

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	Madonna Catholic Secondary School	PRINCIPAL:	McTernan, Kristan
SUPERINTENDENT:	Shawna Campbell		
SCHOOL ADDRESS:	20 Dubray Ave Toronto ON M3K 1V5		
STUDENT ENROLMENT:	527		

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	**Malec, Stanley**	**Parent Rep**	**Jacquline Latour**
Administrative Rep	**McTernan, Kristan**	**Student Rep**	**Annie Nyugen**
Teacher Rep	**Elliott, Cathy**	**Student Rep**	**Evidence Aghohowa**
Teacher Rep	**Libertucci, Amelia**	**Student Rep**	**Gift Isador**
Support Staff Rep	**Venturin, Daniela**	**Student Rep**	**Grace Ulcala**

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	**2026-09-30**	**2**	**2026-10-21**
3	**2026-11-12**	**4**	**2027-03-09**

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	Madonna strives to be a safe, welcoming learning community, rooted in the love of Christ, where every person is valued and respected. All staff, students and visitors to Madonna will experience a safe and welcoming school community. All stakeholders will be active participants in co-creating a respectful and safe learning environment for students, staff and visitors and model the virtues of Faith, Charity and Justice, foundational to our Catholic beliefs and values.
Goal #1	To support student mental health awareness

Initiatives/Strategies/Practices

The following initiatives/strategies/practices will be implemented:

- Building student capacity in identifying unhealthy relationships and appropriate strategies/next steps including reporting to a caring adult.

- School wide anti-bullying campaign led by Safe and Accepting Schools Student Ambassadors
- Bullying Prevention and Awareness Week - student lead morning announcements around raising awareness and sharing statistics with the school community around bullying.

- Promoting respectful relationship building: Safe School Ambassador Team will participate in delivering positive messaging around issues of bullying/bystander awareness and respectful relationships

- Build understanding and awareness of the positive uses of social media and the consequences of negative comments on social media with a focus on the role of the bystander (team to explore bringing in a guest speaker).

- Pink shirt day to raise awareness
- Safe School Ambassador Team to attend the TCDSB Secondary Safe Schools Student Ambassador Symposium on November 19, 2025.

- Guidance will do a check and connect with Grade 9 students (in small groups)

Responsibility

- Shared responsibility by all staff and students of the Madonna Community

- Presentation on violence in relationships and human trafficking (TPS and Covenant House)

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

- Review TCDSB Climate Survey data to inform our plan/practice

- TCDSB Resources - Safe Schools Department

- Toronto Public Health Nurse

- Attend TCDSB Safe Schools Symposium

- Board staff (i.e. Social Worker, Psychology Department, Mental Health Nurse, etc.)

- Share with students the following resources: Kids Help Phone (kidshelpphone.ca); What's Up Walk-in (whatsupwalkin.ca)

- www.prevnet.ca (Healthy Relationship Hub/Cyber-bullying)

- https://www.canada.ca/en/public-health/services/bullying.html

- Bullying Awareness and Prevention Toolkit Handbook from Safe Schools

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

- Fewer incidences of bullying and increased awareness surrounding this issue as measured in School Climate Survey

- Feedback from students through surveys

- Students know how to report incidents of bullying and feel comfortable reporting

TORONTO CATHOLIC DISTRICT SCHOOL

Safe Schools Plan

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Goal #2	To create a bullying prevention program for 2026-2027 school year.

Initiatives/Strategies/Practices

Initiatives/Strategies/Practices:

- Education around what constitutes bullying
- Advertise the caring adults in our school
- Focus on kindness, respective relationships and acknowledging acts of care and kindness (lunch activities led by Social Justice Group)
- Teaching students the language required to navigate social relationships and communication skills (i.e. feelings and emotions)
- Promoting the use of Restorative Conference Mediation Circles.

Responsibility

- Shared responsibility by all staff and students of the Madonna Community

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

- Policy documents, Ministry information resources
- Support staff
- Toronto Public Health Nurse
- Resources on the TCDSB website
- Informal use of the RCMC protocol and procedure
- SMHO Website
- TCDSB tool kit will be used to inform the student community about mental health strategies

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

- review Climate Survey and school-based survey results to see what students are saying about the frequency of bullying and the type of bullying

- update CSPC on various strategies and initiatives aimed at raising awareness and prevention of bullying

- students will be able to identify resources that can help them with healthy relationships

- students will demonstrate an understanding of healthy relationships

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Goal #3	To support early intervention of anti-bullying and well being strategies

Initiatives/Strategies/Practices

Initiatives/Strategies/Practices:

- Post signage around the school promoting treating others with respect and dignity.

- School community events that promote inclusion and healthy relationships(e.g. Autism Awareness Day, Pink Shirt Day, Orange shirt Day, Bell Let's Talk Day).

- Administration to communicate through grade assemblies the expectations around the schools code of conduct in September and again in February.

- Encourage use of the Informal Resolution Conflict and Mediation Circles as a viable method of progressive discipline.

- Applying progressive discipline through a restorative approach.

- Mental Health Fair - lead by Grade 9 Religion Leadership class in collaboration with the Public Health Nurse

Responsibility

- Shared responsibility by all staff and students of the Madonna Community

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

- Encourage staff to participate in training for RCMC through safe schools
- Kids Help Line and CAMH
- School Mental Health Ontario - website for teacher resources (www.smho-smso.ca)
- Make staff aware of workshops available through the Safe Schools Department at TCDSB
- Toronto Public Health Nurse

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

- Fewer incidents related to bullying reported to administration through the Progressive Discipline platform.
- Climate survey results and school-based survey results
- Increased reporting rate and the use of the reporting app for reporting bullying behaviours in the schoo

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	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 conse
Goal #1	Through the School-Based Support Team, we will continue the early identification of students at risk to ensure the implementation of targeted preventative measures.

Initiatives/Strategies/Practices

- Continue to use a pyramid of interventions as a model of progressive discipline that focuses on prevention, interventions, supports, and consequences to address inappropriate student behaviour and to promote positive behaviours and positive school climate.

- The Safe School Team/Mental Health Action Team will be developing various strategies to promote respectful relationships, stress and anxiety and positive mental health

- Students will be hosting a Mental Health Fair for the Madonna community in January in collaboration with Toronto Public Health

- Encourage all staff to identify inconsistent absences and communicate with parents in order to ensure that students are fully supported socially, emotionally and academically.

- Review and promote the use Reporting Form 1 on Cority

- Using tools to promote positive student behaviour (e.g. CYW check-ins etc.)

- Re-integration meetings and case conferences to support smooth transition of students following progressive discipline with multi-disciplinary and parent/guardian involvement.

- Successful implementation of strategies from Hacking School Discipline: 9 Ways to Create a Culture of Empathy and Responsibility Using Restorative Justice.

Responsibility

- Shared responsibility by all staff and students of the Madonna Community

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

- Review suspension rates data on the Progressive Discipline platform.
- Safe School Ministry/Board policy and guidelines
- Police/School Board Protocol
- Book: Hacking School Discipline
- Informal Mediation Circles

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

- Improvement in student behavior, engagement and achievement
- Reduction of negative incidents, suspensions/expulsions

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	All staff, students and visitors to Madonna will experience a safe and welcoming school community. All stakeholders will be active participants in co-creating a respectful and safe learning environment for students, staff and visitors and model the virtues of Faith, Charity and Justice, foundational to our Catholic beliefs and values.
Goal #1	We will promote and reinforce healthy, respectful relationships free of racism, discrimination, and harassment by embedding equity and inclusive education principles in all areas of the learning environment, ensuring the well-being and success of every student.

Initiatives/Strategies/Practices

- Support at-risk students by connecting them to a caring adult within the school community (i.e. teachers, educational assistants, CYW etc.)

- Graduation Coaches for Black Students are piloting BRAVE Circles at Madonna. Small group sessions designed to build community, self-discovery, gain tools to support success in school and life etc.

- Group of students will participate in the BRAVE (Black girls, Restoring, Affirming and Valuing Each other) Conference on October 29, 2025.

- Human Trafficking presentation by Toronto Police

- Supporting settlement workers in their work with our students and families.

- Offering School Nutrition Program

- Continue to celebrate the cultures of our students through prayers read in different languages, communicating details of TCDSB Heritage months, make sure our school community and building reflects our student body and that student voice is used to educate the school community.

-School events (e.g., talent show, student marketplace, multicultural fair etc.)to promote a positive school culture.

- Community building activities (e., guest speakers, masses throughout the year, mental health initiatives, food drives, Christmas donations etc.)

- Family and student activities/events organized by the school in collaboration with CSPC (e.g. Family Engagement Night, Movie Night, etc.)

-After school programs help build community and meet the different needs of families (i.e., Corbrook after school program for students in the Intensive Support Program)

Responsibility

- Shared responsibility by all staff and students of the Madonna Community

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

- School Climate Survey
- Exchange of Information for incoming grade 9 students
- Mental Health Kit offered by TCDSB Psychology Department
- School Mental Health Ontario
- Student Nurse

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

- School Climate Survey
- Feedback from student led initiatives
- Feedback from parents and staff

School Vision	All staff, students and visitors to Madonna will experience a safe and welcoming school community. All stakeholders will be active participants in co-creating a respectful and safe learning environment for students, staff and visitors and model the virtues of Faith, Charity and Justice, foundational to our Catholic beliefs and values.
Goal #2	Encourage all students to become leaders and positive role models by speaking up on issues such as bullying, self-compassion, self-care, substance abuse, and healthy relationships.

Initiatives/Strategies/Practices

Initiatives/Strategies/Practices:

- School community to participate in various charity fundraisers and drives that support Madonna community and the local community

- Positive messaging/postings around the school

- Student lead Mental Health Fair

- Explore strategies to help students develop a positive mindset in order to change the negative thinking to positive thinking.

- Promoting strategies and practices to nurture staff and student well-being and self-care.

- Promoting Just One You (J.O.Y.)Project for our students in ISP

- Supporting students with special needs through appropriate programming and initiatives (i.e., Christmas Social with other schools who have ISP).

Responsibility

Safe and Accepting Schools Team, Safe School Ambassador Team, Mental Health Action Team, administration, student success teacher, chaplain, guidance and leadership students

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

- Community organizations (i.e. Breakaway Community Services to discuss issues of substance use with students)

- TCDSB resources

- Guest Speaker to talk about mental health and addiction

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

- Feedback from staff, students, and CSPC.

TORONTO CATHOLIC DISTRICT SCHOOL

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Goal #SVP 1	Focus on empowering student leadership to run campaigns throughout the school year that foster a climate of engagement and well-being.

Initiatives/Strategies/Practices

- To increase grade participation in sports and extra-curricular activities

Responsibility

M.A.C. (Madonna Ambassador Council)

Student Council

Leadership Classes

Safe and Accepting School Team

All Madonna Staff

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

Student led surveys

Club Fest and club bulletin board

Leadership opportunities offered by the TCDSB

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

- School-based survey results

- Number of participants in extra-curriculars and sports teams

- Increase in student involvement of leadership roles for the school initiatives/activities-

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Goal #SVP 2	Encourage more students to take on leadership roles in fostering a positive school climate.

Initiatives/Strategies/Practices

Initiatives:

- MAC to advertise and encourage participation in school activities.

- Build student leadership with a focus on junior grades

- Continue providing information on community service opportunities for students through guidance, transition program, and career studies courses.

- Access community partners to provide service to students and families (i.e. Downsview YZD).

Responsibility

Student Council, Safe and Accepting School Team Ambassadors, and leadership classes.

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

- Sharing community/school opportunities through the Guidance Google classrooms and through school social media accounts.

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

- Feedback from students, staff, CSPC and community agencies.

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

-Inform and educate the community about the School Code of Conduct, Bill 212, Progressive Discipline, Emergency & Crisis Response Procedures and Safe School Act regulations.

- Red Emergency Response folders in each classroom that contains staff checklists relating to all drills, bomb threats, etc., class lists for attendance-taking purposes during drills, and map of school

- Provide opportunities for First Aid/CPR certification/recertification.

- Maintain coverings for windows to classrooms in the event of a lockdown.

- The Emergency & Crisis Response Procedure Poster (updated) and the Fire Exit Poster (updated) to be displayed in every classroom and work space.

- Staff to inform/remind students of all safety-related protocols

- Community Police Officer invited to the school to review Emergency and Crisis Response Plan

- Every occasional teacher and LTO is provided with an emergency procedures package.

- Identify deficiencies relating to any and all drills, including fire drills and lockdown drills, and address those deficiencies

- Review drill procedures with all staff at staff meetings

- Practice emergency response plan drills twice per semester

- All staff need to become familiar with proper health and safety procedures as per board policy

Responsibility

- Administration to communicate the plan to staff
- Administration and staff to communicate the plan to the students
- Administration to give emergency action plan to every occasional teacher upon arrival with their assignments for the day.

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

- Board policy documents (TCDSB Emergency Response Guidelines)
- Board developed flyers and posters
- Safe Schools Website on SharePoint
- Presentation to students by TPS on Threat to School Safety Response Procedures

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

- Students and staff members respond appropriately during Emergency Response Plan drills (minimum 4 drills per year)
- Increased knowledge and better implementation of codes and regulations
- Increased members of school community with Frist aid/CPR certification