

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	Mother Cabrini Catholic School	PRINCIPAL:	Femia, Michael
SUPERINTENDENT:	Richard Walo		
SCHOOL ADDRESS:	720 Renforth Dr Toronto ON M9C 2N9		
STUDENT ENROLMENT:	141		

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	**Femia, Michael**	**Teacher Rep**	**Pacheco, Rosemary**
Teacher Rep	**Al-Dahr, Chafica**	**Support Staff Rep**	**Arandia, Alejandra**
Teacher Rep	**Aucoin-Goslin, Jennifer**	**Parent Rep**	**Catherine Lapadula**

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	**2026-01-06**	**2**	**2026-01-20**
3	**2026-09-16**	**4**	**2026-10-02**

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	Mother Cabrini is a safe, inclusive, and healthy learning and teaching environment that supports academic achievement and emotional well being of all students.
Goal #1	Staff will use strategies/conditions, as needed, to provide equitable support to students in order for students to fully engage in all school activities in a safe and healthy manner.

Initiatives/Strategies/Practices

-integrate academic and well-being by shifting the classroom focus from tasks to relationships, from check-lists to check-ins (i.e. Look-outs club)
-Promote TCDSB virtues through various activities in the school including: leadership team , morning announcements leaders
-Throughout the year presentations to individual classes as determined by the teacher and the needs of the class by guidance, police tc.
-Acknowledging and celebrating National historical events such as: Remembrance Day, Aboriginal Culture, Black History Month, Diversity/Equity club
-Acknowledging and celebrating diversity among students and staff (exceptionality, race, culture)
-Inspirational speakers, promote positive behaviour

Responsibility

-Teachers
-ECE
-Child and Youth Workers
-Educational Assistants
-Social Worker
-Principal
-Parents

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

-Ministry of Education Equity Action Plan
-Ministry of Education monographs
-TCDSB Bullying Awareness and Prevention document.
-Promoting a Positive Climate: Resource for schools (Ministry of Education)
-Classroom and Guidance Teacher
-Religious Education Programs - Resources
-TCDSB - Equity, Diversity, Indigenous Educationa nd Community Relations - Resources & Staff SharePoint Site
-Catholic Graduate Expectations
-Monthly Board Resources
-TCDSB Social Services: SBSLT, SBST, Social Worker
-Catholic School Parent Council
-"The Second Path"

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

-Measure improvement by incident reports on the Progressive Discipline platform within the area of safety and inclusion
-Decrease in feelings of being unsafe as outlined on "Student Voice Survey" 2023-2024
-Greater Community Engagement and broader representation
-Feedback forms from Safe School Committee
-Increased student/student, teacher/student and staff/parent communication
-Staff and parent feedback

School Vision	Mother Cabrini is a safe, inclusive, and healthy learning and teaching environment that supports academic achievement and emotional well being of all students.
Goal #2	Direct instruction, as needed, to understand and address the root issues related to any form of bullying, to provide strategic support to eliminate all forms of bullying through clear and consistent interventions and formative consequences.

Initiatives/Strategies/Practices

-Teacher Intervention (dialogue with the student(s), dialogue with the parent(s) consequences; as withholding of privileges, removal from peers, think paper
-Guidance counsellor intervention
-Social Work intervention to provide counselling, communication skills instruction, assertiveness training, stress management, problem solving, anger management, conflict management and where appropriate recommendation for more intensive intervention offered by the Board and/or Outside Agencies
-Presentations to provide intervention for the needs of the students in the class as a group as identified by the teacher

Responsibility

-Teachers
-ECE
-Child and Youth Workers
-Educational Assistants
-Social Worker
-Principal

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

-TCDSB Bullying Awareness and Prevention document, 2006.
-Promoting a Positive Climate: Resource for schools (Ministry of Education)
-Guidance Teacher
-Social Worker
-Religious Education and Family Life Programs
-School Climate Survey
-Safety Plan for high needs students
-Learning Skills and Work Habits segment of the progress report with a specific focus on collaboration and self regulation

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

-measure improvement by incident reports-progressive discipline binder
-Community Engagement
-Decrease in feelings of being unsafe as outlined on "Student Voice Survey" 2022-2023
-feedback forms from Safe School Committee
-Number of incidents being reported is reduced

TORONTO CATHOLIC DISTRICT SCHOOL

Safe Schools Plan

School Vision	Mother Cabrini is a safe, inclusive, and healthy learning and teaching environment that supports academic achievement and emotional well being of all students.
Goal #3	Students to seek intervention from school staff after unsuccessful efforts to resolve disputes themselves when dealing with perceived injustices.

Initiatives/Strategies/Practices

Continue with the 3 R's Code of Behaviour 1. Respect for self and others
2. Respect for property
3. Responsibility for own actions

-Prayers, Religion & Family life to instill values in our school community
-Monthly School Masses
-Weekly Lenten Rosary with CSPC and the school Community

Responsibility

-Teachers
-ECE
-Child and Youth Workers
-Educational Assistants
-Social Worker
-Principal
-Guidance

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

-TCDSB Bullying Awareness and Prevention document, 2006.
-Promoting a Positive Climate: Resource for schoools (Ministry of Education)
-Guidance Teacher
-Social Worker
-Religious Education/Fully Alive Program
-School Code of Conduct

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

-measure improvement by incident reports-progressive
-feedback forms from Safe School Committee
-reduction in the number of incidents being reported
-a culture of empathy permeates 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	Mother Cabrini Catholic School will utilizes a continuum of interventions, supports and consequences that foster a safe, caring and nurturing learning environment.
Goal #1	Students to behave in a positive manner: Respect for self and others; being responsible for own actions; respect for property.

Initiatives/Strategies/Practices

-Religious Instruction - Catholic Graduate Expectations, Virtues of the Month
-To continually revisit the Mother Cabrini School Code of Conduct
-In class discussions to support and review the code of conduct
-To use the agenda as a tool to promote positive behaviours and the communication of inappropriate behaviours (code of conduct insert in the agenda)
-To continue the discussion around restorative practices, building relationships and incorporating restorative practices when needed
-Cyber Bullying Presentations
-Guidance and social work intervention when needed
- Consequences for inappropriate behavior (Continued use of Think Papers, and progressive discipline)
-On-Going communication with parents

Responsibility

-Teachers
-ECE
-Child and Youth Workers
-Educational Assistants
-Social Worker
-Principal
-Safe School Committee
-Parents

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

-TCDSB Progressive Discipline Platform /Mother Cabrini Code of Conduct
-Ontario Equity and Inclusive Education Policy
-Police Liaison
-School social worker and guidance counsellor
-School Based Support Learning Team
-Incident Reporting form

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

-Decrease Safe School' s Incident Reports
-Decrease in incidents as outlined on "Student Voice Survey" 2022-2023
-Positive Climate
-Check-in with class about their behavioural progress

TORONTO CATHOLIC DISTRICT SCHOOL

Safe Schools Plan

School Vision	Mother Cabrini Catholic School will utilizes a continuum of interventions, supports and consequences that foster a safe, caring and nurturing learning environment.
Goal #2	To continue with effective intervention and instruction (individual, group, class).

Initiatives/Strategies/Practices

-Teacher discussion and workshops provided by Safe Schools
-Guidance and Social Work intervention
-Presentations by outside professionals
-Celebration of Learning Assemblies
-Progressive Discipline (think paper, apology letters reconciliation activity etc.)

Responsibility

-Teachers
-ECE
-Child and Youth Workers
-Educational Assistants
-Social Worker
-Principal
-Safe School Committee
-School Based Support Team

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

-TCDSB Progressive Discipline Platform /Mother Cabrini Code of Conduct
-Ontario Equity and Inclusive Education Policy
-Police Protocol
-School social worker and guidance counsellor
-School Based Support Learning Team

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

-Decrease in Safe School' s Incident Reports
-Decrease in incidents as outlined on "Student Voice Survey" 2023-2024

TORONTO CATHOLIC DISTRICT SCHOOL

Safe Schools Plan

School Vision	Mother Cabrini Catholic School will utilizes a continuum of interventions, supports and consequences that foster a safe, caring and nurturing learning environment.
Goal #3	Increased Parental engagement and support.

Initiatives/Strategies/Practices

-involvement in school events
-communication via a weekly newsletter through Parent Connect
-communication through CSPC
-strong student participation in school community events

Responsibility

-CSPC
-All School Staff

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

-CSPC newsletter
-Community building Events
-Monthly CSPC meetings

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

-Staff and parent collaborative school functions
-improved attendance at information evenings, curriculum night, CSPC meetings etc.
-increase in the number of parents volunteering

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 a healthy, supportive leaning and working environment, with positive and respectful relationships for students staff and parents. We will strive to provide a safe, welcoming and learning environment where all students can succeed.
Goal #1	To build school community and encourage students to be leaders and positive role models. To highlight inclusion, respect and appreciation in all aspects of school life.

Initiatives/Strategies/Practices

-School wide implementation of Catholic School Graduate Expectation
-Various Safe School, Social Media and Anti bullying activities during anti Bullying Week
-Spirit Days
-Establish student leadership opportunities through sports, clubs, choir, Look-out and the Equity and inclusive club
-Recognition of positive behaviour through Virtue of the month
-School Spirit theme/charity days (dress down days)
-Various extra-curricular sports (soccer/volleyball/cross country/track/basketball)
-Establish guidelines to ensure compliance with TCDSB dress code policy
-Promote increased collaboration among School-Home-Church

Responsibility

-Teachers
-Parish Priest
-Principal
-CSPC
-SET teachers

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

-Three year pastoral plan
-Religious Education/Fully Alive program
-School and classroom resources
-"Do One thing Today to Help build a Positive School Culture" --- education.wm.edu/centers/ttac/resources/articles/challengebehav/

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

-feedback from various community stakeholders
-continued student involvement in positive school culture initiatives
-lower rate of inappropriate behavior

TORONTO CATHOLIC DISTRICT SCHOOL

Safe Schools Plan

School Vision	To foster a healthy, supportive leaning and working environment, with positive and respectful relationships for students staff and parents. We will strive to provide a safe, welcoming and learning environment where all students can succeed.
Goal #2	To ensure student voices are heard through initiatives led by intermediate students. This will provide a positive school climate when it is student driven.

Initiatives/Strategies/Practices

-Encourage student participation in student leadership initiatives such as -- Terry Fox, sports leagues program, Look-outs etc.
-Various presentations throughout the school year catering to specific age groups
School Spirit theme/charity days
-Continue to work with Nativity of Our Lord Parish
-Continue to work with CSPC
-Continued visits with the Rosary Apostolate
-Continued focus on Catholic Graduate school expectations
-Continued student outreach opportunities

Responsibility

-Teachers
-Parish Priest
-Principal
-CSPC

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

-Three year pastoral plan
-Religious Education/Fully Alive program
-School and classroom resources
-Safe, Caring and Healthy Schools

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

-Continued student involvement in positive school culture initiatives
-lower rate of inappropriate behaviour
-more students engaged during recesses
-results from the Safe and Caring School Surveys

TORONTO CATHOLIC DISTRICT SCHOOL

Safe Schools Plan

School Vision	To foster a healthy, supportive leaning and working environment, with positive and respectful relationships for students staff and parents. We will strive to provide a safe, welcoming and learning environment where all students can succeed.
Goal #3	To ensure that the church, home and school community connection is embraced in all aspects of our learning.

Initiatives/Strategies/Practices

-Various presentations throughout the school year catering to specific age groups.
-Encourage student participation in sports, clubs, and service roles
-Promote increased collaboration among School-Home-Church
-Continue to promote awareness and action with regard to responding to current community and world issues i.e. social justice
-Monthly Rosary

Responsibility

- School Staff
-Safe School Tea
-CSPC
-Student Leaders

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

Safe and Caring Schools
CSPC

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

-continued student involvement in positive school culture initiatives
-lower rate of inappropriate behaviour
-increased student engagement

TORONTO CATHOLIC DISTRICT SCHOOL

Safe Schools Plan

School Vision	To foster a healthy, supportive leaning and working environment, with positive and respectful relationships for students staff and parents. We will strive to provide a safe, welcoming and learning environment where all students can succeed.
Goal **#SVP 1**	To continue our leadership activities which promote social justice and community outreach among the school community

Initiatives/Strategies/Practices

-Continuing our projects in raising money to help those in need (Terry Fox, Food Drives, Christmas Hampers well as other local initiatives)

Responsibility

Ms. Pacheco and Mr. Femia

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

Religious Education/Fully Alive
Board Resources

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

Completing activities chosen for the year.

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

-Practice of 4 lockdown and 6 Fire Drills
-Distribute New Emergency and Crisis Response Plan Poster to each classroom
Review Lock Down procedure, implement and review
-Implementation of New Medical Procedure Protocol
-All staff given evacuation plan with phone numbers
-Review bomb threat procedure
-Sign-in & Visitor Pass procedures
-Practice four lock down drills a year with one occurring during a non-structured time
-Awareness and In-service of anaphylaxis protocol
-Emergency response protocol communicated in all teacher emergency plans
-Front door buzzer and swipe cards to access the school
-Swipe card access to doors leading to the portable
-Kiss n Ride program
-Two way radios

Responsibility

-Safe School Action Team
-Principal, administrators
-Teachers
-Police Partners
-Fire Department

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

-TCDSB Threats to School Safety Response Procedures
-Police Community Liaison Partner
-Emergency Procedure Poster is visible in each classroom

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

-Positive Assessment of Lockdown drills and Fire drills
-All students and teachers are familiar and follow emergency lockdown procedures, and practiced by each classroom teacher throughout the school year