

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. Francis Xavier Catholic School	PRINCIPAL:	Aloisi, Maria
SUPERINTENDENT:	Robert D'Addario		
SCHOOL ADDRESS:	53 Gracefield Ave Toronto ON M6L 1L3		
STUDENT ENROLMENT:	508		

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	**Aloisi, Maria**	**Teacher Rep**	**Volpe, Carolyn**
Administrative Rep	**Balik, Anne**	**Parent Rep**	**Patricia Cunningham**

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	**2026-10-08**	**2**	**2026-10-23**
3	**2026-12-11**	**4**	**2027-03-10**

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	Jesus gave all of us one simple yet important rule to follow. Many of us refer to this as the "golden rule". This rule reminds us to "love one another as Jesus loves us" and to "treat others as you yourself would like to be treated". At St. Francis Xavier Catholic School we are all part of God's family and we must strive to recognize that God resides within each and every one of us and so we should treat each other with dignity, respect,care, concern and love.
Goal #1	Our school celebrates theme days as a small part of the practice inclusivity, (orange shirt day, pink shirt day, Anne Marie D'Amico Day of Kindness and Love). Kindness it the key message through a pep rally, purple shirt to mark the day, activities such as crafts, assemblies, announcements, posters, sales of items such as friendship bracelets with all proceeds going to the Anne Marie D'Amico foundation funding shelters and services to help women and children who are victims of violence.

Initiatives/Strategies/Practices

-celebrating pro-social behaviours using age-appropriate language during morning announcements with in the moment learning as prayers are developed in accordance to actual social behaviours, and through the implementation of formal Virtue of the Month recognition award

-Many and varied Extra Curricular opportunities and clubs to support relationships, teambuilding, problem solving, inclusivity.

-Markets, movie nights, Advent Mass and monthly masses and other Community Events such as Parent Presentations, Open House and family information night.

-engaging the school's student leadership team and individual classes to educate about bullying and promote desired behaviours through anti-bullying and peace assemblies and presentations

Staff PD on bullying prevention and awareness and prevention. (Keeping Schools Safe, Sept. 2026)

Promoting the W.I.T.S. program (Walk Away, Ignore, Talk it Out and Speak to Someone in response to anti-social behaviour.) Buddy Systems: For Masses, School Walks, Reading buddies, etc.,
In collaboration with Toronto Public Health, a PALs program for co-operative play, led by the Student Leadership Team.
Religion and Fully Alive Programs and Health Programs. Class lessons to identify feelings and appropriate responses to peers.
Zones of Regulation to be implemented where necessary.
Share Board and Ministry Resources with Staff as needed.

Responsibility

Principal/Vice Principal
School Staff
Student Leadership Team
Parents
Guidance Counselor
School Social worker

Resources

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

Resources: School and Board Resources: Safe Schools publications
Religious Education and Family Life Programs
Health Curriculum Resources

Ontario Catholic School Graduate Expectations
Board mental health and wellness resources such as the SMHO website: Guidance Counselor, School Social Worker, School Psychology
Education Act (Safe School PPMs)
Board Code of Conduct.
Most recent Safe and Caring Catholic School Climate Survey

WITS.ca and Zones of Regulation Program

TCDSB Equity Action Plan

Multi-Year Strategic Plan, TCDSB Pastoral Plan, Mental Health and Well Being Strategy

Mental Health and Wellness Posters throughout the school

Measurement of Progress

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

Staff-completed Incident Reports and Reporting Forms will reflect an increase in the accuracy of reported "bullying" incidents. Students will be able to express what bullying behaviour is and its effects on students and others as well as describe the benefits of a pro-kindness movement.
Extra Curricular and clubs attendance.
Attendance to Markets, movie nights and other Community Events such as Parent Presentations, Open House.
There will be a decrease in the number of student conflicts related to bullying.
Results of Recent Safe and Caring Catholic School Climate Survey will show a decrease in the number of students who report having been bullied.
More kind words being used among students and a decrease in anti-social behaviours (name calling, hitting, etc.,)

TORONTO CATHOLIC DISTRICT SCHOOL

Safe Schools Plan

School Vision	Jesus gave all of us one simple yet important rule to follow. Many of us refer to this as the "golden rule". This rule reminds us to "love one another as Jesus loves us" and to "treat others as you yourself would like to be treated". At St. Francis Xavier Catholic School we are all part of God's family and we must strive to recognize that God resides within each and every one of us and so we should treat each other with dignity, respect,care, concern and love.
Goal #2	Students will be able to identify bullying and the impact it has on others as well as the importance of reporting any bullying issues. When "WITS" do not work, it is time to ask for the intervention of a caring adult. Students will be able to identify the caring adults around them and understand that staff is trained in responding to bullying and are ready to assist.

Initiatives/Strategies/Practices

-to educate through morning announcements, school assemblies, targeted lessons by grade through the health and Physical Education Program and Religion and Family Life Program along with the use of the WITS Program.
-to access available resources (e.g., guidance, social work) to address with students genuine examples of bullying, and share strategies to avoid and deter bullying behaviours
-through regular dialogue at staff meetings and the dissemination of supporting materials and resources, to enhance staff understanding of appropriate ways to prevent bullying, and means to encourage desired problem solving, peacemaking behaviours

Responsibility

School Staff
Principal/Vice Principal
Student Leadership Team
CSPC
Guidance counselor
School Social worker

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

COPA - Bullying Prevention Guide and other websites and resources
Safe Schools Department
Guidance Councilor
School Social Worker
Safe Schools Department
Safe and Caring Catholic School Climate Survey/Student Voice Survey
TCDSB Web site specific to Bullying Prevention and Awareness
SIEP, TCDSB Equity Action Plan, Multi-Year Strategic Plan, TCDSB Pastoral Plan, Mental Health and Well-Being Strategy

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

Increased student understanding and use of WITS strategies.

Positive changes in school climate as measured by student surveys or observations.

Reduction in reported bullying incidents and conflicts.

TORONTO CATHOLIC DISTRICT SCHOOL

Safe Schools Plan

School Vision	Jesus gave all of us one simple yet important rule to follow. Many of us refer to this as the "golden rule". This rule reminds us to "love one another as Jesus loves us" and to "treat others as you yourself would like to be treated". At St. Francis Xavier Catholic School we are all part of God's family and we must strive to recognize that God resides within each and every one of us and so we should treat each other with dignity, respect,care, concern and love.
Goal #3	Students will witness, practice and identify acts of kindness through various initiatives that emphasize kindness such as The Anne Marie D'Amico Day of Kindness and Love as well as the bucket fulling program. The Intermediate grade students will model kindness in collaborative initiatives such as Reading and Math buddies, Assembly and Mass Partners, Playday, and any other schoolwide opportunities that arise where our most senior students will collaborate with our youngest.

Initiatives/Strategies/Practices

Reinforcement in Lessons and Assemblies:

Incorporate messages of support into collaborative initiatives and partnerships, targeted lessons and assemblies, highlighting real-life examples of students helping one another and adults stepping in to support them.

Use role-plays and storytelling to demonstrate how caring adults respond to bullying situations.

Recognize and celebrate acts of kindness, empathy, and peer support through shout-outs, bulletin board and monthly Virtue awards.

Remind students regularly—through announcements and classroom discussions—that they are never alone and that help is always available.

-engaging the school's student leadership team to educate about bullying and promote desired behaviours through partnerships, anti-bullying assemblies and presentations
-to access available resources (e.g., guidance, social work) to address with students genuine examples of bullying, and meaningful ways to intervene and report

Responsibility

School Staff
Principal/Vice Principal
Student Leadership Team
CSPC
Guidance counselor
School Social worker

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

Safe Schools Department
Guidance Councilor
School Social Worker
Safe Schools Department
Safe and Caring Catholic School Climate Survey
TCDSB Web site specific to Bullying Prevention and Awareness
SIEP, TCDSB Equity Action Plan, Multi-Year Strategic Plan, TCDSB Pastoral Plan, Mental Health and Well-Being Strategy

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

Students can identify at least one adult in the school they trust and can go to for help.

Increased student confidence in reporting bullying incidents.

Positive feedback on school climate surveys regarding feeling safe and supported.

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 develop a "whole school' approach toward inappropriate student behaviours and ensure a safe and welcoming atmosphere of mutual respect.
Goal #1	Our school will implement a preventative, restorative approach to progressive discipline by fostering responsibility, respect, and reconciliation rooted in Gospel values. By June, staff will consistently apply restorative practices—such as reflective conversations, problem-solving circles, and virtue-based goal setting—to address minor behavioral issues before they escalate. We will reduce repeat behavioral incidents compared to last year through proactive classroom management, social-emotional

Initiatives/Strategies/Practices

-Review the new Code of Conduct
-Inform Families of School Code of Conduct
-Review School Expectations
-support staff in learning how to complete Incident Reports available on the Progressive Disciple Safe Schools application.
-establish and review with staff a range of responses (e.g., consequences, supports) to student behaviour which are in line with the principles of the board's progressive discipline model
-all staff to be encouraged to assume collective ownership for all students in the school
-encourage staff to attend Progressive Discipline workshops offered by Safe Schools department

Responsibility

School Staff
School Leadership Team
Principal/Vice Principal
Families
Guidance counselor
School Social worker

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

Progressive Discipline Platform
Safe Schools' Department
School Code of Conduct (in development)
TCDSB resources
BIEP, TCDSB Equity Action Plan, Multi-Year Strategic Plan, TCDSB Pastoral Plan, Mental Health and Well-Being Strategy,

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

Increased staff use of on-line Incident Log.
Increased student awareness of consequences for inappropriate behaviours.
Decrease in incident reports.
Indications of sense of increased security and safety through the Safe and Caring School survey.

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	"God has no hands but ours." At St. Francis Xavier Catholic School, the spirit and values inherent in this phrase are reminders that God is in each one of us, and we have a responsibility to treat all members of the school community with care and respect. As a Catholic community, we are a family that prays, learns and play together as one with God.
Goal #1	Our school is committed to creating a more positive, inclusive, and caring school climate rooted in Gospel values and the teachings of Jesus. Through student voice, restorative practices, positive reinforcement and differentiated support we will empower students to develop confidence, resilience, self regulation and positive relationships by removing barriers and responding to individual needs. We will ensure that all students have equitable opportunities to participate, learn and succeed.

Initiatives/Strategies/Practices

-monthly recognition of students who best demonstrate our Virtues of the Month,
-engaging the school community to participate in various “drives” to help others in need, and promoting the success of those efforts
-student voice through Student Leadership: students are given various opportunities to lead and participate in various school activities, create opportunities for students to give back to the local community (food drive, clothing drive, buddy systems etc.)
-parent engagement: parents are invited to participate in all school events; ongoing parent communication through School Messenger and calendar info and links through the sharing of school based initiatives and from our Nurturing Catholic Communities, Equity and Inclusion and Guidance Departments.

-social-emotional environment: fairness, equity and respect for all creates a safe and caring learning environment; conflict resolution strategies are taught in all classrooms (WITS)

-Restorative Circles and Mediation Circles: class meetings

-learning environment: students are provided with a wide range of opportunities to learn, practice and demonstrate their learning; curriculum delivery recognizes various learning needs (UDL and DI), styles and multiple intelligences

-community partnerships: school engages various community groups to work together to support student learning (such as the Local Parish, CSPC, Toronto Public Health)
-physical environment: the school environment is welcoming and safe, and provides a safe and inclusive place that is conducive for learning

Responsibility

School Staff
Principal/Vice Principal
Student Leadership Team
CSPC
Guidance counselor
School Social worker
Toronto Public Health Nurse

Resources

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

School liturgies / daily announcements
SIEP
Ontario Catholic School Graduate Expectations
Student leadership team
TCDSB Nurturing our Catholic Community resources
CSPC
Community Partners
Parish priest
Guidance Councilor
School Social Worker
Safe Schools Department and past Safe Schools Climate Surveys (online and in person)
TCDSB Web site specific to Bullying Prevention and Awareness
TCDSB Equity Action Plan

Measurement of Progress

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

Safe School Climate Surveys:
For example, our last in person survey indicated that:
-96.5% of our students reported that they feel "safe" or "very safe", which is higher than the Board's 95%
-77.6% of our students reported that they are concerned about bulling and try to help students. This is less than the Board's 78%

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Safe Schools Plan

School Vision	"God has no hands but ours." At St. Francis Xavier Catholic School, the spirit and values inherent in this phrase are reminders that God is in each one of us, and we have a responsibility to treat all members of the school community with care and respect. As a Catholic community, we are a family that prays, learns and play together as one with God.
Goal #SVP 1	To increase the knowledge and understanding among students, staff and parents about the definition of cyber bullying, and the related social and emotional impact of such behaviours on the whole school community.

Initiatives/Strategies/Practices

-celebrating pro-social behaviours using age-appropriate language during morning announcements, and through the implementation of formal Virtue of the Month recognition award

-identifying supports in the community to present to the student body and families, specific to the topic of cyber bullying (e.g., Toronto Police Services)
-engaging the school's student leadership team to educate about bullying and promote desired behaviours through anti-bullying assemblies and presentations

-staff will encouraged to attend bullying awareness and prevention workshops hosted by Safe Schools
-Safe and Accepting Schools Team to encourage classroom teachers to use the following bullying awareness resources: T.H.I.N.K. (Is it true? Is it hurtful? Is it illegal? Is it necessary? Is it kind?), PREVnet:Promoting Relationships and Eliminating Violence Network, family.ca:Family Channel Bullying Awareness Week and Stand Up! Campaign, W.I.T.S.: Walk Away, Ignore, Talk it Out, Seek Help, kidpower.org:Face Bullying With Confidence, Shadowbox Online Bullying Prevention modules
-Community School Liaison class visits to address cyber bullying

Responsibility

School Staff
School Leadership Team
Principal/Vice Principal
Student Leadership Team
CSPC
Guidance counselor
School Social worker

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

Toronto Police Services
COPA - Bullying Prevention Guide
Ontario Catholic School Graduate Expectations
Safe Schools Department
Guidance Counsellor
School Social Worker
Safe Schools Department
Safe and Caring Catholic School Climate Survey
TCDSB Web site specific to Bullying Prevention and Awareness
T.H.I.N.K. (Is it true? Is it hurtful? Is it illegal? Is it necessary? Is it kind?), PREVnet:Promoting Relationships and Eliminating Violence Network, family.ca:Family Channel Bullying Prevention and Awareness Week
W.I.T.S.: Walk Away, Ignore, Talk it Out, Seek Help
TCDSB Pastoral Plan
Mental Health and Wellness posters throughout the school

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

Staff-completed Incident Reports and Reporting Forms will reflect an increase in the accuracy of reported cyber bullying incidents.
There will be a decrease in the number of student conflicts related to cyber bullying.
Results of Safe and Caring Catholic School Climate Survey will show a decrease in the number of students who report having been cyber bullied.

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

- Staff and schoolwide communications to clarify emergency response procedures
- Staff will be equipped with posters specifying the different protocols in a lockdown
- Fire Drill will be performed at least 3 times each per term
- Lockdown drills at least 2 times each per term
- Emergency Folder to each classroom and class grouping area with emergency procedures and other safety items.
- Administrators to provide feedback after each practice outlining strengths and steps for improvement for optimum safety in any potential emergency.

Responsibility

-Administrators, staff and students
-Parents

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:
-Communications to parents regarding emergency response procedures
-Toronto Police Service
-Toronto Fire Service
-School Emergency Response Plan
-"Threats to School Safety Response Procedures"
-Record of drills in the Emergency response binder

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:
-Administrative checks during practices reveal procedures are appropriately followed
-Staff feedback
-response time decrease