

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	St. Cecilia Catholic School	PRINCIPAL:	De Franco, Lisa
SUPERINTENDENT:	George Danfulani		
SCHOOL ADDRESS:	355 Annette St Toronto ON M6P 1R3		
STUDENT ENROLMENT:	510		

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	**De Franco, Lisa**	**Teacher Rep**	**York, Edward**
Administrative Rep	**Miceli, Anthony**	**Support Staff Rep**	**Vidal, Javiera**
Teacher Rep	**Mangano, Samantha**		

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	**2026-09-24**	**2**	**2026-10-08**
3	**2026-12-03**	**4**	**2027-04-20**

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	Promote and maintain a safe, inclusive, and welcoming environment for all students, staff, and community members. Rooted in Catholic values, which include respect, responsibility, and positive behaviour while addressing inappropriate conduct through prevention, early intervention, and supportive consequences. Implement strategies to prevent bullying, harassment, and violence while fostering mental health and well-being. Encourage a collaborative approach involving educators, parents, students.
Goal #1	Direct teaching of behavioural expectations in all grade levels. - Working with students to address repeated behaviours. Communication with home to share concerns. - Addressing inappropriate behaviors through a Catholic Lens. - Working to develop a schoolwide awareness of the difference between bullying and conflict. - Reminders on the announcements about appropriate behaviours in the classroom and the schoolyard. - Examining bullying and conflict to determine if there is an equity concern

Initiatives/Strategies/Practices

1. Encourage students to take an active role in promoting a safe school environment by safely reporting harmful behaviours to trusted adults.
2. Establish and promote a secure, confidential process for reporting incidents, ensuring that all students feel supported and protected.
3. Provide students with problem-solving strategies to enhance their sense of safety and empower them to advocate for themselves and others. Engage the School Liaison Officer for educational presentations that support these efforts.
4. Conduct student surveys to identify areas within the school where harmful behaviors are more likely to occur, fostering a transparent and collaborative approach to improving safety.
5. Regularly review safety procedures with Lunch Supervisors, ensuring clear communication and transparency in their roles.
6. Ensure that staff consistently apply the progressive discipline model when addressing incidents. Administrators will thoroughly investigate reported issues and implement appropriate consequences as needed.
7. Direct teaching of behavioural expectations in all grade levels.

Responsibility

Principal/Vice-Principal/Staff/Social Worker/Guidance/Parents/students/school officer

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

1. Bullying Awareness & Prevention for Catholic Elementary Schools - a guide for parents
2. Bullying Prevention and Intervention for Catholic Elementary Schools
3. Safe and Caring School Surveys
4. Toronto Public Health Nurse
5. Guidance Teacher
6. Share school climate survey with intermediate students to identify situations that pertain to areas of issue and to develop skits/workshops of these situations to present to primary and junior students to raise awareness.
7. Involve the guidance teacher in small group and large group discussions
8. Discuss through Religion and Fully Alive Program
9. Provide a safe and inclusive space for students

Here is a list of Canadian Resources(Links) to address bullying:

1. PREVNet(prevnet.ca)
   - A national network focused on preventing bullying and promoting healthy relationships among children and youth. Provides resources, research, and tools.

2. Bullying.org (bullying.org)
   - A Canadian resource offering information, support, and solutions to address bullying, including cyberbullying.

3. Kids Help Phone (kidshelpphone.ca)
   - A 24/7 helpline and online resource offering counseling and support to young people in Canada dealing with bullying and other challenges.

4. Red Cross Respect Education (redcross.ca)
   - Delivers programs and resources to prevent bullying, encourage respect, and promote safe and inclusive communities.

5. MediaSmarts(mediasmarts.ca)
   - Provides Canadian-specific resources to educate children and youth about media literacy, digital citizenship, and cyberbullying prevention.

6. Canadian Centre for Child Protection(protectchildren.ca)
   - Offers resources for parents, caregivers, and educators to protect children from online risks, including cyberbullying.

7. PREVNet's "Promoting Relationships and Eliminating Violence" Initiative (prevnet.ca/prevnet/purpose-and-principles.html)
   - Focuses on promoting positive relationships and reducing violence among children and youth in Canada.

8. TeachKindness (teachkindness.ca)
   - A program focused on teaching and promoting kindness, empathy, and inclusion in Canadian schools.

9. Pink Shirt Day (pinkshirtday.ca)
   - An anti-bullying initiative encouraging Canadians to wear pink and take a stand against bullying. Provides resources for schools and communities.

10. Kids in the Know (kidsintheknow.ca)
    - Offers resources for educators and parents to teach children in Canada about personal safety, including online safety and bullying prevention.

11. ERASE Bullying (erase.gov.bc.ca)
    - An initiative from the British Columbia government to address and prevent bullying. It offers resources that can be helpful across Canada.

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

1. Lower rate of inappropriate behaviour reported.
2. Buddies Program during lunch to help young students with small conflicts.
3. Bullying incidents are reduced and strategies for students, bystanders and the bully are evident.
4. Positive culture of the school reflected in safety survey at the end of academic year.
5. Students to exhibit better social skills.
6. More students being included in recess activities.

W7. e introduced a "Buddy System" which allow junior/intermediate students to showcase their leadership and give of their time during lunch to supervise students with adult attention.

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Goal #2	Student / Teacher conferences Board conferences with Students / Teachers

Initiatives/Strategies/Practices

1. Encourage students to safely intervene
2. Provide problem-solving strategies to increase students' sense of safety and advocacy.
3. Use student survey to identify school "hot spots" for bullying behaviour and to develop differentiated supervision.
4. Teachers to discuss difference between rude, mean and bullying behavior and negative effects of bullying
5. Increase supervision to include a staff member at each level to prevent bullying
6. Discuss with students negative effects of bullying

Responsibility

Principal/Vice-Principal/Staff/Parents/Parish Staff/Community Liaison Officer

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

1. Bullying: We can all help stop it. Ministry of Education, 2009
2. http://www.tcdsb.org/ProgramsServices/SafeSchools/Pages/default.aspx
4. www.canadiansafeschools.com
5. DIP Student Surveys: Safe School/My School My Voice) https://webapp.tcdsb.org/
6. CSPC
7. All staff
8. Use Progressive Discipline Application to report incidents of bullying

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

Fewer incidents of bullying behaviour and lower rate of incidents reported on school grounds.
Successful Completion of Initiatives
Community Feedback

TORONTO CATHOLIC DISTRICT SCHOOL

Safe Schools Plan

School Vision	Promote and maintain a safe, inclusive, and welcoming environment for all students, staff, and community members. Rooted in Catholic values, which include respect, responsibility, and positive behaviour while addressing inappropriate conduct through prevention, early intervention, and supportive consequences. Implement strategies to prevent bullying, harassment, and violence while fostering mental health and well-being. Encourage a collaborative approach involving educators, parents, students.
Goal #3	Mediation Circles

Initiatives/Strategies/Practices

1. Provide leadership opportunities: introduce intermediate buddies/First Aid station
2. Communicate expectations and raise awareness about prevention with parents through CSAC presentations, student agendas and monthly newsletters.
3. Raise awareness of race, equity, inclusion, and Indigenous issues through school initiatives organized by teacher representatives. ex. Orange Shirt Day
4. Have a parent representative be a part of the Safe schools committee.

Responsibility

Principal/Vice-Principal/Staff/CYW/Community Liaison Officer/Student Council

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

1. Progressive Discipline Safe Schools Statistics https://webapp.tcdsb.org/PDSS/logon.aspx?ReturnUrl=%2fPDSS%2fDefault.aspx
2. DIP Student Surveys: Safe School/My School My Voice) https://webapp.tcdsb.org/DIP30
3. TCDSB Policy S.S.11 Bullying Prevention & Awareness http://www.tcdsb.org/policyregister/SS11.htm
4. TCDSB Safe Schools Bullying Resources http://sharepoint01/SafeSchools/Document%20Library/Forms/AllItems.aspx
5. TCDSB Bullying Prevention and Intervention Brochure
6. MOE http://www.edu.gov.on.ca/eng/parents/ResourceDocEng.pdf
7. PPM 145: Bullying Prevention and Intervention
8. Bullying Brochure: A guide for Parents http://www.cpco.on.ca/ResourceLibrary/EquitySafety/Bullying.pdf
9. Toronto Public Health

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

Fewer incidents of bullying behaviour and lower rate of incidents reported on school grounds.
Involvement of students in the various extra-curricular opportunities offered at the school.

2. Progressive Discipline Plan

Progressive discipline is a whole-school approach that utilizes a continuum of interventions, supports, and consequences to address inappropriate student behaviour and to build upon strategies that promote positive student behaviours. When inappropriate behaviour occurs, disciplinary measures should be applied within a framework that shifts the focus from one that is solely punitive to one that is both corrective and supportive. Schools should utilize a range of interventions, supports and consequences that include learning opportunities focused on reinforcing positive behaviour and helping students make good choices. PPM 145

School Vision

Restorative and supportive approach to managing student behaviour. Rooted in Catholic values, we aim to address inappropriate actions through a range of escalating interventions that promote reflection, learning, and personal growth. The process begins with preventative measures and minor consequences, such as verbal warnings or mediation, and may escalate to more serious actions, including suspension, if necessary. The goal is to help students understand the impact of their behaviour

Goal #1

- To sustain and promote positive student behaviour through early and ongoing intervention strategies and maintain open communication with parents/caregivers.
- To consider mitigating circumstances, including questions of equity, in tailoring the approach to altering unacceptable behaviours.
- Teachers to build a school community by building relationships with all students in the school and share a consistent response to inappropriate behaviours.

Initiatives/Strategies/Practices

1. Increase staff awareness of behaviours that could be considered manifestations of a student's diagnosis or identification.
2. Communication regarding students with behavioural concerns will be shared with staff to ensure that safety measures are in place for the well-being of the students.
3. Communicate with parents/guardians and enlist support and consistency of expectations.
4. Listen to students and promote positive behaviour when responding to incidents.
5. Provide instruction and support to staff regarding the use of Progressive Discipline reporting.
6. Model and promote direct conflict resolution between students.
7. Staff will follow Progressive Discipline Model that promotes making contact with parents as the first line of intervention in order to address behavioural concern.
8. Social Worker intervention when necessary.
9. Consideration of Mitigating factors.

Responsibility

Principal/Vice-Principal/Staff/Guidance/Social Worker

Resources

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

1. Progressive Discipline Brochure
2. Bill 212: Progressive Discipline and Safety in Schools, 2008
3. Safe Schools department staff
4. Progressive Discipline Reporting
5. School's Progressive Discipline Model
6. Bullying Protocol
7. Police Protocol

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

1. Evidence of target behavior as proposed in behaviour safety plan
2. Co-operation and positive responses from students
3. Reduced number of incident reporting and reduced number of suspensions

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	Foster respect, inclusivity, and a sense of belonging for all students, staff, and community members. Grounded in Catholic values, we promote an enrichment of Catholic spirituality, and creation of a learning environment where everyone feels safe, supported, and engaged. This climate is cultivated through a partnership between the school, church, and home in collaboration, open communication, and initiatives that encourage empathy, equity, and diversity.
Goal #1	To build school community and encourage students to be leaders and positive role models. To highlight inclusion, respect and appreciation in all aspects of school life. To foster individual and collective acts of service that actualize Gospel values in alignment with the TCDSB Pastoral Plan: with Minds of Justice and Peace. To nurture and develop positive leadership skills of students, staff and parents through opportunities embedded in school life.

Initiatives/Strategies/Practices

1. Encourage student participation in student leadership initiatives such as those addressing social justice issues (Walk to School, Eco Club, Terry Fox, recess house league program).
2. Promote increased collaboration among School-Home-Church.
3. Establish student leadership opportunities through sports, clubs, and student council.
4. Continue to promote awareness and action with regard to responding to current community and world issues;
5. Recognition of positive behaviour through Student Recognition Awards (Virtue of the Month)
6. Various presentations throughout the school year catering to specific age groups.
7. School Spirit theme/charity days (Dress down days).
8. Various Extra-curricular sports.
9. Establish guidelines to ensure compliance with TCDSB dress code policy.
10. Athlete code of conduct.
11. Honouring Student Voice when concerns are brought forward.

Responsibility

Teachers/Safe School Team/Administration/Staff/Community Liaison Officer/Church
Student leaders, CSPC, SET teachers

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

Safe, Caring and Healthy Schools,
CPSC meetings and involvment
"Do One Thing Today to Help Build a Positive School Culture"
education.wm.edu/centers/ttac/resources/articles/challengebehav/

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

Continued student involvement in positive school culture initiatives
Lower rate of inappropriate behavior
More students engaged during recesses
Lower rate of non-compliance to TCDSB dress code policy

TORONTO CATHOLIC DISTRICT SCHOOL

Safe Schools Plan

School Vision	Foster respect, inclusivity, and a sense of belonging for all students, staff, and community members. Grounded in Catholic values, we promote an enrichment of Catholic spirituality, and creation of a learning environment where everyone feels safe, supported, and engaged. This climate is cultivated through a partnership between the school, church, and home in collaboration, open communication, and initiatives that encourage empathy, equity, and diversity.
Goal #2	To ensure student voices are heard through initiatives led by intermediate students (buddy system). This promotes a positive school climate when it is student driven.

Initiatives/Strategies/Practices

1. Encourage student participation in student leadership initiatives such as those addressing social justice issues (Walk to School, Eco Club, Terry Fox, SNAP program, recess house league program, Food Bank).
2. Promote increased collaboration among School-Home-Church.
3. Encourage student participation in sports, clubs, and service roles.
4. Conduct monthly recognition promoting the virtues of the month.
5. Establish student leadership opportunities through sports, clubs, choir, W5H, and student council.
7. Continue to promote awareness and action with regard to responding to current community and world issues; ie: ecoschools: walk to school, social justice issues. Charitable inititaives: Terry Fox, Christmas Angel, and food drives, Pink shirt day, Remembrance Day and Safe House.
8. Continue to promote reconciliation through the Church.
9. Recognition of positive behaviour through Student Recognition Awards (Virtue of the Month)
10. Various presentations throughout the school year catering to specific age groups.
11. School Spirit theme/charity days (Dress down days)
12. Various Extra-curricular sports (Soccer/volleyball/cross country
/Track and Field/Frisbee/Basketball)
13. Establish guidelines to ensure compliance with TCDSB dress code policy

Responsibility

Teachers/Safe School Team/Administration/Staff/Community Liaison Officer/Church
Student leaders, CSPC, SET teachers

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

Safe, Caring and Healthy Schools,
CPSC
"Do One Thing Today to Help Build a Positive School Culture"
education.wm.edu/centers/ttac/resources/articles/challengebehav/

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

Continued student involvement in positive school culture initiatives
Lower rate of inappropriate behaviour
More students engaged during recesses
Results from the Safe and Caring School Surveys
Lower rate of non-compliance to TCDSB dress code policy

TORONTO CATHOLIC DISTRICT SCHOOL

Safe Schools Plan

School Vision	Foster respect, inclusivity, and a sense of belonging for all students, staff, and community members. Grounded in Catholic values, we promote an enrichment of Catholic spirituality, and creation of a learning environment where everyone feels safe, supported, and engaged. This climate is cultivated through a partnership between the school, church, and home in collaboration, open communication, and initiatives that encourage empathy, equity, and diversity.
Goal #3	To ensure that the church, home and school community connection is embraced in all aspects of our learning.

Initiatives/Strategies/Practices

1. Encourage student participation in student leadership initiatives such as those addressing social justice issues (Walk to School, Eco Club, Terry Fox, recess house league program).
2. Promote increased collaboration among School-Home-Church.
3. Encourage student participation in sports, clubs, and service roles.
4. Conduct monthly recognition assemblies promoting the virtues of the month.
5. Establish student leadership opportunities through sports, clubs, Me to We, choir, glee club, science club, office helpers, and student council.
7. Continue to promote awareness and action with regard to responding to current community and world issues; ie: ecoschools: walk to school, social justice issues. Charitable initiatives: Terry Fox, Christmas baskets, food drives and Angel Foundation for Learning.
8. Continue to promote reconciliation through the Church.
9. Recognition of positive behaviour through Student Recognition Awards (Virtue of the Month)
10. Various presentations throughout the school year catering to specific age groups.
11. School Spirit theme/charity days (Dress down days)
12. Various Extra-curricular sports (Soccer/volleyball/cross country /Track and Field/Softball/Basketball)
13. Establish guidelines to ensure compliance with TCDSB dress code policy

Responsibility

Teachers/Safe School Team/Administration/Staff/Community Liaison Officer/Church
Student leaders, CSPC, SET teachers

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

Safe, Caring and Healthy Schools,
CPSC
"Do One Thing Today to Help Build a Positive School Culture"
education.wm.edu/centers/ttac/resources/articles/challengebehav/

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

1. Continued student involvement in positive school culture initiatives
2. Lower rate of inappropriate behavior
3. More students engaged during recesses
4. Results from the Safe and Caring School Surveys
5. Lower rate of non-compliance to TCDSB dress code policy

TORONTO CATHOLIC DISTRICT SCHOOL

Safe Schools Plan

School Vision	Foster respect, inclusivity, and a sense of belonging for all students, staff, and community members. Grounded in Catholic values, we promote an enrichment of Catholic spirituality, and creation of a learning environment where everyone feels safe, supported, and engaged. This climate is cultivated through a partnership between the school, church, and home in collaboration, open communication, and initiatives that encourage empathy, equity, and diversity.
Goal #SVP 1	Through initiatives led by intermediate students, to provide strategies for all students to engage in a safe and positive learning environment.

Initiatives/Strategies/Practices

1. Initiatives are engaging, informative, and age appropriate that promote a caring environment
2. Intermediate student leaders to follow up on initiatives periodically in younger grade classes to discuss successes and needs for improvement

Responsibility

Teachers and support staff to ensure initiatives are engaging, age appropriate that deal with the appropriate issues

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

Classrooms
Anti-bullying resources
Student engagement resources

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

1. Fewer incidents of bullying reported
2. All students engaged during recesses
3. Community feedback

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. Conduct Fire drills - 6 per year
2. Conduct Lockdown drills - 4 per year/ Hold Secure - 1 per year - Teachers to practise procedures and discuss expectations with students beforehand.
3. Ensure the Health & Safety at the Board level is updated
4. Monitor for adequate supervision during recesses
5. Arrange Epi-pen presentation/training twice yearly to maintain anaphylaxis Awareness: Sabrina's Law
6. Ensure current First Aid certification of at least two staff members
7. Monitor regular maintenance of the defibrillator
8. All doors will be locked during the school day. Main doors are monitored and can only be opened by office staff once the visitor states name and business.
9. Students are reminded to never open exterior doors through school announcements, classroom rules review and written instructions posted on the inside of each exterior door: 'Do NOT open the doors to anyone except staff or classmates'.
10. Visitors to report to office and to wear Visitor's Badge when in the school.
11. Enforce safe school policy with parent access/visitors.

Responsibility

Safe School Action Team
Principal/Vice-Principal
Police Partners
Teachers/Staff

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

1. TCDSB Threats to School Safety Response Procedures
2. Police Partner School Action Team Website
3. Emergency lockdown posters
4. School Emergency Response Plan Binder
5. Asbestos Management Program
6. Health and Safety intranet website
7. Safe Schools Department
8. Purchase of Walkie-talkies

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

Key staff are able to quickly articulate emergency practices and procedures
Emergency Procedure poster is visible in each classroom.
Demonstration of appropriate response to incidents as they occur.
Successful execution of fire drills and lockdowns