

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	Neil McNeil High School	PRINCIPAL:	Mudryj, Sandra
SUPERINTENDENT:	Ryan Peterson		
SCHOOL ADDRESS:	127 Victoria Park Ave Toronto ON M4E 3S2		
STUDENT ENROLMENT:	801		

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	**Yusuf, Stella**	**Support Staff Rep**	**Caldito, Timothy**
Teacher Rep	**Calamia, Franco**	**Student Rep**	**Villanueva Rivera, JOHAN**

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	**2026-11-30**	**2**	**2027-01-14**
3	**2027-02-09**	**4**	**2027-04-19**

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 build a Catholic Community where everyone feels safe, welcome and respected, and students are engaged and empathetic learners. Respect for the dignity of others is the foundation of our daily routines, interactions and actions. Emphasis is being placed on the mental well being and social interactions of students.
Goal #1	In each semester, students will engage in activities and presentations regarding safe schools and bullying.

Initiatives/Strategies/Practices

1. Initiate SLICE (Student Leaders in Catholic Education) Safe Schools Ambassadors and engage with Brotherhood Leadership team (Neil Agents pillar) to create awareness through the school community by organizing multi-grade activities and interaction (eg: Bullying Awareness and Prevention Week, November 15 to November 21, 2026).
2. Student team to attend Safe Schools Symposium, November 19, 2026.
3. Engage student voice to review Safe Schools Symposium to further refine Safe and Accepting Schools Committee.
4. Engage guest speakers on anti-bullying and follow up discussion/activities.
5. students will organize multi-grade activities and interaction throughout the year, recognizing events such as Mental Health Awareness Week (spring 2027) and Pink Shirt Day.
6. Administration team to speak to students regarding the Code of Conduct at grade assemblies and throughout the year.
7. Review of the Code of Conduct by teachers with students in classroom settings (via agenda).
8. Encourage students to seek out information through school Instagram account, PA announcements, bulletin board, school events and schedules
9. Recognize students who exemplify positive virtues and values - Recognize them for the virtue of the month.
10. TTC presentation: Safe Behaviours on Public Transit

Responsibility

SLICE - Student Leaders in Catholic Education Safe School Ambassadors
Safe and Accepting Schools Team
Administration
Guidance
CYW
Brotherhood Leadership Program leaders and staff
Teaching staff
Support staff

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

-PPM 144
-TCDSB Safe Schools website resources
-Safe Schools Student Symposium resources
-Student Voice
-Toronto Public Health
-Toronto Transit Commmission

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

-Safe and Accepting Schools Committee will meet to discuss progress of initiatives and discuss next steps
-school survey results will indicate the level of bullying behavior
-gauge student interest/involvement in student-lead activities
-encourage students and staff members to be aware of and report incidents of bullying and compare the number of reports to the previous year.
-observe progressive discipline platform reporting to number of suspensions year over year overall as well as within the same grade of students.

TORONTO CATHOLIC DISTRICT SCHOOL

Safe Schools Plan

School Vision	To build a Catholic Community where everyone feels safe, welcome and respected, and students are engaged and empathetic learners. Respect for the dignity of others is the foundation of our daily routines, interactions and actions. Emphasis is being placed on the mental well being and social interactions of students.
Goal #2	Empower students to take immediate and positive action to prevent and address bullying behaviours.

Initiatives/Strategies/Practices

1. Creation of Catholic Student Leadership Group - SLICE Safe School Ambassadors - Who embody the Catholic Graduate Expectations.
2. Attendance at Student Symposium for Bullying Awareness and prevention week (November 15 to November 21, 2026).) and bring back ideas to school.
3. Engage students as active and valued leaders within our school community to step in and follow up with student(s) in situations which appear to be a joke but could be interpreted as bullying by student(s)/victim(s).
4. Create opportunities for senior students to interact with junior students (e.g. Big Brother Program, lunchtime intramural sports and tutoring.)
5. Train Big Brothers to be consistent at all times in looking out for the younger brothers.
6. Foster positive relationships through Gr. 9 Orientation , Camp White Pine, grade-level assemblies
7. Update Instagram and school announcements to build awareness on a continual basis
8. Through morning prayer and reflection, emphasize Catholic values and Catholic Graduate Expectations
9. Involve TCDSB Social Work services for presentations.

Responsibility

Administration
SLICE Safe School Ambassadors
Safe Schools Team
Brotherhood Leadership team
Teaching staff
Support staff
Social Work

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

School Climate Survey
Toronto Public Health and various other resources available to CYWs, social workers, and the Safe Schools Team.

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

Safe School Survey results will indicate the level of bullying behaviour
Student Voice will indicate confidence and will be reflected in higher achievement and reduced absenteeism
A focus can be on the number of suspensions year over year overall as well as within the same grade of students.
Impact of SLICE with reflections from the students involved.

TORONTO CATHOLIC DISTRICT SCHOOL

Safe Schools Plan

School Vision	To build a Catholic Community where everyone feels safe, welcome and respected, and students are engaged and empathetic learners. Respect for the dignity of others is the foundation of our daily routines, interactions and actions. Emphasis is being placed on the mental well being and social interactions of students.
Goal #3	Educate staff and students on how to work collaboratively in using corrective measures to improve student behavior in a progressive continuum for the betterment of the school community.

Initiatives/Strategies/Practices

1. Continue implementation of mediation/remediation circles between parties upon infraction, prior to potential suspension and upon re-entry, as appropriate.
2. Implement the Code of Conduct and Progressive Discipline guidelines as per the student Agenda Book.
3. Educate students on strategies/resources available to support them (eg: CYW, caring adults)
4. In-service staff and parents on topics of interest to students and available through CSPC, Toronto Public Health or TCDSB.
5. Train Big Brothers to be consistent at all times in looking out for the younger Brothers.
6. Use intervention programs and resources available from school board.
7. Involve TCDSB Social Work services
8. SLICE Safe School Ambassadors - to educate their peers though activity and information sessions.

Responsibility

Administration
Teaching staff
Support staff
Big Brother Program
Safe Schools Team
Child and Youth Worker
SLICE Safe School Ambassadors

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

School Climate Survey
Toronto Public Health
CYW
Social worker

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

Safe School Survey results will indicate the level of bullying behaviour
Student Voice will indicate confidence and will be reflected in higher achievement and reduced absenteeism
A focus can be on the number of progressive discipline actions year over year overall as well as within the same grade of students.

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 to address inappropriate student behavior and enhance the quality of the working and learning environment so that staff and students can have a safe, positive, healthy and respectful relationships.
Goal #1	Sustain and promote positive student behaviour through early and ongoing intervention strategies. Reduce the number of suspensions by working closely with students, teachers, support staff (eg: remediation circle program)

Initiatives/Strategies/Practices

1. Encourage consistent use of progressive discipline platform to report incidents
2. Ensure consistent use of re-entry meetings following safe school disciplinary procedures.
3. Encourage teachers to be aware of mitigating factors that may manifest in certain behaviours.
4. Student-lead discussions/class visits to encourage self regulation in school and community.

5 Maintain Student version progressive discipline information in the agenda book and add onto school website.

6. Encourage staff participation in Safe Schools professional development opportunities

Responsibility

Caring Adults
Administration
Guidance
Child and Youth Worker
Social Work
-teaching and support staff

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

Progressive Discipline portal
Pyramid of Intervention
Remediation Circle
TCDSB Safe Schools
Toronto Public Health
41 Division

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

Collect progressive discipline data and track students within a grade level.
The goal is to reduce the number of suspensions year over year and within the same age group.
Use of student surveys (formal and informal).

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 build a Catholic Community whereby Catholic values and respect for the dignity of everyone are the foundation of our daily routines, actions and interactions.
Goal #1	Highlight equity, inclusion, respect and appreciation in all aspects of school life.

Initiatives/Strategies/Practices

1. Emphasize Catholic values through morning prayers that incorporate Catholic Graduate Expectations, Virtues of the Month and faith seasons.
2. Equity committee with staff and student voice- though lens of faith
3. Engage students as active and valued leaders within our school community, through class activities, sports, roles on committees
4. Through Brotherhood leadership program facilitate and encourage interaction between junior and senior students.
5. Student lead "public service announcements" to encourage self-regulation in school and community
6. Train Big Brothers to be consistent at all times in looking out for the younger brothers.
7. Provide support for students through the school's bereavement group.
8. MHAT-Mental Health Action Team

Responsibility

Safe Schools Team.
Administration
Teaching staff
Support staff
Brotherhood Leadership Team

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

Involvement of CSPC with guest speakers through grants, student and parent presentations
-TCDSB Safe and Accepting Schools website resources

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

Increased participation in school activities/clubs/teams.
Increased accumulation of volunteer hours by the end of grade 10.
Increased awards and recognition opportunities.

TORONTO CATHOLIC DISTRICT SCHOOL

Safe Schools Plan

School Vision	To build a Catholic Community whereby Catholic values and respect for the dignity of everyone are the foundation of our daily routines, actions and interactions.
Goal #SVP 1	To have lower percentage of students reporting on having witnessed/experienced conflict. For the integration of community developmental strategies surrounding the issue of bullying and safety in the school community.

Initiatives/Strategies/Practices

1. To continue having two student supervisors on-site.
2. To educate students on respect and the impact on the students themselves, their future, families, and the community when they are involved in bullying/fighting by arranging for guest speakers, school staff and administrators, and students to speak at student assemblies.
3. To educate students on the above during Student Transition, Camp White Pine, Big Brother.
4. To update board with photo of services, information on where to find support
5. To put up posters for encouraging students to speak up instead of being a by-stander – promote being a “protector” instead of being a “snitch” mentality.
6. To build relationships and strengthen brotherhood, encourage students to join school activities and clubs.
7. To encourage interactions between students across grades via Big Brother program, peer tutoring, clubs, etc.

Responsibility

Administration, CYW's, All teaching staff, all support staff, all clerical and custodial staff, Safe and Accepting Schools Team.

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

School Climate Survey, TCDSB Safe and Accepting Schools resources, Toronto Public Health and various other resources available to CYWs, social workers, and the Safe and Accepting School Team.

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

Reduced percentage of students reporting on having witnesses/experienced bullying/fighting in School Climate Survey.
Reduced number of suspensions related to bullying/fighting for the rest of the school 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

1. Through discussion and drills, ensure that all students and staff are familiar with the emergency procedures as prescribed by TCDSB Policy.
2. A red emergency response folder with a map of the school, class lists, room numbers and a review of the procedures will be in every classroom.
3. The revised 2023 Emergency Crisis response poster will be posted in all spaces.
3. Ensure supply teachers are aware of emergency responses.
4. Completion of Safety plans as required by students.
5. Share dates of drills with parent community and update with Safe Schools information such as "Threats to school safety Response procedures" pamphlet.
6. Improvements to be made to the school communications system and security cameras.
7. Walkie-talkies used for all members of admin, CYW, caretakers and office staff.
8. Observation of drills by Toronto Police services to assist in proper practice.

Responsibility

Administration
Teachers
Support staff-
-custodians
-secretaries
-Student Supervisors
-CYW
-EA's

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

TCDSB Emergency Procedures Manual 2025-2026
TCDSB Safe Schools Department
Fire department
Toronto Police Services
TCDSB Facilities department

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

*anecdotal reports to measure progress and share with the school community
*Observation by Police/Fire and Administration team.
*Increased compliance to procedures as observed by Administration team