

Toronto Catholic District School Board

Dr. Brendan Browne

Chief Executive Officer

Adrian Della Mora

Chief Education Officer

Michael A. Caccamo

Superintendent of Education Safe Schools and Curriculum Leadership & Innovation

Catholic Education Centre

80 Sheppard Avenue East
Toronto ON M2N 6E8
www.tcdsb.org







2026 - 2027

Safe Schools Plan





At Toronto Catholic
we transform the world through witness,
faith, innovation and action.











SCHOOL NAME	St. Columba Catholic School	PRINCIPAL:	Muscarella-Luciano, Giovanna
SUPERINTENDENT:	Chen, Derek		
SCHOOL ADDRESS:	10 John Tabor Trail Toronto ON M1B 1M9		
STUDENT ENROLMENT:	279		

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	**Muscarella-Luciano, Giovanna**	**Teacher Rep**	**Peres, Michelle**
Teacher Rep	**Grammick, Carla**	**Support Staff Rep**	**Keeping, Angie**
Teacher Rep	**McCarthy Marshall, Eva**		

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	**2026-04-29**	**2**	**2026-10-23**
3	**2026-12-09**	**4**	**2027-02-25**

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	We want to be a school whereby everyone (staff, students, parents) participates in activities associated with the school and engages in learning opportunities - This is all done without fear of being criticized, mocked, made to feel uncomfortable/uneasy, teased, verbally/physically threatened, and without fear of cyber-bullying from any member of the St. Columba community. As part of our Faith Initiative, St. Columba will continue building a safe, caring and healthy environment.
Goal #1	To promote a safe, inclusive, and respectful school environment by increasing awareness of bullying, fostering empathy and positive relationships, and engaging students and staff in targeted initiatives that support kindness, belonging, and a culture of respect throughout the 2026–2027 school year.

Initiatives/Strategies/Practices

1. Bring awareness to the definitions of bullying versus conflict by:
 - in class discussions
 - health education classes
2. Staff to attend self-directed in-services related to Bullying Awareness through Safe Schools Department and share learnings with staff to build capacity.
3. School-wide participation in year Bullying Awareness (e.g. Student-created posters, bulletin board, announcements).
4. School wide participation in PINK SHIRT DAY (February 24, 2027).
5. Promote/increase positive character building/social skills
6. Learning Buddies (teacher directed)
7. Liaison with TPH
8. TPH Presentations

Responsibility

- All staff
- Safe and Accepting Schools Team
- TCDSB Special Services Staff (e.g. Social Worker, Guidance teacher)
- TPH School Nurse Liaison

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

- Safe Schools Department TCDSB
- Materials/resources gathered from in-services and workshops
- Hacking School Discipline
- TCDSB Bullying Awareness and Prevention brochure
- Canadian Safe Schools network
- Safe and caring Schools in Ontario document
- Websites: www.canadiansafeschools.com
  www.bullying.org
  www.edu.gov.on.ca/eng/teachers/safeschools.html
  www.youthline.ca
  www.kidshelpphone.ca

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

- Decrease in Bullying behaviours within the community
- Ongoing feedback from staff/students and parents
- Safe and Caring Catholic School Climate Survey results (Grade 6 and 8 students)
- Students' and staff's ability to correctly identify incidents of bullying
- Students' and staff's ability to effectively intervene when bullying occurs, and to apply prevention strategies
- Decrease in occurrences of bullying behaviours as measured by incident reports and reporting forms submitted when the student activity is such that a suspension / expulsion will be considered
- Safe School Team on agenda at staff meetings as needed

TORONTO CATHOLIC DISTRICT SCHOOL

Safe Schools Plan

School Vision	We want to be a school whereby everyone (staff, students, parents) participates in activities associated with the school and engages in learning opportunities - This is all done without fear of being criticized, mocked, made to feel uncomfortable/uneasy, teased, verbally/physically threatened, and without fear of cyber-bullying from any member of the St. Columba community. As part of our Faith Initiative, St. Columba will continue building a safe, caring and healthy environment.
Goal #2	Foster a safe, inclusive, equitable, and positive school climate throughout the 2026–2027 academic year by collaboratively strengthening awareness, prevention, and intervention strategies that support the well-being, safety, and belonging of all students and staff.

Initiatives/Strategies/Practices

1. Ensure Code of Conduct is available to school community (e.g. newsletters, email correspondences).
2. Use of Ontario Catholic School Graduate Expectations - displayed in classrooms; visible in monthly newsletters; explicitly modelled.
3. School Social Worker to have bullying awareness and prevention discussions, lessons and activities with classes as requested either virtually or face-to-face.
4. School-wide participation in Bullying Awareness Week, (e.g. Student-created posters, bulletin board, announcements).
5. School wide participation in PINK SHIRT DAY (Feb. 2027)

Responsibility

- All staff
- Safe and Accepting Schools Team
- TCDSB Special Services Staff (e.g. Social Worker, Guidance teacher

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

- Materials/resources gathered from symposium, in-services and workshops
- TCDSB Bullying Awareness and Prevention brochure
- Programs run by Guidance Counsellor and Social Worker either virtually or face-to-face
- Safe School Dept/TCDSB Intranet Portal
- Websites: www.canadiansafeschools.com
  www.bullying.org
  www.edu.gov.on.ca/eng/teachers/safeschools.html

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

- Decrease in Bullying behaviours within the community
- Ongoing feedback from staff/students and parents
- Safe and Caring Catholic School Climate Survey results (Grade 6 and 8 students)
- Students' and staff's ability to correctly identify incidents of bullying
- Students' and staff's ability to effectively intervene when bullying occurs, and to apply prevention strategies
- Decrease in occurrences of bullying behaviours as measured by incident reports and reporting forms submitted when the student activity is such that a suspension / expulsion will be considered
- Safe School Team on agenda at staff meetings as needed

TORONTO CATHOLIC DISTRICT SCHOOL

Safe Schools Plan

School Vision	We want to be a school whereby everyone (staff, students, parents) participates in activities associated with the school and engages in learning opportunities - This is all done without fear of being criticized, mocked, made to feel uncomfortable/uneasy, teased, verbally/physically threatened, and without fear of cyber-bullying from any member of the St. Columba community. As part of our Faith Initiative, St. Columba will continue building a safe, caring and healthy environment.
Goal #3	Foster a safe, inclusive, equitable, and positive school climate throughout the 2026–2027 academic year by collaboratively strengthening awareness, prevention, and intervention strategies that support the well-being, safety, and belonging of all students and staff.

Initiatives/Strategies/Practices

1. Community building activities (e.g. Food drives, spirit weeks, fundraising activities, Family Math Night, movie night, etc.)
2. Staff, parent and student representatives to attend TCDSB workshops/in-services and share with staff
3. Partner with the CSPC to support initiatives
4. Equity Action Plan
5. On-going communication with parents/ caregivers

Responsibility

- All staff
- Safe and Accepting Schools Team
- Parent community
- Parish members (Fr.Hansoo/Fr. Jeremy)

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

- Materials/resources gathered from symposium, inservices and workshops
- TCDSB Bullying Awareness and Prevention brochure
- Any Programs run by Guidance Counsellor and Social Worker
- Websites: www.canadiansafeschools.com
  www.bullying.org
  www.edu.gov.on.ca/eng/teachers/safeschools.html

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

- Students' and staff's ability to correctly identify incidents of bullying
- Students' and staff's ability to effectively intervene when bullying occurs, and to apply prevention strategies
- Decrease in occurrences of bullying behaviours as measured by incident reports and reporting forms
- Increased positive behaviour
- Increased engagement in school activities
- Imperical data\observations and talks ... What do we see on a daily basis? Ask kids and staff and parents - how are we doing?

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	To provide a positive and fair process for discipline that delivers clear expectations of the student Code of Conduct and Catholic Graduate Expectations to students, staff, parents and/or guardians.
Goal #1	Staff will apply progressive discipline consistently, fairly, and constructively in response to behaviours and incidents that may negatively impact the school climate. As a unified school community, we will prioritize proactive prevention, restorative and responsive practices, and timely resolution to promote a safe, inclusive, and supportive learning environment. Ongoing, transparent communication with students, parents/guardians, and community partners will support this shared responsibility.

Initiatives/Strategies/Practices

1. Maintain a clear communication of the TCDSB's Code of Conduct
2. Identify minor/moderate/serious incidents as outlined in Progressive (e.g. Discipline Planning Tool Kit and respond accordingly.
3. Continue to complete reporting forms and incident logs on progressive discipline platform when the student activity is such that a suspension / expulsion will be considered.
4. Continue to in-service staff members on how to effectively complete, in a timely manner, incident reports online while reiterating Duty to Report.
5. Review with staff the progressive discipline model and strategies.
6. Review with staff how to implement progressive discipline strategies (in no particular order) such as: discussion with teacher, verbal warning, doing a good deed, completing a reflection/think paper, writing a letter of apology, detention/staying in for recess/lunch hour with purpose, telephone contact with parent (s)/guardian(s), discussion/counselling with Administration, parent/teacher/student conference, withdrawal from class/extra-curricular activities, withdrawal of privileges, in-school suspension, out-of-school suspension.
7. Restorative action implementation.
8. Include parents in their child's discipline process.
9. Provide CYW, Guidance and Social Work support for students in need (whenever possible).
10. Implementation of Safety Plans/Behaviour Plans to assist and support students with behaviour challenges.
11. Use practices to de-escalate behaviours.
12. Provide a safe space for victims including caring adults
13. Use of Think Papers and opportunities to review student behaviour choices and consequences to actions.

Responsibility

- All Staff (Administration, Teachers, CYW, EA's, Secretary, Custodial Staff, visiting Board personnel, lunchtime supervisor)
- School Social Worker
- School Guidance Counsellor
- Students
- Parents
- Volunteers

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

- Safe Schools In-services
- Behaviour in-services
- Resource personnel- Safe Schools team, CYW
- Progressive Discipline Safe Schools Statistics http://webapp.trcdsb.org/PDSS/logon.aspx?ReturnUrl=%2fDefault.aspx
- DIP Student Surveys: The Safe and Caring Catholic School Climate Survey
- TCDSB Policy S.S. 10 Progressive Discipline http://www.tcdsb.org/policyregister/SS10.htm
- TCDSB Progressive Discipline Brochure http://sharepoint01/SafeSchools/Document%20Library/Forms/AllItems.aspx
- MOE http://www.edu.gov.on/ca/eng/parents/ResourceDocEng.pdf
- MOE Safe and Caring Schools http://www.edu.gov.on.ca/eng/general/elemsec/speced/Caring_Safe_School.pdf
- PPM 145: Progressive Discipline and Promoting Positive Student Behaviour
- Toronto Police Service/School Board Protocol http://sharepoint01/SafeSchools/Document%20Library/Forms/AllItems.aspx

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

- Reduction in incidents requiring staff and/or administration intervention
- Reduction of school suspensions
- Reminders at staff meetings to staff regarding obligation to report incidents
- Reflection by staff on the effectiveness of TCDSB Code of Conduct
- Students demonstrate appropriate behaviour.
- Parent engagement with school to help support those with issues and needs beyond the classroom or home

3. Positive School Climate

A school should be a place that promotes responsibility, respect, civility and academic excellence in a safe learning and teaching environment. A positive school climate exists when all members of the school community feel safe, comfortable and accepted. The Safe Schools Action Team and student leadership groups can play key roles in supporting learning and practices that educate students and staff members about safety concerns. Those practices used for very challenging situations that can jeopardize the safety and well being of others include, but not limited to: Threat Assessment, Restorative Conference and Mediation Circles.

School Vision	To create a culture where all members of the school community demonstrate respect, equity, fairness and kindness in their interactions, and build healthy relationships that are free from discrimination and harassment.
Goal #1	In alignment with our Year 3 Pastoral Plan, In God's Image: Growing in Knowledge with Justice and Hope, we remain committed to nurturing a vibrant and inclusive school community grounded in faith, belonging, and shared responsibility. Through intentional support, encouragement, and opportunities for meaningful engagement, we empower students and staff to grow as compassionate and positive leaders. We will continue to foster open, respectful, and ongoing dialogue that strengthens these relationsh

Initiatives/Strategies/Practices

- Participating in school wide events (e.g. food drives, spirit building activities, Christmas celebrations, etc.)
- Implementing, naming and modelling of Ontario Catholic Graduate Expectations and Year 2 of Pastoral Plan,
- Celebrating Virtue of the Month recipients and those who demonstrate the monthly OCG expectation
- "Growth Mindset" initiatives (to engage students in positive activities and understand the power of YET)
- School Spirit Days and/or Week (Parent Council collaboration)
- promote Spirit-wear to further build culture and inclusiveness
- School Assemblies
- opportunities for student leadership
- class and community outreach.
- celebration of student-led school masses and school liturgies
- Morning snack program
- Promote a safe and positive school culture - bulletin boards; students will see themselves on the walls and in their learning materials
- Self-identity school wide project

Responsibility

Whole school

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

- Virtue of the Month resources
- Ontario Catholic Graduate Expectations and resources
- TCDSB's NCC resources
- Staff, students and parents
- Community Partners

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

- Increased student and parent involvement in initiatives
- Use of school climate surveys and parent voice surveys
- Positive relationship exist between all members of the school community
- Sense of good feeling - are you relaxed and good or stressed out to the max?
- Engagement and willingness of staff to partake in staff meetings, PD sessions, and other school events
- Just look around ... are people generally happier, positive and involved?

TORONTO CATHOLIC DISTRICT SCHOOL

Safe Schools Plan

School Vision	To create a culture where all members of the school community demonstrate respect, equity, fairness and kindness in their interactions, and build healthy relationships that are free from discrimination and harassment.
Goal #2	Foster deeper engagement across the St. Columba Catholic School community by joyfully living out the teachings and example of Jesus Christ, inspiring faith, compassion, service, and a strong sense of belonging among students, staff, families, and the wider school community.

Initiatives/Strategies/Practices

- school masses prepared by student and teacher teams
- monthly visits from Rosary Apostolate
- Monthly focus on Virtues
- Virtue of the Month recipients, selected based on demonstration of Virtues
- Provide a spiritually based program for students to understand and care for each other through TCDSB Religion and Family Life programs.
- School and CSPC community building events (e.g., Curriculum Night; Play Day; French Carnaval, etc.)

Responsibility

- Principal, School Staff, Students, Guidance Counsellor, Safe Schools Team, CSPC, Pastor

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

The following resources will be utilized to support these initiatives/strategies/practices:
- TCDSB Guideline:Keeping Our Students Safe (Reporting an Incident using Cority AND Progressive Discipline Incident Reports)
- Ministry Document: Caring and Safe Schools in Ontario
- Religion and Family Life web resources
- School/St. Barnabas parish/Home partnership
- Guidance Councillor visits to classes and/or individual students

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:
- Students demonstrating leadership
- Students requesting/suggesting leadership activities
- Student survey results
- Fewer incidents reported to administration

TORONTO CATHOLIC DISTRICT SCHOOL

Safe Schools Plan

School Vision	To create a culture where all members of the school community demonstrate respect, equity, fairness and kindness in their interactions, and build healthy relationships that are free from discrimination and harassment.
Goal #3	School staff and community partners will strengthen family awareness and support through parent workshops, targeted resources, and school-wide initiatives that build understanding of student needs, promote well-being, and empower families to support student success.

Initiatives/Strategies/Practices

- school masses prepared by student and teacher teams
- monthly visits from Rosary Apostolate
- Monthly focus on Virtues
- Virtue of the Month recipients, selected based on demonstration of Virtues
- Provide a spiritually based program for students to understand and care for each other through TCDSB Religion and Family Life programs.
- School and CSPC community building events (e.g., Curriculum Night; Play Day; French Carnaval, etc.)

Responsibility

- Principal, School Staff, Students, Guidance Counsellor, Safe Schools Team, CSPC, Pastor

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

The following resources will be utilized to support these initiatives/strategies/practices:
- TCDSB Guideline: Keeping Our Students Safe (Reporting an Incident using Cority AND Progressive Discipline Incident Logs)
- Ministry Document: Caring and Safe Schools in Ontario
- Religion and Family Life web resource on Virtues and the Year of Family
- School/St. Barnabas parish/Home partnership
- Guidance Counsellor visits to classes and/or individual students; CYW visits as well

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:
- Students demonstrating leadership
- Students requesting/suggesting leadership activities
- Student survey results
- Fewer incidents reported to administration

TORONTO CATHOLIC DISTRICT SCHOOL

Safe Schools Plan

School Vision	To create a culture where all members of the school community demonstrate respect, equity, fairness and kindness in their interactions, and build healthy relationships that are free from discrimination and harassment.
Goal #SVP 1	To continue to allow students to feel safe and supported in the St. Columba community through promoting positive relationships with staff and with each other.

Initiatives/Strategies/Practices

-Create pro-active partnerships with Community Agencies
-Create an anti-bullying school environment
-student leadership opportunities and student-led initiatives to promote safe schools
-Create inclusive and accepting spaces for racialized (eg. Black, Indigenous and BIPOC people) as well as other marginalized communities (eg. members of the 2SLGBTQ+ community
-Student led programs - DPA and Christian Meditation

Responsibility

-Students
-Teachers
-Parents
-All remaining school personnel
-Community agencies

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

-TCDSB Safe School Department
-School bullying resources provided by Safe Schools
-Administration
-Safe Schools Network

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

-Safe School Survey
-Fewer reports by students involving relational and physical aggression
-Fewer calls from and to parents in regards to relational and physical aggression

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

Fire Drills: (students to exit building one class at a time at each of the three exits- Follow TCDSB Lockdown Drill practices and procedures.

- Review Emergency Response procedures with staff at the beginning of the school year
- Practice emergency response procedures and drills with students in the Fall, Winter and Spring
- Emergency Response Procedures posters posted in every room and referred to by staff and students
- Clear dismissal procedures for students involving parent notes for a change in dismissal (mode, time and/or person)
- Enforce Safe schools protocols e.g., Reduce the number of adults in the school yard; limit the number of adults in the school hallways during school hours; no third party lunch deliveries
- All volunteers must have a Police Check in accordance with new TCDSB policies
- Continue to add safe school notices in monthly newsletters
- Attempt to get every family's email address and phone number in order to email monthly newsletter (or link to them) to them
- Visitor sign in/sign out booklet with identifiable badge
- Anaphylaxis in-service for all staff (two/year)
- irst Aid Training, CPI Training

Responsibility

- Administration
- Teachers
- Students
- Parents
- Custodian
- Fire Department

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

Board/school/classroom resources
Emergency Plan folders for teachers
Fire and Police partners
Safe School' s team
Police services school liaison officer.

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

- All students and staff respond appropriately during emergency procedure drills based on the criteria in the TCDSB Threats to School Safety Response Procedures guidelines
- Immediate feedback to staff and students
- Positive assessment of Lockdown and Fire drills
- Feedback from Toronto Fire Services
- On going feedback from staff and students