

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	Our Lady of Victory Catholic School
SUPERINTENDENT:	Robert D'Addario
SCHOOL ADDRESS:	70 Guestville AVE Toronto ON M6N 4N3
STUDENT ENROLMENT:	617

PRINCIPAL: Krubnik, Christine

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	**Krubnik, Christine**	**Student Rep**	**Adebanjo, Tosin**
Teacher Rep	**Daniele, Vanessa**	**Student Rep**	**Eman, Kiseri**
Teacher Rep	**Lasiuk, Lisa**	**Community Rep**	**Katherine Park**
Parent Rep	**Nathaly Astorga**		

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	**2026-03-03**	**2**	**2026-09-21**
3	**2026-11-09**	**4**	**2027-01-13**

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	Our Lady of Victory is a community grounded in Catholic beliefs and traditions. In partnership with our families and Church, we endeavor to create and sustain a nurturing, caring and respectful environment where all stakeholders feel welcome, safe, connected and are respected as contributing members of our school community.
Goal #1	By June 2027, OLV will enhance student awareness and understanding of bullying prevention, healthy relationships, and positive conflict resolution through ongoing instruction, school-wide initiatives, and faith-based learning opportunities. Students will demonstrate increased use of respectful language, peaceful problem-solving strategies, and responsible decision-making, as evidenced through school climate data, behaviour tracking, and student participation in bullying awareness and prevention

Initiatives/Strategies/Practices

1. Develop responsive Social skills throughout the year to support and mend peer relationships, develop social skills, fair play and positive conflict resolution.

2. Explicit lessons on the dynamics of groups and roles that individuals play within those groups (i.e. Bully/Bullied/Bystander) in the classroom and on PA announcements.

3. Support both the bullied and the bully through peer mediation experiences, progressive discipline and restorative practices.

4. Host school-wide assemblies and announcements that focus on the importance of respecting and accepting others, celebrating differences and inclusion

5. Organize in-school sessions and workshops to address anti-bullying, cyberbullying and internet safety (presentations by Paul Davis, Power to Girls and other bullying presentations (TBD).

6. Host school-wide poster contest to promote kindness and anti-bullying awareness.

7. Host professional learning sessions for staff to increase awareness of anti-bullying and relationship building/restorative practices in the classroom.

10. Use Circle-Up/Restorative Circles Approach in the classroom and discuss potential bullying scenarios and "look fors". Teachers familiar with the approach and using the approach will share results and strategies during staff meeetings.

Responsibility

Principal, Vice-Principal
School Staff - Teachers and Support Staff, Child and Youth Worker
Students, Parents
Safe School Advisory Team
Guidance/Social Work
Public Health and Toronto Police Services
Psychology and Social Work intervention
Guidance Councilor
Community Nurse

Resources

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

OLV Code of Conduct
TCDSB Policy S.S. 11
TCDSB Safe School Bullying Resources and Kit (2015)
TCDSB Bullying Prevention and Intervention Brochures
Toronto Police Services
Ontario Catholic School Graduate Expectations
SMHO resources
Restorative Circles
Hacking School Discipline Together by Jeffrey Benson

Measurement of Progress

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

Ongoing Monitoring
Staff Observation/Anecdotal Evidence
Reduction in the number of Student/Parent Concerns about Bullying Reported to School/Administration
Evidence of growing positive student relationships
Decrease number of Progressive Discipline Reports Dealing with Bullying
Students intervening safely to both report and stand up to bullying
A growing climate of upstanders
Students working together and helping to mediate conflict
Fewer fights and conflict during recess
Fewer students sent to the office for fighting or bullying related issues
Safe and Caring Catholic School Climate Survey results
Feedback Form
Town Hall
Increased number of staff using Restorative/Community Circles and Circle Up approach

TORONTO CATHOLIC DISTRICT SCHOOL

Safe Schools Plan

School Vision	Our Lady of Victory is a community grounded in Catholic beliefs and traditions. In partnership with our families and Church, we endeavor to create and sustain a nurturing, caring and respectful environment where all stakeholders feel welcome, safe, connected and are respected as contributing members of our school community.
Goal #2	By June 2027, OLV will strengthen a positive and inclusive school climate by fostering empathy, mindfulness, and collective efficacy through regular morning meetings, community-building activities, and explicit instruction in social-emotional learning. Students will demonstrate increased use of respectful communication, peaceful conflict resolution, and positive peer interactions, as evidenced through behaviour data, student voice, and school climate indicators.

Initiatives/Strategies/Practices

1. All staff will participate in bullying awareness and prevention initiatives/professional development.

2. Model and encourage positive and healthy behaviors and interactions, such as the Circle Up/Restorative Circles approach.

3. All staff will enforce clear rules against exclusive behavior and exclusive language, as well as, teach strategies that allow individuals to develop inclusive practices and apply consequences when needed.

4. Increased communication between students, parents and staff to deal with issues early and effectively and re-visit the issues as needed; building partnerships with parents by sharing concerns and collaborating on prevention initiatives.

5. To provide opportunities for parental engagement through targeted communication, events and presentations in each term (e.g., Kids Have Stress Too!).

6. Student leadership through Mindful Monday's, Learning Buddies, Circle Up.

7. Student leadership and training through implementation of the PALS program alongside our Public Health Nurse, Katherine Park.

Responsibility

Principal, Vice-Principal
Teachers
Guidance Counsellor
Child and Youth Worker
Educational Assistants
Parent Representative
Community Officer
Social Worker
Toronto Public Health Nurse

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

To provide restorative practices strategies to staff
Implementation to Bullying Awareness and Decision-Making guides through Fully Alive program/Health Classes
Games and other materials to support co-operation and collaboration
Community Stakeholders
Print materials (picture books) and videos

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

Increase measure of self-esteem in students engaged in reflective practices based on their strengths.

Staff and students model Catholic School Graduate Expectations in everyday work and practice.

Reduction in the number of major incidents reported.

Increase in cooperative play in the school yard.

Improved strategies for student self-regulation when presented with bullying situations to minimize conflicts.

Implementation of strategies outlined in Safe School resources.

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Goal #3	By June 2027, OLV will reduce incidents of bullying and peer conflict by implementing consistent intervention practices that promote empathy, mindfulness, self-regulation, and restorative problem-solving. Through regular community-building circles, morning meetings, and explicit social-emotional learning opportunities, students will demonstrate increased use of positive conflict-resolution skills and respectful interactions, as evidenced through behaviour tracking, student voice, and school clim

Initiatives/Strategies/Practices

1. Staff, student, parents to demonstrate daily inclusiveness and lived gospel values through every interaction.

2. Promote TCDSB monthly virtues in the classroom and school-wide.

3. Reading student names in the announcements with the corresponding actions; highlighting catholic virtues (Gotcha draws, virtue assemblies, Pizza with Principal).

4. Promote the Catholic Graduate Expectations at all grade levels, in age appropriate language and activities.

5. Student leadership group initiatives: bullying awareness week, inclusion, black history, month, mental wellness, Pride month, orange shirt day, Terry Fox walk, food drives, spirit days and civvies days.

6. All stakeholders to communicate and enforce school code of conduct.

7. Host lunch and learn sessions to discuss key principles in the resource, Hacking School Discipline.

Responsibility

Principal, Vice-Principal
Teachers and other staff
Educational Assistants
Child and Youth Workers
Parents and students
Parish Priest
Community representatives

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

To encourage staff to participate in Safe Schools Professional Learning Modules
Safe and Caring Catholic School Climate Survey results.
Promoting our Catholic community resources from TCDSB website
TCDSB Progressive Discipline document
TCDSB Safe Schools Website resources
TCDSB Bullying
Mentor Texts on Bullying and Safe schools bullying resource kit.
Religion and Family Life programs, Health Education program.

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

Use of common language and consistent school wide approach to discipline- "progressive discipline" by all stakeholders
Teachers/Staff members completing appropriate forms and documentation- Safe School Application - Progressive Discipline
Decrease in incidents requiring Progressive Discipline reports
Anecdotal Evidence/Observation
Attending to small issues and student concerns; quick response, quick solution

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	Our Lady of Victory is a community grounded in Catholic beliefs and traditions. In partnership with our families and Church, we endeavor to create and sustain a nurturing, caring and respectful environment where all stakeholders feel welcome, safe, connected and are respected as contributing members of our school community.
Goal #1	To provide learning opportunities and build strategies that promote and reinforce positive behaviours, build resilience and assist students in all grade levels to make positive and appropriate choices.

Initiatives/Strategies/Practices

1. Create a Safe Schools working group to establish a unified school-wide approach with regards to Progressive Discipline that is shared with students, staff and parents. Develop an accompanying visual that will be shared school wide.

2. Communicate the school code of conduct to all school and community stakeholders via assemblies, agenda, Curriculum Night and CSPC Meetings.

3. Teaching staff will choose and use tools/strategies to regulate emotions in and outside of the classroom (e.g., daily affirmations, affirmation mirrors, social stories, zones of regulation, learning to identify emotions, Talk About Volcano, Read and Relax Club).

4. Provide direct teaching of behavioural expectations in all grades.

5. Ensure that all interventions for students with special education needs are consistent with the IEP expectations.

6. Promote the use of the Safe Schools Progressive Discipline Application to document incidents, interventions and consequences related to student behaviour.

7. Student leaders will run C-LEAP for younger students to encourage co-operative through various activities and games.

Responsibility

Educators and Administration
Students and Parents
CYW Involvement and E.A. support
Guidance Counselor, Social Worker
Safe Schools Department
Police/School Board Protocol
Community stakeholders

Resources

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

Access to APT for support and other agencies or departments (Autism)
Safe Schools Website and Resources and Documents - Safe and Caring School
Intranet Web Application- Progressive Discipline
Our Lady of Victory School Code of Conduct
TCDSB Safe Schools Bullying Awareness and Prevention Toolkit to support healthy relationships and address the problems of bullying behavior
Mental Health Newsletter from TCDSB Psychology Services
Various picture books and videos
Community Resources

Measurement of Progress

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

Use of common language and consistent school wide approach to discipline- "progressive discipline" by all stakeholders

Teachers/Staff members completing appropriate forms and documentation- Safe School Application - Progressive Discipline
Decrease in incidents requiring Progressive Discipline reports

Anecdotal Evidence/Observation
Attending to small issues and student concerns; quick response, quick solution

Observed changes in language used by students
Greater self-regulation noted

Increased confidence level for staff when dealing with difficult situations

Encourage all staff (EA,CYW etc.) to familiarize themselves with the completion of Progressive Discipline reports

Improve staff completion of appropriate forms and documentation- Progressive Discipline

TORONTO CATHOLIC DISTRICT SCHOOL

Safe Schools Plan

School Vision	Our Lady of Victory is a community grounded in Catholic beliefs and traditions. In partnership with our families and Church, we endeavor to create and sustain a nurturing, caring and respectful environment where all stakeholders feel welcome, safe, connected and are respected as contributing members of our school community.
Goal #2	All members of the school community, staff, students and parents, will have a clear understanding of the progressive discipline process and recognize the equitable nature of the process consistent with our gospel values and graduate expectations.

Initiatives/Strategies/Practices

1. Competent working knowledge of progressive discipline process, clear guidelines and application by all staff, students and families.
2. Creation and implementation of a visual that supports the progressive discipline process.
3. Promote reporting incidents of inappropriate behavior by all staff members using the progressive discipline platform and consistent follow up to support behavioural change and promote teaching of appropriate behaviours.
4. Make referrals to Guidance, and Social Work as needed
.5. Ensure on-going and open communication with parents.
6. Promote TCDSB virtues and good citizenship, in the classroom and school-wide as deterrent to poor discipline issues.
7. In collaboration with safe school team and staff develop a repertoire of strategies and interventions with which to address inappropriate student behaviour (professional readings, workshops)proactively.
8. Adhere to OLV student code of conduct.
9. Insert information about progressive discipline in school newsletters.

Responsibility

Administration; principal and vice principal
All staff members: teachers, student supervisors, EA's CYW, Office Staff, custodial
Students and parents
Social Worker and Guidance Teacher
TCDSB Support staff

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

Safe School Website
Student agenda - include Code of Conduct
School Newsletter
TCDSB protocol
On-line incident reports
Safe School in-services: Threat Assessment, Mediation and Restorative Circle, Class Management training
TCDSB Progressive Discipline resources
Bill 212 - Progressive Discipline and School Safety
CSPC meetings
Safe School Team

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

Decrease on suspension statistics for the year as noted on progressive discipline platform
Increase in support and interventions provided for students; proactive rather than reactive
Changes noted in the Safe and Caring school survey in regards to conflict in schoolyard

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.

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Goal #1	To support learning and practices that promote a positive school climate in which all members of the school community feel safe (parents, staff, students), comfortable and accepted at all times.

Initiatives/Strategies/Practices

1. Promote awareness activities that support the marginalized members of society (orange shirt day, pink shirt day, Pride month).

2. Staff to provide leadership in promoting local Safe School initiatives (e.g., PALS, Read and Relax club).

2. Encourage parent/community participation in the Safe Schools Action Team.

4. Provide professional development to staff on Mental Health and Well-Being. Encourage staff to use Positive Mental Health Strategies as per our SIEP Goal on mental health.

5. Continue to work with our Guidance Councilor, Social Worker, CYW and Liaison Public Health Nurse on a case by case basis in order to address mental health issues and decrease personal conflicts and anti-social behaviours.

6. Christian Meditation; mindfulness activities; Monday Wellness announcements from students, positive affirmations, goal setting, positive self-talk, etc.

7. Engage in prayer - rosary apostolates

8. Participate in professional learning hosted by the Safe Schools and Indigenous Education, Equity, and Community Relations Departments focused on restorative practice

9. Alongside Toronto Public Health Nurse, host a series of 3 workshops for parents/guardians, Kids Have Stress Too!

10. Staff to develop and run a Read and Relax Club to promote self regulation and mindfulness for students.

11. Host Treat Days once per month as part of our Social Committee.

Responsibility

Principal
Vice-Principal
School Staff - Teachers and Support Staff, Child and Youth Workers
Students and parents
Guidance Councilor and Social worker
CSPC
Our Lady of Victory Parish
Rosary Apostolates

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

Religion and Family Life Program

Staff

Mentor Texts (picture books) and professional resources and articles

Mental Health Professional Development day

Student created posters on Mental Health to be displayed in classrooms and shared in Newsletters to families.

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

Increased numbers of students actively engaged in school and parish life.

Increased school spirit and participation in school spirit days.

Observation and celebration of Student Leadership.

Students suggesting/leading activities.

Participation/attendance at CSPC meetings/events.

Safe and Caring Catholic School Climate Survey.

School Vision	Our Lady of Victory is a community grounded in Catholic beliefs and traditions. In partnership with our families and Church, we endeavor to create and sustain a nurturing, caring and respectful environment where all stakeholders feel welcome, safe, connected and are respected as contributing members of our school community.
Goal #2	To engage students in meaningful activities which provide leadership beyond the classroom.

Initiatives/Strategies/Practices

Students given opportunity to run social justice campaigns.

Students given opportunity to participate in school-wide assemblies.

Initiate Stop the Stigma activities (with the assistance of Guidance).

Offer various lunch time clubs which include Knitting, Lego, and Chess.

Students given the opportunity to participate in school wide initiatives (e.g., Pizza distribution, Christmas shop).

Students given the opportunity to help support primary classrooms during lunch by offering monitoring duties.

Students given the opportunity to run recess activities through PALS.

Responsibility

Administration
Students
Staff

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

Instructional materials appropriate to task.

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

Increased and successful student engagement in tasks where students are asked their reasoning, thinking and writing about academic tasks

Town Hall - principal to meet with students and get verbal feedback.

TORONTO CATHOLIC DISTRICT SCHOOL

Safe Schools Plan

School Vision	Our Lady of Victory is a community grounded in Catholic beliefs and traditions. In partnership with our families and Church, we endeavor to create and sustain a nurturing, caring and respectful environment where all stakeholders feel welcome, safe, connected and are respected as contributing members of our school community.
Goal #SVP 1	To encourage student involvement by giving students the opportunity to lead and/or contribute to school activities that support a caring school climate.

Initiatives/Strategies/Practices

1. Provide opportunities for students to be class leaders, classroom helpers, lunch monitors, volunteers in the school, student mentors, Pizza with Principal

2. Create Safe and Caring school leadership group that will focus on leading initiatives in November, February and May and gather information from students regarding how they feel about their school and how it can be made better

3. Student voice about how they feel and how we can support them at school.

Responsibility

All staff members and students
Older student leaders
Principal, Vice Principal
Different student leadership groups and their teacher leaders

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

Human resources
Print Resources to support leadership groups

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

Increased student engagement (measured by attitudinal surveys and student participation)

Students better able to identify with their school, pride

Observed relationships; student with student, staff to staff, student to staff and parent to staff

Parents and students report feeling part of process - "working with the school" "their voice is heard"

Safe and Caring Schools Survey grades 6 & 8 improvement noted in this area

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

Lockdown practice to take place and all community members, staff, students, and support staff are familiar with the lockdown procedures

Safe Schools Threats to School Safety poster displayed in all rooms in the school.

Staff is informed regarding available resources.

Staff in-serviced twice a year to review epipen and injection pump systems and the new protocol surrounding severe allergies.

Fire drills 3 per term as per Fire Dept. regulations

Inform community of lockdown drills via school calendar/newsletter/school messenger.

Bomb threat drills to be done 2 times throughout the year.

Responsibility

Principal
Vice-principal
Custodial Staff
Clerical Staff
Support Staff
School Staff
Students

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

TCDSB Threats to School Safety - resources
Safe School Portal on intranet
Anaphylaxis Resource Kit
Health and Safety Binder

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

Successful Lockdown Practice - clear observable evidence that procedures are followed correctly.