

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	Notre Dame High School	PRINCIPAL:	Henderson, Kathleen
SUPERINTENDENT:	Flora Cifelli		
SCHOOL ADDRESS:	12 Malvern Ave Toronto ON M4E 3E1		
STUDENT ENROLMENT:	650		

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	**Andrea Uliana**	**Student Rep**	**Minaa Farhan**
Teacher Rep	**McQuaid, Adrianna**	**Student Rep**	**Nathania Tilahun**
Student Rep	**Eliana Daniel**	**Student Rep**	**Seleena Marie Boyce**
Student Rep	**Maria DaCosta Castellbranco**	**Student Rep**	**Victoria Macchione**

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	**2026-03-09**	**2**	**2026-11-09**
3	**2026-11-16**	**4**	**2027-02-09**

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	To create a compassionate and supportive environment that inspires academic excellence, deepens faith, and promotes the well-being and safety of every individual.
Goal #1	Promote a safe and inclusive school environment through an anti-bullying awareness and education campaign.

Initiatives/Strategies/Practices

-Kindness Campaign: ways to see positive things happening (photobooth, positive messages)
-Anti-bullying week: songs, signs, announcements, messages, prayers, activities
-student surveys as a way to encourage student voice in creating a safe community
-God Squad and Girl Up: support empowerment and Catholic Values
-participation in Student Symposium (November)

Responsibility

All staff members and students play a role and have a responsibility in the on-going development and sustainment of a caring and safe community.
Admin with the support of staff to monitor student activities to ensure they support and reinforce a caring and safe school culture.
-Safe and Accepting Schools team

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

The Safe School activities created will be done with the support of Notre Dame's staff, Social Worker.
Mental Health Action Team
Additional resources include:
Centre for Urban Schooling - Equity Continuum: Action for Critical Transformation in Schools and Classrooms
Toronto Public Health

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

Analysis of data obtained from annual Safe Schools survey/My school, My voice.
Anecdotal feedback from staff and students regarding Safe Schools activities/events/presentations via Google Forms.

TORONTO CATHOLIC DISTRICT SCHOOL

Safe Schools Plan

School Vision	To create a compassionate and supportive environment that inspires academic excellence, deepens faith, and promotes the well-being and safety of every individual.
Goal #2	Foster a safe and respectful school climate through initiatives on social media safety and positive digital engagement.

Initiatives/Strategies/Practices

1. Guest speaker Paul Davis: presentation to students and parents on Social Media.
2. Activities and events developed by the Safe Schools Team and delivered to and supported by staff.
3. Cell phone holders in classrooms

Responsibility

All staff members, the Safe School Team, MHAT.

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

Toronto Police Services, TCDSB Safe Schools Team, Outside Agencies

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

-anecdotal feedback from teachers
-fewer incidences reported to administration

TORONTO CATHOLIC DISTRICT SCHOOL

Safe Schools Plan

School Vision	To create a compassionate and supportive environment that inspires academic excellence, deepens faith, and promotes the well-being and safety of every individual.
Goal #3	Cultivate a supportive social climate by fostering healthy, respectful peer relationships and positive interactions across all grade levels.

Initiatives/Strategies/Practices

-Lead-Her mentorship program (senior students connecting with grade 9's)activities, guest speakers, study/exam tips
-G9G: Grade 9 team-building activities at Camp Robin Hood
-daily breakfast/snack program
-MHAT (Mental Health Action Team) activities (Anti-Bullying week, Bell Let's Talk)
-positive and supportive messages from senior students to junior students

Responsibility

staff, students, community members
social work
Safe and Accepting schools team

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

TCDSB Mental Health Services
Student Mental Health Action Kit
PPM 119, Developing and implementing equity and inclusive education policies in Ontario Schools
PPM 144, Bullying Prevention and Intervention
TCDSB Mental Health and Wellbeing Strategy

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

Safe Schools Survey
Feedback from staff and students
-student council survey

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	Notre Dame continues to support and implement all current and relevant TCDSB progressive disciplinary policies and procedures while building a community of caring, responsible young people who promote Catholic values in a safe and inclusive environment.
Goal #1	To utilize the mediation process (both formal and informal) to resolve peer conflicts

Initiatives/Strategies/Practices

Safe Schools team to focus on emotional regulation as strategy for a healthier school environment - develop activies centred around awareness of gauging, recognizing, understanding, and de-escalating.
-Guest speaker focusing on peer relationships

Responsibility

Administration, teaching staff, support staff, outside agencies, parents, and the school social worker.

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

Restorative Justice Resources: Hacking School Discipline. books
TCDSB Safe School resources and Progressive Disciplinary guidelines.
School Mental Health Ontario
PPM 145 - Update To Progressive Discipline and Promoting Positive Student Behaviour
RCMC mediation resources

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

Student achievement data.
My school, my voice data.
Anecdotal information resulting from Safe School activities/events/presentations

TORONTO CATHOLIC DISTRICT SCHOOL

Safe Schools Plan

School Vision	Notre Dame continues to support and implement all current and relevant TCDSB progressive disciplinary policies and procedures while building a community of caring, responsible young people who promote Catholic values in a safe and inclusive environment.
Goal #2	To focus on reduction of use of cell phones in classrooms.

Initiatives/Strategies/Practices

*Follow board policy for device use and progressive discipline
*Follow TCDSB Student Code of Conduct
*School Plan: phone misuse/use system -placement of "phone holders" in classrooms
*internal system for Chromebook sign-out and class use

Responsibility

-Administration
-teaching staff
-support staff

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

-cell phone holders
-OECTA resources
-School social worker
-Student Handbook 2026-2027
website-- https://www.ontario.ca/page/cellphones-and-other-mobile-devices-schools

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

anecdotal information
-staff feedback
-admin feedback

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	As a faith community grounded in the belief that every student is made in the image and likeness of God, we ensure all students can fully participate in school life while building self-awareness, empathy, and care across our community.
Goal #1	Amplify student voice to foster leadership, engagement, and school-wide connection.

Initiatives/Strategies/Practices

Establish a ClubHub bulletin board and run a Club Fair to encourage awareness of and increase participation in school extracurricular activities.
Support a wide range of student-led clubs that reflect the diverse interests, talents, and identities of our school community.
Introduce new clubs—including EcoClub, HOSA, and Debate Club—in direct response to student feedback and interest.
Host school-wide events spearheaded by student leadership groups, including the Student Council, Athletic Council, and God Squad.
Facilitate day retreats for all grades, and an overnight retreat for Grade 12 students to deepen reflection and peer connections.
Host regular school assemblies to build school spirit and foster a sense of belonging

Responsibility

Staff, students, the Safe & Accepting Schools team, parent/guardian community.

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

Administration, Trained facilitators, TCDSB Safe Schools resources, Guidance, TCDSB's Mental Health team, and the parent/guardian community.
BSA, GSA, supports.

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

Achieve at least 90% of student awareness of what extracurricular activities are available to them
Achieve at least 50% of student involvement in extracurricular activities/ life outside of the classroom

TORONTO CATHOLIC DISTRICT SCHOOL

Safe Schools Plan

School Vision	As a faith community grounded in the belief that every student is made in the image and likeness of God, we ensure all students can fully participate in school life while building self-awareness, empathy, and care across our community.
Goal **#SVP 1**	1.Student Council to create an anonymous survey for student feedback and ideas, views, concerns and suggestions. 2. My School, My Voice data as available from TCDSB

Initiatives/Strategies/Practices

Student council -created survey will give students an opportunity to share ideas, views, concerns and suggestions with other students, staff and administration.

Responsibility

-Student council moderators
-administration

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

-survey

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

survey data

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

Every classroom is equipped with an Emergency Response Manual covering procedures for fires, lockdowns, hold and secures, shelter-in-place events, and bomb threats.
Multiple drills are held to practice and refine our responses in the event of an emergency situation. One lockdown drill is planned during a non-structured time (first lunch). One bomb threat drill to be incorporated into response practices.
Three fire drills to be conducted per semester to ensure each student is informed and has rehearsed the exit plan and procedure for various locations.
All staff has been training in the Sighted Guide technique to be able to assist our BLV student in emergency situations.
All visitors including daily occasional teachers sign in at the main office and are issued a visitors badge & classroom key upon arrival at the school.
The front doors of the main building have a new controlled-entry system with camera.

Responsibility

Admin, safe schools team, guidance department, parents, all staff & student of Notre Dame High School.

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

Folder in every classroom contains a class list for each course assigned to that room.
A memo to staff if procedures are revised at any point during the school year.

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

Successful completion of drills and emergency response procedures.
Progressive speed, compliance to directions (eg : off phones)
Staff to receive feedback after each emergency response rehearsal.