

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	Monsignor Fraser College (Midland Campus)	PRINCIPAL:	Sersanti, Anna
SUPERINTENDENT:	Michael Caccamo		
SCHOOL ADDRESS:	2900 Midland Ave Toronto ON M1S 3K8		
STUDENT ENROLMENT:	169		

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	**Sersanti, Anna**	**Teacher Rep**	**Sivalingam, Abi**
Teacher Rep	**Choi, Julianna**	**Support Staff Rep**	**Brasil, Michelle**
Teacher Rep	**Gagliardi, Alexander**	**Support Staff Rep**	**Dicamillo-Gesualdo, Rosina**
Teacher Rep	**Lam, Ryan**	**Support Staff Rep**	**Jatoe, Augustine**
Teacher Rep	**Martino, Nicholas**	**Support Staff Rep**	**Marcia McGhee**

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	**2026-10-07**	**2**	**2026-11-17**
3	**2027-02-18**	**4**	**2027-04-26**

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

Midland Campus / C-Midland Campus will engage all stakeholders in the creation of a school culture where all students have the opportunity to learn in an environment that is safe, respectful, equitable and inclusive, thereby allowing all students to learn to their full potential.

Goal #1

To promote school community awareness, intervention and prevention strategies that foster a positive learning and teaching environment, that supports academic achievement for all students and that helps students feel they are an integral part of Monsignor Fraser College.

Initiatives/Strategies/Practices

* Caring Adults role-modelling healthy relationships, conflict resolution and de-escalation strategies
* Students made aware of wrap around supports available to provide academic and social/emotional development
* Student lead initiatives promoting safe school themes and healthy relationship; this will serve to empower student agency, initiative, voice and leadership
* Promoting community and belonging: Catholic faith formation, Pizza Mondays, student conferences/experiential learning opportunities, extracurricular activities
* Continue to promote Virtue of the Month, liturgical calendar, Social Catholic Teachings, Ontario Catholic School Graduate Expectations, Daily Reflection & Prayer
* Arrange for anti-bullying awareness provided by the TCDSB Safe Schools Department ie. Safe and Accepting School Symposiums, Anti-Bullying Week
* Assemblies, guest speakers, school wide initiatives, student-led activities ie. Kahoot!, free raffles, written and verbal announcements
*To invite police and guest speakers to present on social media safety
*To use progressive discipline/restorative justice strategies, along with peer mediation to create a bully-free school environment

Responsibility

* teachers, administrators, admin secretaries, guidance teachers, social worker, CYW and EAs
* Safe Schools Ambassador Team

Resources

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

* TCDSB Student Power BI data
* Community Relations Officers (Equity Walks)
* Settlement worker (Catholic Cross Cultural Services), CYW, Social work, Psychology Department, school staff, other relevant agencies
http://www.edu.gov.on.ca/extra/eng/ppm/144.pdf
* TCDSB Safe Schools Bullying Awareness & Prevention Resources

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

* qualitative data Power BI
* an increase in student engagement ie. participation in class/attendance
* student participation in initiatives such as food programs, CYW engagement, equity and Anti bullying Awareness activities and events
* anecdotal evidence from staff, students and parents at various intervals throughout the school year

TORONTO CATHOLIC DISTRICT SCHOOL

Safe Schools Plan

School Vision	Midland Campus / C-Midland Campus will engage all stakeholders in the creation of a school culture where all students have the opportunity to learn in an environment that is safe, respectful, equitable and inclusive, thereby allowing all students to learn to their full potential.
Goal #2	To reduce the prevalence of bullying within Monsignor Fraser College through bullying and discrimination awareness, and intervention and prevention strategies that foster a positive learning and teaching environment, supports academic achievement for all students and helps students promote inclusion and community.

Initiatives/Strategies/Practices

* to promote mental health and well-being by having students-led initiatives; this will serve to empower student agency, initiative, voice and leadership
* to provide access to targeted culturally relevant community resource which provide services and education to the members of the school community
* caring adults made known to students, regular check-ins with students at risk of social issues
* mental health support via child and youth worker and social worker

Responsibility

* administration, guidance teachers, Chaplains, CYW, social worker
* safe school committee members
* safe school ambassador team

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

* community resources; TCDSB Student Voice Survey (March - April 2023), Msgr. Fraser Equity (Focus Groups) Survey
* Chaplaincy resources ie. equity, inclusion, diversity
* TCDSB Safe Schools resources

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

* Event participation rates
* an increase in student engagement ie. attendance/participation in class
* progressive incident log frequency

TORONTO CATHOLIC DISTRICT SCHOOL

Safe Schools Plan

School Vision	Midland Campus / C-Midland Campus will engage all stakeholders in the creation of a school culture where all students have the opportunity to learn in an environment that is safe, respectful, equitable and inclusive, thereby allowing all students to learn to their full potential.
Goal #3	To increase awareness of safety plans and progressive discipline protocols and empower all members of Monsignor Fraser College to collaborate in maintaining a safe, inclusive school environment.

Initiatives/Strategies/Practices

* to increase student voice, agency, initiative, participation, retention
* to foster a welcoming inclusive learning environment that supports all faiths, fosters human connection, encourages student voice/agency
* Attendance intervention through tracking, conferencing and support with the goal of identifying possible issues related to bullying/inclusion/ equity that prevent students from attending
* use of conflict mediation, resolution conference and mediation circles ie. formal and informal

Responsibility

* administration, administrative secretaries, guidance teachers, classroom teachers and students
* CYW, social worker, community partners

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

* TCDSB Safe Schools, Equity, Communications Departments
* Toronto Police Service

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

* TCDSB Student Voice Survey (March - April 2023)
* an increase in student engagement (attendance/participation in class)

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	Midland Campus / C-Midland Campus will continue to develop the code of conduct using corrective and supportive measures with staff, students and parents in order to improve student behaviour and to help students make appropriate choices.
Goal #1	To ensure students have an understanding of why the code of conduct is important at Monsignor Fraser College and how it will benefit them outside of the school in preparation for their pathway planning.

Initiatives/Strategies/Practices

i. Focus on attendance and supports to assist students in attending regularly and engaging in school
ii. Access in-school and community supports such as Social work, board resources, Community Response team from the city to assist students when they encounter stressful situations and negative habits
iii. Recognize and celebrate positive students behavior ie.opportunities to celebrate achievement, Honour Roll, credit accumulation, attendance, Catholic Graduate Expectations, TCDSB Virtues of the Month, learning opportunities to build healthy relationships and to make better choices
iv. Use Progressive Discipline, model and platform to track student activity
v. Encourage staff to co-create classroom rules and expectations at the outset of each quad

Responsibility

* teachers, administrators, administrative secretaries, guidance teachers, social worker, CYW, EAs, students and parents
* safe schools committee

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

The school Progressive Discipline Plan as developed by the School Action Team.
http://www.edu.gov.on.ca/extra/eng/ppm/145.pdf
https://tcdsbcec.sharepoint.com/sites/SafeSchools/SitePages/Resources.aspx#progressive-discipline
TCDSB Safe School Policy and Bill 157

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

* maintain /further reduce low suspension rates and safe school referrals
* anecdotal feedback from staff, students and parents regarding school climate

TORONTO CATHOLIC DISTRICT SCHOOL

Safe Schools Plan

School Vision	Midland Campus / C-Midland Campus will continue to develop the code of conduct using corrective and supportive measures with staff, students and parents in order to improve student behaviour and to help students make appropriate choices.
Goal #2	To put school supports in place at Monsignor Fraser College for students regarding suspension, exclusion, fresh start, or in transition from suspension or in response to other discipline issues ie. Transition Plan / Student Success Plan

Initiatives/Strategies/Practices

i. Homework assignments, Case Conferences/SBSLT meetings, support from special education teachers, CYW and transition meetings with school administration and guidance counsellor
ii. Use of Homework Club and CYW to support behavior issues and academic success
iii. Rewards and recognition for achievements ie. awards ceremony, attendance recognition
iv. Referral to guidance counselors and/or social worker as required
v. Use of SBSTs, case conferences and SBSLTs to address, initiate and support intervention strategies for students at risk ie. under served, marginalized, equity seeking students
vi. Use of Restorative Practices ie. Resolution Conference and Mediation Circles, formal and informal

Responsibility

* administration, administrative secretaries, teachers, special education teachers, guidance teachers, social worker, psychologist, EAs and CYW

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

School curriculum, school based staff, Social Work, CYW and Psychology staff
The school Progressive Discipline Plan
TCDSB Safe School Policy and Bill 157

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

* Maintain/further reduce low suspension rates and recidivism
* Safe School Survey

TORONTO CATHOLIC DISTRICT SCHOOL

Safe Schools Plan

School Vision	Midland Campus / C-Midland Campus will continue to develop the code of conduct using corrective and supportive measures with staff, students and parents in order to improve student behaviour and to help students make appropriate choices.
Goal #3	To educate students on social norms and behaviour that is acceptable both within Monsignor Fraser College and society as a whole.

Initiatives/Strategies/Practices

* to review and refine present intervention strategies with staff
* to schedule SBSTs, Case Conferences, SBSLTs as appropriate
* to offer sessions for students to address a variety of issues ie. staff to provide sessions on topics relating to Social Emotional Learning, stress management, healthy relationships, mental health and well-being
* Guidance, CYW and Social Worker to provide culturally responsive and targeted community supports

Responsibility

* administration, administrative secretaries, CYW, social worker, guidance teachers, teachers, EAs

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

*Safe Schools Department resources:
Student and parent resources:
https://www.tcdsb.org/ProgramsServices/SafeSchools/Pages/Resources.aspx

Student and staff resources:
https://tcdsbcec.sharepoint.com/sites/SafeSchools/SitePages/Resources.aspx

Professional Learning Calendar:
https://tcdsbcec.sharepoint.com/:w:/r/sites/SafeSchools/_layouts/15/Doc.aspx?sourcedoc=%7B98EA6EE0-6BDF-44BB-B542-7C8A24C38E1E%7D&file=Professional-Learning-Calendar-2021-2022.docx&action=default&mobileredirect=true

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

* Review of school suspension rates, progressive discipline reports, TCDSB Student Voice Survey

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 Midland Campus / C-Midland Campus community members will recognize that the school is a learning and working environment where they feel safe, accepted and that they are valued and respected members of the school community.
Goal #1	To provide Monsignor Fraser College students with experiential learning opportunities that support student engagement, learning and achievement, equity and inclusion, mental health and well-being.

Initiatives/Strategies/Practices

* to provide presentations by OYAP, Skills Ontario, Safe School Department ie. Safe Schools Secondary Students Ambassador Symposium, Equity Department targeted Experiential Learning Opportunities
* to provide targeted and culturally specific support for individuals from Guidance Teachers, Special Education Teachers, CYWs, EAs and Social Workers; to intentionally identify asset-based community cultural wealth that students posses
* to have Settlement Workers provide targeted and culturally specific support and information to students
* to provide Administrative support for recognition of students who are at risk ie. in need / underrepresented / underserved / equity seeking / marginalized / vulnerable
* to offer extracurricular activities ie. intramural sports, clubs, interschool TDCAA

Responsibility

* administration, guidance teachers, CYW, community agencies, and the social worker as well as the special education department when required
* Equity Committee Members
* Staff Coaches and Club Facilitators

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

* Targeted culturally responsive community resources, Social Worker, and CYW
* Equity Committee Members
* Chaplain and Parish Priest
* Extracurricular Activities ie. clubs and sports

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

* Improved attendance rates and credit accumulation
* TCDSB Student Voice Survey
* Event participation rates
* Enrollment of students in extracurricular activities ie. clubs and sports

TORONTO CATHOLIC DISTRICT SCHOOL

Safe Schools Plan

School Vision	All Midland Campus / C-Midland Campus community members will recognize that the school is a learning and working environment where they feel safe, accepted and that they are valued and respected members of the school community.
Goal #2	To engage all Monsignor Fraser College members in the creation of a positive school culture, continue to foster faith formation, Gospel Values and promote belonging and community.

Initiatives/Strategies/Practices

i. Morning prayers with sensitivity to cultural and religious diversity of student population
ii. Promote Pastor Plan via daily reflections, posters and community mass ie. Thanksgiving, Christmas, Easter
iii. Celebration of various cultures in our school community
iv. Student Nutrition Program offered daily
v. Homework Club to provide a safe and supportive environment for students to be receive academic support
vi. Initiatives addressing school beautification, bulletin boards with information on community resources/funding and community hours opportunities available, support and discussion groups
vii. Intramural and Interschool sport opportunities ie. before school, lunch, after school, TDCAA membership
viii. Student Leadership teams supporting student voice, leadership, advocacy and innovation
ix. Promote positive school behavior ie. attendance, credit accumulation, Honour Roll
x. Promote mental health and well-being ie. students-led initiatives, Safe Schools student ambassador team
xi. Promote sense of community ie. promoting cultural events/days, Food Friday's, student experiential learning opportunities
xii. Caring Adults/Circle of Care made known to students
xiii. Promote Virtue of the month ie. posters, written and verbal announcements

Responsibility

* administration, administrative secretary, Safe and Accepting School Team (SAST), staff and students
* Chaplain and Parish Priest
* Teachers and Support Staff
* CYW and Social Worker

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

Community partners, school administration, Safe and Accepting School Team (SAST), staff and students
Staff Coaches and Club Facilitators
Child and Youth Worker, Social Worker
Chaplain, Nurturing our Catholic Community resources
Ontario Catholic School Graduate Expectations

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

* Positive student views as measured in the TCDSB Student Voice Survey
* Improved student engagement, attendance and credit accumulation
* Engagement in extracurricular activities ie. clubs and sports
* Anecdotal feedback from staff, students and parents regarding school climate and morale

TORONTO CATHOLIC DISTRICT SCHOOL

Safe Schools Plan

School Vision	All Midland Campus / C-Midland Campus community members will recognize that the school is a learning and working environment where they feel safe, accepted and that they are valued and respected members of the school community.
Goal #3	To provide Monsignor Fraser College students with opportunities to use restorative justice including resolution conference and mediation circles, both formal and informal, as a form of progressive discipline.

Initiatives/Strategies/Practices

Administration, Teachers, Support Staff engagement with students
Child and Youth Worker, Social Worker conferencing with students
Relational teaching and check and connects with students
Administrative support for recognition of students at risk
Prevention strategies and early intervention in moments of conflicts
Promoting healthy relationships, building positive rapports
Community events to promote a sense of belonging

Responsibility

Principal, Vice Principal
Child & Youth Worker, Social Worker
Parish Priest, Community Partners
Teachers and Support Staff
Staff Coaches and Club Facilitators

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

Safe Schools Department
Resolution Conference and Mediation Circles
Catholic Social Teachings
Ontario Catholic Graduate Expectations
Safe Schools Committee

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

Anecdotal evidence
Check and Connects
Safe School Survey
Anecdotal evidence and maintain/further reduce low suspension rates

TORONTO CATHOLIC DISTRICT SCHOOL

Safe Schools Plan

School Vision	All Midland Campus / C-Midland Campus community members will recognize that the school is a learning and working environment where they feel safe, accepted and that they are valued and respected members of the school community.
Goal **#SVP 1**	Obtain reliable qualitative and quantitative data about student needs.

Initiatives/Strategies/Practices

To consider establishing regular town-hall meetings with students and staff

Responsibility

Principal and Vice-Principal

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

Safe Schools Ambassador Team, Safe Schools Department, Equity Department

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

TCDSB Student Voice Survey

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 procedures with students, refer them to procedures shared via Guidance Google Classroom, shared with Staff via email
* Conduct 4 Lockdown Drills, once per quad
* Conduct 6 Fire Drills, three per semester
* Conduct 2 Bomb Treat Drills, one per semester
* Maintain Automated External Defibrillator
* Have two staff at each site trained in First Aid

Responsibility

* administrator, administrative secretaries, custodial staff, teachers, support staff
* consultation with Safe Schools Department
* consultation with Toronto Police Services

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

* School Emergency Response Plan
* Individual School Plan for a Bomb Threat Response
* Individual School Plan for a Lockdown Response
* TCDSB Threats to School Safety Response Procedures
* Toronto Police Services
* Health and Safety Binder

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

* Positive Assessment of Lockdown and Bomb Threat drills
* Emergency Procedure posters, Fire Exits
* Floor Map visible in each classroom
* Quicker timed lockdown responses