote collaboration, belonging, and skill development across diverse school settings. Progress will be monitored through staff observation notes, student reflections, and participation tracking logs.

**Initiatives/Strategies/Practices**

- AAC Communication school wide initiative.
- Focus on Virtue of the month
- Monthly Liturgies
- Intentional focus on Equity.
- Student Shout Outs--acknowledging student good deeds and behaviour on announcements each week.
- Focus on the Catholic Graduate expectations
- Equity team with monthly curricular and extra curricular activities to raise awareness and acceptance.
- Follow up of the Developmental Assets program at the school
- Continuation of the 'House' cross divisional and cross class system of caring.
- Fund raising to support Families in need
- Terry Fox Run
- Earth Day Celebration, Pancake Tuesday - Toonies for The Angel Foundation
- opportunities for students to demonstrate leadership (i.e., creating and running of Monthly Assemblies, organizing intramurals)
- daily singing of O Canada led by students and student participation in announcements
- Parent Council events promoting Community Building

**Responsibility**

- Whole school approach (staff, students, CSPC & Parish)
- Speech and language and Autism Team
- CSPC support
- Liturgical Team
- Parish Priest
- Student Leadership Team

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

- Staff
- TCDSB Equity team and resources
--TCDSB S and L team and Autism team
- 'School Mental Health Ontario'--posters and website resources.
- Social Worker/Guidance Counsellor.
- Search Institute for "Developmental Assets' resources
- Fully Alive Religion Programs

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

- Intentional inclusion of all students in the school activities.
- Student knowledge of the mental health strategies.
- donations for charities, shelters/ Michael Garron Hospital
- growth in student involvement in initiatives in school
- staff and CSPC support

# TORONTO CATHOLIC DISTRICT SCHOOL

## Safe Schools Plan

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| **School Vision** | To establish a safe, caring, and inclusive school environment where acceptance, respect, and responsibility are foundational, ensuring that the virtues and Gospel teachings are reflected in our daily practices. |
| **Goal #SVP 1** | By the end of the school year, we will enhance our positive school climate by providing intentional leadership opportunities and inclusive programming for all students, fostering a sense of belonging and engagement throughout the school community. |

**Initiatives/Strategies/Practices**

- student created/run assemblies
- student run Mental Health PSAs (daily)
- Student leadership in the 'House' system and in PALs leadership
- student led/facilitated activities/events in school (fundraising, Winter Fun Day, announcements)
- shared responsibility for daily participation in Morning Announcements (singing of O Canada - each class leads singing for a month)
- active student participation in monthly masses
- student involvement in producing creating school newsletter

**Responsibility**

-staff
-principal
- student leadership

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

- TCDSB Equity Team
- Search Institute
- Toronto Public Health
- Student Mental Health Ontario

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

- a method to seek out and share student voice and opinions on school culture and life
- students will be aware of the opportunities for sharing their voice

there will be a noticeable growth in student involvement in school activities.

## 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

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| **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 and students are aware of the appropriate lockdown procedures and respond in a safe and timely manner
- Locked Entrance to school (Buzzer & Camera Entrance)
- Other entrance doors locked except at recesses - Main yard and entrance card used at recesses in primary yard
- Signs posted for all parents /Visitors to report to the Main Office
- Students travel in partners (washroom)
- Fire Drill and Lock Down Drills
- Safety/ Lockdown Drills protocols discussed at CSPC meeting.
- Newsletter - reminding parents of procedures when entering school

**Responsibility**

- Principal
- Caretaking Staff
- Office Staff
- Teachers
- E.A/ECE Staff
- Parent/CSPC
- Police department
- Fire department

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

- Office Emergency Binder (Located in Main Office) with all Board Contacts/emergency shelter locations/class lists information and parent home contact numbers
- Emergency and Crisis Response Plan Posted prominently in each classroom and offices--staff room.
- Fire Drill Practices
- Lock Down Drills
- Visit from PC Santorama in Spring 2024 to identify safe practices with school lockdowns at IHMS.
- Emergency Evacuation Plan for M.E. Class - staff & students
- Fire Exit Posters posted in every room in the school
- www.canadiansafeschools.com

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

- Feed back from staff on Drill Practices (Fire drills, Lock Down Drills, Bomb Threat)
- Positive response by students and staff during drills