

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. Gerald Catholic School	PRINCIPAL:	Manz, Paul
SUPERINTENDENT:	Roy Fernandes		
SCHOOL ADDRESS:	200 Old Sheppard Ave Toronto ON M2J 3L9		
STUDENT ENROLMENT:	286		

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	**Manz, Paul**	**Parent Rep**	**Ancona, Francesca**
Support Staff Rep	**Lorefice, Sabrina**		

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	**2026-09-23**	**2**	**2026-10-07**
3	**2026-12-02**	**4**	**2027-01-28**

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	As a school, parish and faith community, we at St. Gerald Catholic School honour the gospel message to love one another by treating everyone with dignity and respect. Our school motto is "Faith in Action". To this end, we envision students applying Christian values in the creation of an inclusive, respectful and safe learning environment while being accountable for their actions.
Goal #1	To increase awareness regarding equity and inclusivity within the school community and educate all school community stakeholders' to broaden their awareness regarding the effects of bullying behaviour as it relates to safety (Eg: physical/social/verbal/cyber bullying).

Initiatives/Strategies/Practices

- Safe Schools Climate Survey
- Safe School Team meetings
- Student Leadership initiatives
- Police Safety Presentations Focus: Personal Safety, Internet/Social Media Safety, Cyber Bullying
- Monthly Virtue/Catholic Graduate Expectations focus
- Holy Spirit Parish, Father Slawonir Glowacz, Archdiocese of Toronto, NCC liturgies at school
- TCDSB: Pastoral Plan, Year 3, Walking with Christ, with minds of justice and peace.
- Weekly Updates to families and Staff Bulletins highlighting Catholic Virtues/Catholic Graduate Expectations
- Surf Right Agreement
- Classroom buddy system implementation (e.g., Intermediate Students with ELP Students)
- Classroom Ambassadors, leading morning prayers on PA System, ESL School Ambassadors
- Student Lunch Monitor System in all primary classrooms
- Progressive Discipline - staff to complete online Progressive Disciple Forms, new staff to be in-serviced on application
- Student Agenda, used as a communication tool, Code of Conduct (located at the beginning, signed by parent and student)
- Divisional Assemblies reinforcing and reviewing Code of Conduct - on PA System/virtual assemblies
- In classroom - direct teaching strategies and skills to recognize and address bullying behaviours
- Use of common and consistent language as per Code of Conduct
- School Social Worker in-service and staff workshops, literature regarding Mental Health
- School Based Support Team (Social Worker/Guidance Counsellor/Psychologist/Autism Liaison/Interventions/Support)
- Outside Presenters: i.e. Safe School Councilors, Community Officer, Community Fire Safety Chief
- Rosary Apostolate program - online sessions provided
- Regular Safety Announcements over the PA
- Purchase of equity based literature - for library and classroom
- I Care Rules (ELP and Primary Rules)
- Collaboration with staff, students, and families to promote a safe, caring, and inclusive environment where all feel safe. Also, healthy relationships being core of developing and maintaining mentally healthy, equitable and caring learning environments.

Responsibility

- Administration
- Staff
- Families
- School Based Support Team: Guidance Counsellor, Assessment and Programming Teacher, Psych-Educational Consultant, Speech and Language Pathologist, Social Worker
- Student Leaders
- Safe School Team
- Catholic School Parent Council (CSPC)
- Toronto Police Services
- Toronto Public Health Nurse

Resources

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

- TCDSB Bullying Awareness and Prevention document, 2006
- Equity and Inclusive Education in Ontario School document, 2009 MOE
- TCDSB: Safe Schools Policy and Safe Schools Website, Safe Schools Personnel, Bullying Awareness and Prevention Website, Catholic Graduate Expectations, Autism Support Team
- TCDSB: Religious Education and Family Life documents and Board Resource Personnel
- Education Act (Safe School PPMs)
- Toronto Police Liaison Officer
- Toronto Public Health Nurse
- Holy Spirit Parish
- School Based Support Team: Guidance Counsellor, Assessment and Programming Teacher, Psych-Educational Consultant, Speech and Language Pathologist

Measurement of Progress

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

- Summary data on Progressive Discipline logs and reporting forms by school staff
- Overall decrease in conflicts related to bullying
- Safe and Caring Catholic School Climate Survey (increase in acts of kindness/inclusivity that indicate empathy)

School Vision	As a school, parish and faith community, we at St. Gerald Catholic School honour the gospel message to love one another by treating everyone with dignity and respect. Our school motto is "Faith in Action". To this end, we envision students applying Christian values in the creation of an inclusive, respectful and safe learning environment while being accountable for their actions.
Goal #2	To develop positive intervention strategies for bullies and victims, that promote a positive, inclusive, and welcoming school environment founded on our Catholic values.

Initiatives/Strategies/Practices

Develop positive relationships within each classroom and throughout the school between peers through:
- Religion program
- Family Life program
- Spiritual development
- Liturgies and paraliturgies
- Rosary Apostolate program
- Prayers and announcements that promote inclusive community, care and respect for one another
- Emphasis on principles of Ontario Catholic Graduate Expectations, Virtues of the Month
- Guidance Councillor, Social Worker intervention when necessary
- Student Leaders - students promoting positive behaviour among students - at assemblies, on announcements, at recess etc.
- School and class presentations (e.g., The Power of Perseverance w/ John Park)
- Celebration and classroom/school focus on various monthly TCDSB observances (Orange Shirt Day, Autism Week, etc.)
- Activities for Mental Health Awareness Week (e.g., calming strategies)
- Activities for Bully Awareness and Prevention Week (e.g., reading relevant picture books like The Invisible Boy by Trudy Ludwig)
- TCDSB Welcome Bench Initiative
- CLEAP workshops
- Promote safe reporting practices with students.

Responsibility

- Administration
- Staff
- Families
- School Based Support Team: Guidance Counsellor, Assessment and Programming Teacher, Psych-Educational Consultant, Speech and Language Pathologist, Social Worker
- Student Leaders
- Safe School Team
- Catholic School Parent Council (CSPC)
- Toronto Police Services
- Toronto Public Health Nurse

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)
-Religious Education and Family Life Programs

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

- Summary data on Progressive Discipline logs and reporting forms by school staff
- Overall decrease in conflicts related to bullying
- Safe and Caring Catholic School Climate Survey (increase in acts of kindness/inclusivity that indicate empathy)

TORONTO CATHOLIC DISTRICT SCHOOL

Safe Schools Plan

School Vision	As a school, parish and faith community, we at St. Gerald Catholic School honour the gospel message to love one another by treating everyone with dignity and respect. Our school motto is "Faith in Action". To this end, we envision students applying Christian values in the creation of an inclusive, respectful and safe learning environment while being accountable for their actions.
Goal #3	Document incidents by recording dates, locations, what occurred, witnesses, screenshots, and any previous reports. Report the behavior by notifying the appropriate teacher, school administrator, supervisor, HR department, or safeguarding professional. Create a safety plan. Identify trusted adults or support people, safe spaces, reporting methods, and steps to take if the behavior happens again.

Initiatives/Strategies/Practices

- Think papers
- Progressive discipline reports
- Safe schools climate survey
- Agenda insert to inform community of Progressive Discipline approach and St. Gerald Code of Conduct
- Intermediate Constitution (Grade 7&8, co-created document to help guide students and to promote a safe environment, consequences included)
- Remediation Circles

Responsibility

- Administration
- Staff
- Families
- School Based Support Team: Guidance Counsellor, Assessment and Programming Teacher, Psych-Educational Consultant, Speech and Language Pathologist, Social Worker
- Student Leaders
- Safe School Team
- Catholic School Parent Council (CSPC)
- Toronto Police Services
- Toronto Public Health Nurse

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

- TCDSB Bullying Awareness and Prevention document, 2006
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- Education Act (Safe School PPMs)
- School Based Support Team: Guidance Counsellor, Assessment and Programming Teacher, Psych-Educational Consultant, Speech and Language Pathologist
- Promoting a Positive School Climate: A Resource for Schools (Ministry of Education);
- Religious Education and Family Life Programs
- Nurturing our Catholic Community, ncc.team@tcdsb.org

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

- Summary data on Progressive Discipline logs and reporting forms by school staff
- Overall decrease in conflicts related to bullying
- Safe and Caring Catholic School Climate Survey (increase in acts of kindness/inclusivity that indicate empathy)

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	As a school, parish and faith community, St. Gerald is committed to create a safe and accepting environment by building positive relationships, based on transparent communication, effective classroom management, and a school-wide approach to Progressive Discipline. A progression of interventions will be utilized when addressing an infraction. When responding to an incident, the severity, frequency of occurrence, and mitigating circumstances must be considered.
Goal #1	1) Establish a variety of school wide prevention measures and initiatives. 2) Build staff competency in utilizing a range of developmentally appropriate interventions and consequences to address the underlying developmental, cognitive and social-emotional issues of student behaviours. 3) Ensure that all stakeholders are aware of the range of consequences that can be imposed and possible interventions that can take place under a Progressive Discipline approach.

Initiatives/Strategies/Practices

1)Provide clear communication of the School Code of Conduct and the Progressive Discipline model to students and families. Provide a range of initiatives that focus on prevention, understanding and positive behavior development to students on a school wide and/or class by class basis. Celebrating diversity. Ensuring new ELL students feel welcome in their new school environment and are supported in making new friends. Opportunities for student leadership, clubs, activities to keep students engaged.

2) Provide training and promote use of the Progressive Discipline Platform Incident Log to document incidents, interventions and consequences to student behavior. Involve various TCDSB Human Resources (social worker, guidance counselor, Safe Schools personnel) to assist in understanding student behaviours and programming for transformation. Train students in the use of peer mediation. Increase staff awareness of behaviours that could manifest from students' diagnosis/identification and have interventions that are consistent with the mitigating circumstances highlighted in the IEP (Individual Education Plan). Administer and review Safe and Caring Climate Survey (Grade 6 & 8 students). Provide staff with a repertoire of strategies to address behaviour (decision making, anger management, conflict resolution, social skills).

3) Provide clear communication of the school Progressive Discipline model to all stakeholders through targeted assemblies, CSPC meetings, newsletter and the use of the Student Agenda planners.

Responsibility

- Administration
- Staff
- Students
- Families
- Safe School Team
- TCDSB Safe School Department
- Social Worker/Guidance Counsellor

Resources

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

- St. Gerald School Code of Conduct, Agenda, Newsletters, School Portal, School Improvement and Equity Plan (SIEP)
- TCDSB: Religious Resource Teacher, Progressive Discipline Model, Safe School Action Team, Multi-Year Strategic Plan (MYSP), Board Improvement and Equity Plan (BIEP)
- Police Liaison Officer
- School Based Support Team: Guidance Counsellor, Assessment and Programming Teacher, Psych-Educational Consultant, Speech and Language Pathologist
- Curriculum Materials (i.e., Religious Education, Family Life, Pathways)
- Education Act (i.e., Bill 13 "accepting Schools Act". Bill 168 "Violence and Harassment in the Workplace Act", Bill 157 "Keeping our Kids Safe at School Act")
- Nurturing our Catholic Community, ncc.team@tcdsb.org

Measurement of Progress

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

- Consistent, logical and transparent consequences for student behaviour
- Increase in stakeholder awareness of consequences for infractions
- Decrease in number of suspensions and student progressive discipline

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	As a school, parish and faith community, our vision at St. Gerald Catholic School, is to provide an inclusive learning environment rooted in our Catholic faith. Our students will develop emotionally, intellectually and spiritually, while embracing differences in race, ethnicity, culture and gender. We want our students to develop a sense of individual sanctity, dignity and self worth, as well as a sense of responsibility for our collective Christian community.
Goal #1	To continue fostering the development of a safe, welcoming, nurturing and inclusive learning environment based on Catholic values where all students can achieve their fullest potential and be successful.

Initiatives/Strategies/Practices

- Participation in Board wide activities and reflections intended to help students and staff grow in faith and collective responsibility
- Increased collaboration among School-Home-Church (Faith and Character education, Monthly Virtues, Liturgy of the Eucharist/Word, Sacramental preparation, Celebration of the Year of School)
- Provide a spiritual based program for students to understand and care for each other (Religion, Family Life)
- Ongoing Safe Schools Team discussions
- Demonstrate respect for all students, staff, parents, volunteers and members of the school community
- Provide programming and Human Resources support for social/emotional/behavioral interventions as needed (at various grade levels, individually)
- Plan for anti-bullying activities, workshops and symposiums
- Help students achieve their full potential and develop their sense of self-worth through inclusive classroom practices: differentiated instruction; include diverse student experiences as backdrop to lessons to bridge and build learning connections
- Implement a student empowered leadership model by providing student leadership opportunities (class monitors, P.A. announcements, peer mentorship, reading/math buddies, Student Led activities)
- Participation in and commitment to all social justice activities (food drives, sock drive) and global perspectives; merge service ideology with Catholic preferential treatment of the poor
- All students are encouraged and supported in efforts to promote social justice, equity, anti-racism, and anti-discrimination in the school and the classroom
- School events (e.g., talent show, school play) to promote a positive school climate.
- Daily announcements reminding students to engage in positive and safe play (It's a great day to have a great day!).

Responsibility

- Staff
- Administration
- Students
- Student Leaders
- Families
- Holy Spirit Parish
- Safe School Team

Resources

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

- Student Government Members
- Catholic School Parent Council (CSPC)
- Holy Spirit Parish
- School Based Support Team: Guidance Counsellor, Assessment and Programming Teacher, Psych-Educational Consultant, Speech and Language Pathologist
- Curriculum Materials (i.e., Religious Education, Family Life, Pathways)
- TCDSB: Multi-Year Strategic Plan (MYSP), Board Learning Improvement Plan (BLIP)
- Nurturing our Catholic Community, ncc.team@tcdsb.org

Measurement of Progress

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

- Safe and Caring Catholic School Climate survey for grade 6 and 8
- Reduction of Code of Conduct infractions
- Increased parental involvement
- Increase in positive feedback from all stakeholders

School Vision	As a school, parish and faith community, our vision at St. Gerald Catholic School, is to provide an inclusive learning environment rooted in our Catholic faith. Our students will develop emotionally, intellectually and spiritually, while embracing differences in race, ethnicity, culture and gender. We want our students to develop a sense of individual sanctity, dignity and self worth, as well as a sense of responsibility for our collective Christian community.
Goal #2	To engage families as educational partners as vital members of the home, school, and parish community, while providing them with support and guidance contributing to their child's well-being.

Initiatives/Strategies/Practices

- Kindergarten orientation program (Leap into Kindergarten)
- Holy Spirit Parish relationship
- Curriculum Night
- Parent volunteers
- Families invited and encouraged to attend school activities
- School newsletters (e.g., Weekly Update to Families)
- School Twitter (X) account
- CSPC meetings
- Family Communication via agenda
- Community bulletin board
- School Buddy System
- Junior Achievement sessions
- Safe Arrival Program
- Dress Down for Charity initiative
- Student Government initiatives promoting school spirit
- Sunshine phone calls to parents
- Familiy volunteers

Responsibility

- Administration
- Holy Spirit Parish
- Staff
- Students
- Families
- Safe School Team
- Student Council
- CSPC

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

- Student Leaders
- Catholic School Parent Council (CSPC)
- Holy Spirit Parish
- School Based Support Team: Guidance Counsellor, Assessment and Programming Teacher, Psych-Educational Consultant, Speech and Language Pathologist
- Curriculum Materials (i.e., Religious Education, Family Life, Pathways)
- TCDSB: Multi-Year Strategic Plan (MYSP), Board Improvement and Equity Plan (BIEP)

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

- Safe and Caring Catholic School Climate survey for grade 6 and 8
- Reduction of Code of Conduct infractions
- Increased family involvement
- Increase in positive feedback from all stakeholders

TORONTO CATHOLIC DISTRICT SCHOOL

Safe Schools Plan

School Vision	As a school, parish and faith community, our vision at St. Gerald Catholic School, is to provide an inclusive learning environment rooted in our Catholic faith. Our students will develop emotionally, intellectually and spiritually, while embracing differences in race, ethnicity, culture and gender. We want our students to develop a sense of individual sanctity, dignity and self worth, as well as a sense of responsibility for our collective Christian community.
Goal #3	To continue to promote, nurture and develop a positive relationship with on-site community partners.

Initiatives/Strategies/Practices

To continue promoting increased collaboration with on-site community partners through communication, shared initiatives, joint communication with students and families, and regular meetings.

Responsibility

- Administration
- Catholic School Parent Council (CSPC)
- ARC Administration
- Staff
- Custodians
- Students, Families
- Community Relations Officer, Toronto Police Services
- Community Fire Department
- Toronto Public Health Services
- Toronto Public Library Services
- TCDSB, Permit Department
- TCDSB, Transportation Department

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

- TCDSB Senior Management
- TCDSB Polices, Procedures, Protocols
- ARC Staff
- Administration

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

- Staff feedback
- Family feedback
- Safe and Caring Catholic School Climate survey for grade 6 and 8

TORONTO CATHOLIC DISTRICT SCHOOL

Safe Schools Plan

School Vision	As a school, parish and faith community, our vision at St. Gerald Catholic School, is to provide an inclusive learning environment rooted in our Catholic faith. Our students will develop emotionally, intellectually and spiritually, while embracing differences in race, ethnicity, culture and gender. We want our students to develop a sense of individual sanctity, dignity and self worth, as well as a sense of responsibility for our collective Christian community.
Goal **#SVP 1**	To promote student leadership through a variety of activities that help to promote a positive school climate which centers on dignity, equality and inclusiveness.

Initiatives/Strategies/Practices

- Participate in Board wide Pastoral Plan activities and reflections
- Participate in a spiritually based program for students to understand and care for each other (Religion, Family Life)
- Demonstrate respect for each other, staff, families, volunteers and members of the school community
- Initiatives throughout the year embracing principles of diversity, inclusion and equity
- Inclusive classroom practices
- Participate in student empowered leadership model (i.e., class monitors, P.A. announcements, peer mentorship, reading/math buddies)
- Student leadership initiatives re: charity, school spirit, leadership

Responsibility

- Administration
- Students
- Staff

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

- TCDSB: Multi-Year Strategic Plan (MYSP), Board Improvement and Equity Plan (BIEP)
- Holy Spirit Parish
- Curriculum Materials (i.e., Religious Education, Family Life, Pathways)

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

- K-8 student involvement in various campaigns
- Dialogue among students
- Overall success of campaigns and initiatives
- School newsletter feedback and interest

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

- Educate students/staff about procedures with standard and non-standard emergency response formats

- Practice of lockdowns & fire drills (signs posted in every room outlining protocols)

- Review at staff meetings, divisional meetings, reminders to students via announcements and review by staff

- Provide signage in rooms noting designated fire exits, and Emergency Response Procedures (Lockdown, Hold and Secure, Shelter in Place)

- First Aid certification by staff members

- Awareness & in-service of Anaphylaxis Protocol

- Clear protocol for visitors to the school

Responsibility

- Safe School Action Team
- Principal
- Staff
- Police and Fire Fighter Partners

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

• TCDSB Threats to School Safety Response Procedures
• Toronto Police Service partners
• School Action Team members
• TCDSB - OHS Department
• Safe Schools Department

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

- Administrative checks during practices to ensure procedures are followed correctly
- Positive Assessment of Lockdown Drill
- Emergency Procedure poster is visible in each classroom
- Stakeholders are able to informally and formally communicate a sense of readiness for emergency responses