

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. Fidelis Catholic School	PRINCIPAL:	Fietta, Paolo
SUPERINTENDENT:	Robert D'Addario		
SCHOOL ADDRESS:	155 Falstaff Avenue North York ON M6L 2E5		
STUDENT ENROLMENT:	656		

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	**Cosentino, Francesco**	**Support Staff Rep**	**Fasulo, Melissa**
Administrative Rep	**Fietta, Paolo**	**Parent Rep**	**Melissa Haber-Tonks**
Teacher Rep	**Reis, Antoinette**	**Student Rep**	**Tonks, Meliah**

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	**2026-09-29**	**2**	**2026-12-08**
3	**2027-02-18**	**4**	**2027-04-21**

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	Our vision for St. Fidelis Catholic School is to continue to nurture a sense of community where all stakeholders have a vested interest in developing and maintaining a positive school climate, where evidence of inclusion, compassion and empathy are clear to visitors to our school. In its new location at 155 Falstaff Avenue, St. Fidelis CS will continue to be a hub of engaged students and staff working, playing, and learning together in a safe, and inclusive environment.
Goal #1	To develop and nurture a safe, inclusive and collaborative culture by promoting the TCDSB Virtues of the Month and the Ontario Catholic School Graduate Expectations as a framework of kindness, care, and peace while fostering a better understanding of the dangers of bullying in its various forms.

Initiatives/Strategies/Practices

*Promote Catholic virtues each month through daily announcements, prayers, Eucharistic celebrations, posters, assemblies, displays, virtue medals handed out each month
*Teachers/Administration/Staff to review Code of Conduct in the agendas and refer to it throughout the school year (all staff)
*Board approved presenters focusing on inclusivity/kindness/uniqueness and empathy
*Incorporate the Ontario Catholic Graduate Expectations in all activities both curriculum based and extra curricular
*Regular Announcements focusing on Ontario Catholic Graduate Expectations
*Focus on community building and partnerships in order to support social justice and support local and global initiatives (i.e. St. Francis Table Service, local food drives, etc.)
*Progressive Discipline includes Catholic Social teachings, Gospel Values and Virtues
*Focus on creating a culture of kindness, empathy and inclusivity by ensuring all are represented in the school community
*Culturally Relevant activities and initiatives support the school community
*Offer parent nights in partnership with Toronto Public Health on topics to address safety related to Online use/drug and alcohol use and abuse/stress and mental well-being for all family members
*Safety & Wellness presentations for all students from JK to grade 8. Topics include Self-Regulation, Inclusion, Appropriateness, Mental Health, Online Safety, Bullying, Virtues, Friendship
*Guidance Counsellor Presentations and supports

Responsibility

-Administration
-Staff
-Parents
-Student Council/Leaders
-Safe Schools Team
-CSPC
-Toronto Public Health Liaison Nurse

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

-TCDSB Resources
-Bullying Prevention and Intervention, S.S. 11
-Program/Policy Memorandum 144, 2012 Bullying Prevention and Intervention
-Program/Policy Memorandum 145, 2012 Progressive Discipline and Promoting Positive Student Behaviour
-Respectful Workplace Policy
-Shaping a Culture of Respect in our Schools: Promoting Safe and Healthy Relationships, December 2008
-Promoting a Positive School Climate: A Resource for Schools (Ministry of Education)
-Safe Schools Department
-Religious Education and Family Life
-Catholic Graduate Expectations
-Monthly Virtues and Resources
-Last year's School Climate Survey
-Board Mental Health and Wellness Personnel
-Multi-Year Strategic Plan (MYSP), Board Improvement Equity Plan (BIEP), School Improvement Equity Plan (SIEP)
-Kids Help Line
-Guidance Counselor
-Social Worker
-Pastor
-Psychology Provider
-Toronto Police Services Personnel
-Community Agencies for Mental Health and Wellness
-Health Curriculum Resources
-TPH
-Mental Health Ontario Resources

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

-creating a school culture where differences are accepted and inclusion is a demonstrated standard of acceptance
-bullying incidents are decreased
-school climate survey reflects a decrease in incidents of bullying
-reduce the number of suspensions related to bullying
-a general sense of inclusivity, safety, and pride in our school community
-student surveys and focus groups

TORONTO CATHOLIC DISTRICT SCHOOL

Safe Schools Plan

School Vision	Our vision for St. Fidelis Catholic School is to continue to nurture a sense of community where all stakeholders have a vested interest in developing and maintaining a positive school climate, where evidence of inclusion, compassion and empathy are clear to visitors to our school. In its new location at 155 Falstaff Avenue, St. Fidelis CS will continue to be a hub of engaged students and staff working, playing, and learning together in a safe, and inclusive environment.
Goal #2	To counter the risk and harmful impacts of bullying by promoting solid Christian values and engraining the message of safety, kindness, and respect for all

Initiatives/Strategies/Practices

-To promote the ideals of "Be an Upstander Not a Bystander" by encouraging students to safely intervene and report bullying behaviours
-Each situation is unique and, when incidents occur that require intervention, the seriousness and the frequency of the offence, including consideration of any mitigating or other factors, will determine the severity of the consequence.
-Each incident will be dealt with by appropriate personnel who will assess and treat the occurrence with fairness.
-Collaborate with parents in supporting and maintaining the St. Fidelis Catholic School Code of Conduct
-Student Leaders will lead initiatives to promote positive school climate and culture of kindness and empathy
-student voice will be acknowledged and respected
-students will promote social justice in their classrooms, the school community, local community and the world through announcements, initiatives, events
-students are encouraged to tell and help others: Would I want that to be done to me?
-Peace by Peace program for grade 4 students to promote positive conflict resolution and communication as key to problem solving
-hands are for helping
-ongoing communication with parents and all stakeholders in order to share information, strategies, action oriented solutions
-focus on being proactive and not reactive in order to create a safe and nurturing climate for students and staff

Responsibility

-Administration
-Staff
-Parents
-Student Council
-Safe Schools Team
-CSPC
-Community School Liaison Officer

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

-TCDSB Resources
-COPA Resource Kit
-Bullying Prevention and Intervention, S.S. 11
-Program/Policy Memorandum 144, 2012 Bullying Prevention and Intervention
-Program/Policy Memorandum 145, 2012 Progressive Discipline and Promoting Positive Student Behaviour
-Respectful Workplace Policy
-Shaping a Culture of Respect in our Schools: Promoting Safe and Healthy Relationships, December 2008
-Promoting a Positive School Climate: A Resource for Schools (Ministry of Education)
-Safe Schools Department
-Religious Education and Family Life
-Catholic Graduate Expectations
-Monthly Virtues and Resources
-Last year's School Climate Survey
-Board Mental Health and Wellness Personnel (e.g. Guidance Councilor, Social Worker)
-Multi-Year Strategic Plan (MYSP), Board Learning Improvement Plan (BLIP), School Learning Improvement Plan (SLIP)
-Kids Help Line
-Guidance Counselor
-Social Worker
-Pastor
-Psychology Provider
-Toronto Police Services Personnel
-Community Agencies for Mental Health and Wellness
-Health Curriculum Resources

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

-creating a school culture where differences are accepted and inclusion is a demonstrated standard of acceptance
-bullying incidents are decreased
-school climate survey reflects a decrease in incidents of bullying
-reduce the number of suspensions related to bullying
-equity and inclusion are priority in all areas of school culture

TORONTO CATHOLIC DISTRICT SCHOOL

Safe Schools Plan

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Goal #3	- recess leadership programs - Virtues of the Month - Ontario Catholic School Graduate Expectations - Progressive Discipline - team-building activities for all learners - Hopestone Catholic faith formation retreat program for Grades 5-8

Initiatives/Strategies/Practices

-to reduce the incidents of bullying in our school community by promoting the ideals of "We are Safe, Caring and Accepting Schools" through targeted activities that encourage inclusivity and empathy
-Student Council to promote Catholic Virtues and Social teaching through initiatives
-Student Leaders promote inclusivity and Social Justice through planned events and monthly targets
-Junior and Intermediate classroom leaders support younger students by providing support and encouragement and opportunities to demonstrate empathy and compassion as Learning Buddies
-Stewards of the Earth help demonstrate that we are entrusted with the care of our Earth and it is a gift from God
-Visits to residents in local senior residents allows students to develop and demonstrate Catholic Graduate expectations
-CSPC supports parent engagement that promotes mental health and wellbeing for students and community members
-CSPC supports Curriculum events promoting culturally Responsive Pedagogy
-Identifying implicit Bias and identifying ways to be more culturally responsive and reflective of our students

Responsibility

-Administration
-Staff
-Parents
-Student Council
-Safe Schools Team
-CSPC
-Community School Liaison Officer

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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

At St. Fidelis Catholic School, an optimal learning environment is created by using good judgment and by forging positive relationships through communication, effective classroom management and a school-wide approach to progressive discipline. Incidents are addressed based on their severity and frequency of occurrence. Mitigating factors will always be considered when responding to infractions. A progression of interventions (consequences or action taken) will be applied.

Goal #1

A: An optimal learning environment is created using good judgement and by creating positive relationships through communication, effective classroom management and a school-wide approached to progressive discipline
B: Build staff competency in utilizing a range of developmentally appropriate interventions and consequences when responding to an infraction.
C: Ensure that all stakeholders are aware of the range of consequences that can be imposed under a progressive discipline approach.

Initiatives/Strategies/Practices

To provide clear communication of the school Code of Conduct to all school community stakeholders.
To provide training and promote the use of the Safe Schools Progressive Discipline Incident Log to document incidents and interventions/consequences related to student behaviour.
To provide clear communication of the school Progressive Discipline Model to all stakeholders through targeted assemblies, CSPC meetings, newsletters, and the use of the student agenda planners.
Consultation with SBSLT members

We understand that each situation is unique and, when incidents occur that require intervention, the seriousness and the frequency of the offence, including consideration of any mitigating or other factors, will determine the severity of the consequence. Each incident will be dealt with by appropriate personnel who will assess and treat the occurrence with fairness. We will work closely with parents and ask for support in maintaining the St. Fidelis Catholic School Code of Conduct.

Responsibility

-Administrators
-Staff
-Students
-Safe Schools Team
-Safe Schools Department
-Parents
-School Liaison Officer
-TPH Liaison Nurse
-SBSLT

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

School Resources
-Code of Conduct
-Progressive Discipline Model
-Safe Schools Action Team-School newsletter
-Parent Communication via School Messenger
-Principal Updates
-School portal/website
-School Improvement Equity Plan (SIEP)

TCDSB Resources
-Safe Schools Department portals/websites
-Multi-Year Strategic Plan (MYSP)
-Board Improvement Equity Plan (BIEP)

Ministry Resources
-Education Act (i.e. Bill 13 "Accepting Schools Act", Bill 168 "Violence and Harassment in the Workplace Act", and Bill 157 "Keeping our Kids Safe at School Act")
-Curriculum materials (e.g. Religious Education, Family Life, Pathways)

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

-Increase in use of Incident Log (including consideration of mitigating circumstances)
-Increase in use of Reporting Form by staff
-Increase in stakeholder awareness of possible consequences for actions
-Increase positive behavior which leads itself to developing a school culture to be proud of
-reduce incidents of bullying

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	St. Fidelis Catholic School of 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. At St. Fidelis Catholic School, TCDSB, we transform the world through witness, faith, innovation and action. We promote a safe, positive and inclusive school community.
Goal #1	To continue fostering individual and collective acts of service that actualize Gospel Values. We are rooted in Christ and strive to strengthen the bond between school, home and parish To promote mental wellness through a support network of teachers, adults/parents, and friends who demonstrate inclusion, acceptance, compassion and empathy. In turn, this will reduce feelings of isolation by providing the individual with people who will normalize their feelings.

Initiatives/Strategies/Practices

To continue promoting engagement of students and families in food drives and other activities that support communities.
Continue to provide culturally responsive teaching and learning environments for all.
To promote and increase collaboration & a positive partnership between School-Home-Church.
(e.g. Monthly liturgies, Virtues Awards of the Month, Principal Updates, Calendars
Continue to engage participation in school masses via power points and song
Extend invitations to parents for all events at school and church.
Celebrate virtues each month and recognize students who demonstrate characteristics of virtue.
Principal Luncheon for all virtue recipients.
Promote a culture of Kindness and Empathy in the school by celebrating acts of kindness, care and love
Share information about Social Justice Initiatives with community to engage parents in acts of charity and justice in order to support their children and strengthen the home school connection.
Classroom meetings and school code of conduct assemblies to reinforce school rules and responsibilities of students and other stakeholders.
Collaborate with CCAS to support students safety and wellbeing.
Daily announcements and reminders to be kind to one another, take care of one another and be safe.
Ontario Catholic Graduate Expectations
Celebrate school masses as a community
Focus on teaching Empathy and building a greater understanding of it and its impact on others.
Incorporate prayer each day.

Responsibility

- Staff, Students, Parents, Parish Priest
- CSPC
- Safe Schools team members
-SBSLT
-Parents
-Pastor

Resources

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

-St. Fidelis Parish
-Monthly liturgies
-Gospel

-Religion and Family Life Curriculum Expectations
-Catholic Graduate Expectations

-Catholic School Parent Council (CSPC)

-TCDSB Nurturing Our Catholic Community Portal
-TCDSB Multi-Year Strategic Plan (MYSP)

-Bill 168 ""Violence and Harassment in the Workplace Act"

Measurement of Progress

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

-Safe and Caring Catholic School Climate Survey
-Reduction of Code of Conduct infractions
-Consultation with CSPC
-Parent Survey

School Vision:
-Ensure St. Fidelis is welcoming, caring, positive and inlcusive
-Increase in positive feedback from all stakeholders

TORONTO CATHOLIC DISTRICT SCHOOL

Safe Schools Plan

School Vision	St. Fidelis Catholic School of 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. At St. Fidelis Catholic School, TCDSB, we transform the world through witness, faith, innovation and action. We promote a safe, positive and inclusive school community.
Goal #2	To continue to nurture and foster a positive rapport with on-site community partners.

Initiatives/Strategies/Practices

To continue promoting increased collaboration with on-site community partners through effective and timely communication, shared initiatives and resources, joint communications with students, staff and parents, and regular meetings.

Responsibility

-School Administration
-Catholic School Parent Council (CSPC)
-Childcare Administration
-Food 4 Students Administration
-Toronto Police Services
-Outside Agency Administration
-Teachers, ECEs, EAs
-Childcare staff
-Custodians
-Students, Parents
-Community Relations Officer, Toronto Police Services
-Early Learning Coordinator and Superintendent, TCDSB
-Permit Department, TCDSB

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

-TCDSB Senior Management
-TCDSB Polices and Procedures
-Daycare staff and administration

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

-Staff feedback at regular meetings
-Parent/Student feedback
-Safe and Caring Catholic School Climate Survey

TORONTO CATHOLIC DISTRICT SCHOOL

Safe Schools Plan

School Vision	St. Fidelis Catholic School of 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. At St. Fidelis Catholic School, TCDSB, we transform the world through witness, faith, innovation and action. We promote a safe, positive and inclusive school community.
Goal **#SVP 1**	To continue fostering individual and collective acts of service that actualize Gospel Values.

Initiatives/Strategies/Practices

To continue promoting engagement of students and families in food drives and other activities that support marginalized communities.
(e.g. Feed a Family Food Drive, Operation Christmas Child, Letter writing initiatives in community)
To promote increase collaboration among School-Home-Church.
(e.g. Monthly liturgies, Virtuous Student of the Month, Calendars, Walking with Christ Pastoral Plan)

Responsibility

- Student Leaders
- Student Council
- Staff, Students, Parents, Parish Priest
- CSPC
- Safe Schools team members

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

-St. Fidelis Parish
-Monthly liturgies

-Religion and Family Life Curriculum Expectations
-Catholic Graduate Expectations

-Catholic School Parent Council (CSPC)

-TCDSB Nurturing Our Catholic Community Portal
-TCDSB Multi-Year Strategic Plan (MYSP)

-Bill 168 ""Violence and Harassment in the Workplace Act"

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

-Safe and Caring Catholic School Climate Survey
-Reduction of Code of Conduct infractions
-Consideration for the development of a Parent Survey

School Vision:
-General feel of school is welcoming, caring, positive & inlcusive
-Increase in positive feedback from all stakeholders

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

-Distribute "Threats to School Safety Response Procedures" to all staff
-Administrators to provide timely and descriptive feedback after each practice to staff and students

Responsibility

-Administrators, staff and students
-Parents
-On-site community partners (Daycare)

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

-Letters to parents regarding emergency response procedures
-Toronto Police Service
-"Threats to School Safety Response Procedures"

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

-Administrative record in appropriate logs with commentary regarding possible deficits
-assessment of lockdown drill and feedback to staff
-emergency procedures posters are visible in every classroom with alternative routes