

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. Clement Catholic School	PRINCIPAL:	MacNeil, Robert
SUPERINTENDENT:	Robert D'Addario		
SCHOOL ADDRESS:	4319 Bloor St Toronto ON M9C 2A2		
STUDENT ENROLMENT:	617		

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	**MacNeil, Robert**	**Parent Rep**	**Fernandes, Natasha**
Teacher Rep	**O`Neill, Michael**	**Parent Rep**	**Pecio, Adrianna**

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	**2026-11-05**	**2**	**2026-12-08**
3	**2027-01-07**	**4**	**2027-02-09**

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	St. Clement Catholic School is devoted to creating a safe, respectful, and nurturing learning environment where academic excellence is a central focus. Through high expectations, dedicated instruction, and holistic support, we empower students to grow intellectually, spiritually, and personally, enabling them to reach their fullest potential.
Goal #1	- Address conflict and bullying as issues arise. - Work with the Safe Schools department to access resources to give students mediation skills and de-escalation techniques. - Involve parents in incidents of conflict and bullying as one of our most influential and consequential education partners. - Bullying, as defined by: PPM 145 is Ontario’s Policy/Program Memorandum guiding school boards on progressive discipline and promoting positive student behaviour, will be addressed in the context of

Initiatives/Strategies/Practices

-TCDSB virtues promoted through announcements, school masses, posters in the classroom, school assemblies, and student-led activities with "virtue of the month" certificates awarded to students from each class.
-Explore cyber-bullying/Internet Safety presentations: building positive relationships(all divisions); cyber-bullying and internet safety discussions(Junior and Intermediate)throughout the year
-Explore presentations to address bullying and cyber safety in order to promote kindness, inclusiveness, equity, uniqueness and empathy.
-Incorporate the Ontario Catholic Graduate Expectations into all curricular areas.
-Participate in community-building activities (school spirit days, social justice initiatives organized by the leadership team and the equity teams
-Student Equity Team to promote kindness, equity and inclusion through initiatives such announcements, bulletin board displays and initiatives.

Responsibility

-Principal

-Teachers

-Guidance

-Support staff

-Social work

-CSPC and parent community

-Safe School Team

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

Guidance Department, Internet and Board resources, School Social Worker

Guest speakers, for school and presentations.

School Board resources on Virtue of the Month

School and Board wide resources for Safe Schools, Progressive Discipline, and anti-bullying workshops

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

-Fewer incidents of cyber-bullying brought to the attention of the school

-Decrease in behavioural incidents/suspensions

-School climate survey (Grades 6 & 8)

-Increased knowledge about bullying/cyberbullying (i.e., terminology, forms, strategies, interventions) on the part of students, staff, and parents

-Student leadership positions via the Student Equity Committee are being filled by a diverse group representative of the school population

-Classrooms are inviting and respectful for students, parents, and community members

-The students see themselves as valued members of the school community and take pride in representing their school

-Evidence of students advocating on behalf of each other

School Vision	St. Clement Catholic School is devoted to creating a safe, respectful, and nurturing learning environment where academic excellence is a central focus. Through high expectations, dedicated instruction, and holistic support, we empower students to grow intellectually, spiritually, and personally, enabling them to reach their fullest potential.
Goal #2	Students will learn about bullying and how to prevent it through discussions, engagements over the PA announcements and presentations delivered by guidance and outside agencies

Initiatives/Strategies/Practices

Initiatives/Strategies/Practices
- Bullying Awareness and Prevention Month (announcements led by our student Equity team, posters, assemblies, etc.)
- The Virtue of the month - paryer and announcements focusing on how to practice the virtue daily in our lives, bulletin board displays and activities related to the virtues of each month, assemblies highlighting the virtues and celebrating the recipients of the students of the month
-Explore Anti-Bullying Presentations/workshops
-Conferencing with students after incidents occur- emphasis on restorative justice and developing next steps for positive relationships
-Empower students to advocate for themselves through Religion/Family Life programs, Student Equity Team initiatives (announcements, posters, bulletin board, assemblies)
-engage students as active and valued leaders within the school (Grades 7 to Grade 8)- Student Equity Team, student classroom responsibilities (i.e., classroom jobs)
-Encourage students to report incidents of bullying immediately to the classroom teacher, teacher on duty or office
-regular communication with parents/guardians
-explore and implement alternatives to suspensions in grades 1-3 as per the Board's Safe Schools Department.
-Student Equity Team to promote acceptance, inclusive and safe spaces for students through student led activities.
-Mental Health Awareness activities
-monthly detailed newsletters communicating our good news with student articles
-prayer table in foyer and in all classrooms
-Monthly School Masses
-Student led prayers in the announcements
-Reading Buddies
-Charitable drives for the Good Shepperd Ministries and the St. Vincent de Paul Society

Responsibility

-Principal

-Teachers

-Support Staff

-Students

-Parents

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

-Guest speakers, for school and parent presentations
-Social worker, Guidance, and Psychology departments
-Board-wide resources on Virtue of the Month
-Board-wide resources with regards to Safe Schools, Progressive Discipline, and anti-bullying workshops
-Catholic Graduate Expectations
- TCDSB Bullying Awareness and Prevention document, 2006
- Promoting a Positive School Climate: A Resource for Schools (Ministry of Education) - guidance counselor
- PPM 144
- TCDSB Multi-Year Strategic Plan

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

-Ongoing feedback from staff, students, parents
-witnessing of acts of kindness
-co-operative behavior as observed by teachers, staff, administration and parents
-students see themselves as valued members of the school community and take pride in representing their school
-evidence of students advocating on behalf of each other
- A school culture where differences are accepted and inclusion is a demonstrated standard of acceptance
- Bullying incidents decrease and strategies for the bullied, the bully and the bystander are evident in the actions of staff, students and parents
- Student school climate survey will reflect a decrease in incidents of bullying
- Reduction in number of suspensions related to bullying behavior
- Reduction in number of progressive discipline forms indicating bullying issues

TORONTO CATHOLIC DISTRICT SCHOOL

Safe Schools Plan

School Vision	St. Clement Catholic School is devoted to creating a safe, respectful, and nurturing learning environment where academic excellence is a central focus. Through high expectations, dedicated instruction, and holistic support, we empower students to grow intellectually, spiritually, and personally, enabling them to reach their fullest potential.
Goal #3	Students will celebrate the pastoral plan through daily prayer, masses, Christmas concerts, choir, outreach programs and extracurricular activities.

Initiatives/Strategies/Practices

- Sharing Anti-Bullying tips with the entire school community through the Student Equity Team, bulletin board displays, announcements
- Father Tim to make visits to classes to reinforce our Catholic values and virtues
- Guidance counselor presentations to classes on a needs basis
- CSPC to support the school plan through parent engagement activities

Responsibility

-Teachers

-Principal

-Support staff

-Students

-Guidance counsellor

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

- TCDSB Bullying Awareness and Prevention document, 2006
- Promoting a Positive School Climate: A Resource for Schools (Ministry of Education) - guidance counselor
- school social worker
- community Liaison Officer
- priest (Father Donatello,)
- PPM 144
- TCDSB Multi-Year Strategic Plan

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

-greater student participation in leadership initiatives

-Ongoing feedback from staff, students, and parents

-Student leadership positions are filled by a diverse groups representative of the school population

-reduced incidents of bullying in the classroom and in the playground

-evidence of acts of kindness among school community

-qualities of caring family members emerging in all grades

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	The staff, students, parents, and community members are committed to building and sustaining a positive school climate for all students. The use of progressive discipline, as a response to inappropriate behaviour continues to be an effective strategy. We are committed to actively promote and support positive and appropriate behaviour that will contribute to, and sustain, a safe learning and teaching environment in which every student can reach their personal goals.
Goal #1	By June 2027, restorative disciplinary measures will be employed with students to address inappropriate behavior with corrective and supportive disciplinary measures. There will be an emphasis on educating the whole child with a focus on the behavior. Emphasis placed on educating the whole child including learning opportunities for students to be become better decision-makers.

Initiatives/Strategies/Practices

-Discussion with students by the administrator at divisional assemblies
-Practice of progressive discipline enforced throughout the school
-Positive interactions, safe and co-operate play
-Co-creating classroom rules
-Role playing
-Targeted lessons
-Fenced area outdoors for kindergartens; separate play area for primaries; designated play area for juniors and intermediate
-All entry doors locked; camera entry for front doors (staff/PLASP entry door locked at 9:00am)
-All VISITORS to report to the office and sign in
-On-going communication with parents through weekly newsletters
-Follow protocols in TCDSB Safe Schools
-Consideration of Mitigating Factors as outlined through the Equity lens.
-Encourage teachers to document incidents and to communicate with principal for incidents that could lead to suspension.
-On-going communication with parents

Responsibility

-Safe Schools Action Team

-Teachers

-Principal

-Guidance teacher

-Parents

-Board personnel, as required

-Social worker, as required

-School psychologist, as required

Resources

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

-Code of Conduct

-Safe Schools Plan

-In school presentations

-Guidance Counsellor

-Safe Schools resources (TCDSB)

-Staff

-School and Board resources

-Inservices

-Staff meetings

-Social worker, guidance, and psychology department

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

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

-Decrease in the number of Incident Reports

-Results from Board Safe and Caring School Climate survey for Grades 6 & 8

-Monitor number of suspensions (reduced frequency and need for this consequence)

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	The vision of St. Clement Catholic School is to provide our students with a learning environment that is safe and respectful so that they can be educated in mind, body, and spirit to become responsible Catholic members of society. We will utilize a variety of interventions, consequences and supports to address inappropriate behavior and include all stakeholders in creating and establishing appropriate policies that support a safe, caring, positive and inclusive school community.
Goal #1	Encourage positive relationships between and amongst students, staff, parents, and community members. Utilize bullying awareness strategies and programs that develop personal, social and emotional skills to nurture a safe, caring and connected school environment. Through a pro-kindness movement and a better understanding of the skills of Catholic Graduates, children will develop better working relationships with an increased sensitivity to the power of kindness and random acts of kindness.

Initiatives/Strategies/Practices

-Work closely with the St. Clement Parish to facilitate Masses, visits to the school, confessions during Lent and preparation for the sacraments

-Work closely with our new CSPC to encourage academic excellence, involvement, and participation in school and community events.

-On-going communication through weekly newsletters, calendars, announcements and School Messenger correspondence

-Review school procedures and routines with students and staff throughout the school year

-Parent volunteers

-Share Code of Conduct Expectations with Parents.

-Virtue Assemblies

-Reading Buddies

-Acknowledge student behaviour and good work at monthly assemblies and over the PA

-Acknowledge parent and community support regularly through newsletters, CSPC, or PA announcements

-Increase student interest in joining extra-curricular activities and clubs that promote leadership

Responsibility

- Parish - Father Timothy Hanley (Pastor) and Sr. Christina (Church Liaison)

-Safe School Team

-Principal

-Teachers

-support staff

-resource support staff (Social Worker, A.P.T., Psychologist, Speech and Language Pathologist)

-students

-CSPC

-Parents

-community partners

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

-Classroom/school resources

-Board resources

-CSPC

-Progressive Discipline (Code of Conduct)

-St. Clement Safe School Plan

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

-All members of the school community feel valued and supported

-Attendance for both students and staff is good

-Degree of participation in various activities listed above

-On-going feedback from staff, parents, and parish priest

-Increased student participation in all school sponsored activities

-Parent volunteers are supported, active and appreciated

- Increased parent involvement at school events

- Active student participation in masses

TORONTO CATHOLIC DISTRICT SCHOOL

Safe Schools Plan

School Vision	The vision of St. Clement Catholic School is to provide our students with a learning environment that is safe and respectful so that they can be educated in mind, body, and spirit to become responsible Catholic members of society. We will utilize a variety of interventions, consequences and supports to address inappropriate behavior and include all stakeholders in creating and establishing appropriate policies that support a safe, caring, positive and inclusive school community.
Goal #SVP 1	Through our 'Student Equity Team', students will have an opportunity to be leaders in the school and help continue the narrative that "bullying behavior" is not acceptable, as well as being positive role models for the rest of the student population - "students teaching students"

Initiatives/Strategies/Practices

-assemblies
-surveys to determine needs of students (prepared by and for students)
- we are emphasizing the importance of our Student Equity Team to be positive role models for the rest of the student population (ie. school wide clothing/food/gift card drives supporting vulnerable individuals in our community)
- Athletic Teams

Responsibility

-lead teachers in leadership
-student leaders
- our teachers oversee the initiatives that the students perform for the rest of the school
- Teachers/Parents assist with the Coaching of Athletic events

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

- using presentations and teacher lessons/instructions to help build upon student knowledge
- our gymnasium, as well as other local establishments (ie. arena, fields, swimming pool … when permitted)
-Ontario Catholic School Graduate Expectations

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

-Monitor number of schoolyard incidents and suspensions
-Observations
- limiting the number of "bullying" complaints from the school community
- the quantity of students that try out shows the level of interest in our athletic programs

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

-Teachers discuss fire drill and lockdown procedures and possible scenarios with students prior to drills

-Principal and staff members review drill outcomes and adjust procedures, if required, to ensure safety measures are met

-Ensure that classroom teachers are maintaining up to date emergency folders & visibly posted

-Each classroom outfitted with an Emergency folder and green and red indicator cards to be used in all fire drills.

Responsibility

- School Staff, Administration, Students, Fire Marshall

-Safe School Action Team

-Principal initiates; teachers follow through

-teaching and non-teaching staff

-Police Partners

-custodial staff

-students, parents

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

-TCDSB Threats to School Safety Response Procedures

-Police Partners

-School Action Team website

-Safe School Department

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

- Observation of improvement in drills

-advice from Police and Fire Marshall are observed during our Drills

-all are responsive and follow the practice established at the school

-positive Assessment of Lockdown drill

-Emergency Procedure poster is visible in each classroom