

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. Gregory Catholic School	PRINCIPAL:	Agostino, Riccardo
SUPERINTENDENT:	Richard Walo		
SCHOOL ADDRESS:	126 Rathburn Rd Toronto ON M9B 2K6		
STUDENT ENROLMENT:	683		

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	**Agostino, Riccardo**	**Parent Rep**	**Fenech, Kathy**
Teacher Rep	**Kowalenko, Kathryn**	**Parent Rep**	**Verelli, Michelle**
Support Staff Rep	**Wright, Michele**		

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	**2026-09-22**	**2**	**2026-11-09**
3	**2027-01-18**	**4**	**2027-03-22**

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	Vision: To provide a safe and caring Catholic school community for all, with a focus on student achievement and well being at St. Gregory Catholic Elementary School.
Goal #1	Goal: Develop awareness and understanding of the factors that contribute to a safe, inclusive, caring and accepting school climate and to identify strategies for prevention and intervention.

Initiatives/Strategies/Practices

School Based Events & Activities:
-Spotlight Days: Orange Shirt Day (Sept 30), Pink Shirt Day (Feb 26), Anti Bullying Awareness Week (Nov 10-14), Down Syndrome Day (Mar 21) & Autism Awareness Month
-TCDSB virtues: through announcements and masses incorporate monthly virtues as a way of developing empathy and inclusivity amongst student body
-Student assemblies: outline student expectations and vision for an inclusive school
--Peer Leadership: students to lead and support peers in making good choices outside of classroom (ie. recess)

Staff:
-continue to share PD and relevant information around developing resilience in students (ie. School Mental health website)
-Staff Meetings and weekly updates: continue to share clear expectations for recess, hallway, school trips etc. ensure message is clear and well communicated
-Utilize Equity Rep to share board message and continue to remain up to date
-consider school wide initiatives to address topics such as anti-black racism

Responsibility

- Teachers
- Administration
- Parents
- Students

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

- Bullying Prevention and Intervention, S.S. 11
- Elementary Bullying Brochure
- Program/Policy Memorandum 144, 2012 Bullying Prevention and Intervention
- Program/Policy Memorandum 145, 2012 Progressive Discipline and Promoting Positive Student Behavior
- Ontario Ministry of Education: "Preventing Bullying and Harassment"; PPM 144 Bullying Prevention and Intervention
- 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)
- guidance counselor
- School social worker
- community Police Officer
- Ontario Catholic School Graduate Expectations
- Virtues of the month resources

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

- Student school climate survey
-Progressive Discipline reporting tool
-Qualitative feedback from students, parents and teachers
-Observations of student community

TORONTO CATHOLIC DISTRICT SCHOOL

Safe Schools Plan

School Vision	Vision: To provide a safe and caring Catholic school community for all, with a focus on student achievement and well being at St. Gregory Catholic Elementary School.
Goal #2	Goal: Develop awareness and understanding of the factors that contribute to a safe, inclusive, caring and accepting school climate and to identify strategies for prevention.

Initiatives/Strategies/Practices

- To engage in on-going conversations about current and relevant social justice movements such as "Every Child Matters" to promote and strengthen an equity lens for students and staff
- To work with the parish to continue to promote the TCDSB Pastoral Plan, Walking with Christ, as an essential framework and strategy to ensure that students are engaged in on-going faith development opportunities as a collective community, at the school and classroom level.
- Promote and build the learning capacities of important Catholic Values/Beliefs:"What Would Jesus Do", following the "Golden Rule" and "Spreading Kindness" through interactions and relationships
-Empower students to independently problem-solve/mediate and provide peace-building skills as strategies to increase students' sense of social competence
- To build learning capacities of staff and students about the value of developing Self-Regulation skills and strategies
- Encourage students to report incidents of bullying immediately the classroom teacher, teacher on duty or office.
- Explore sharing anti-bullying tips with the school community in the monthly newsletter (when possible).
- Regular communication with parents/guardians.
- Promote Progressive Discipline within the school community in order to ensure that the actions of our students speak to Gospel values and the teachings of Jesus Christ.
-Student leadership team to promote leadership opportunities across the school to increase well-being and student voice
-Equity teacher to bring PD back to school to continue to foster inclusive environment

Responsibility

- Entire school Community including teachers, students, parents and parish.

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

- TCDSB Bullying Awareness and Prevention document, 2006
- Promoting a Positive School Climate: A Resource for Schools (Ministry of Education)
- Guidance Counselor
- School Social Worker
- Community Laison Officer
- Student Leadership Team
- Parish team: Adam and Father Sean
- TCDSB Mulit-Year Strategic Plan

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

- Feedback from Student Climate Survey.
- Observations and feedback from school community (parents, teachers and students)
- Positive atmosphere upon entering the school (visible result)
- Reduced number of incident reports.

School Vision	Vision: To provide a safe and caring Catholic school community for all, with a focus on student achievement and well being at St. Gregory Catholic Elementary School.
Goal #3	Goal: Develop awareness and understanding of the factors that contribute to a safe, inclusive, caring and accepting school climate and to identify strategies for prevention and intervention.

Initiatives/Strategies/Practices

- Prompt reporting of behaviour and implementation of progressive discipline
- BRICKS Awards Program - Community Building Awards for students from Gr. 6-8
- Sharing Anti-Bullying tips with the entire school community through Student Leader initiatives, Bulletin board displays, announcements.
- Explore providing Anti-Bullying tips in the monthly school newsletter.
- Community building activities (assemblies, school masses and parent/community involvement)
- School Teams to attend TCDSB Safe schools Department events (i.e., Relational Aggressiveness in Dec. 2022)
- CSPC to support the school plan through parent engagement activities.

Responsibility

- Teachers
- Administration
- Parents
- Students
- Support Staff
- Lunchtime Supervisors

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

- TCDSB Bullying Awareness and Prevention document, 2006
- Liaison Officer
- TCDSB Bullying Prevention Program
- PPM 144
- school social worker
- Toronto Public Health
- TCDSB Multi-Year Strategic Plan
- TCDSB Equity Plan

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

- Feedback from Safe and Caring Student Climate Survey
- Qualitative feedback from teachers, students and parents
- Student engagement
- Number of incidents logged

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	Vision: To develop a whole school awareness and approach around the use of progressive discipline including the continuum of consequences and interventions and support for inappropriate behaviours.
Goal #1	Goals: To establish clear communication when applying progressive discipline.

Initiatives/Strategies/Practices

Student focused:
- Clear communication on progressive discipline procedures (Front section of the student agenda)
- Communicate St. Gregory's Progressive Discipline model to students, staff and parents through assemblies
-Provide direct teaching of behavioural expectations in all grade levels through class visits, small group and whole division visits
- Clear boundaries in the schoolyard with clear expectations regarding ball play and types of equipment permitted (and proper use).

Staff focused:
Support teachers by promoting behaviour expectations, including safe hallway procedures during transition periods to minimize the risk of injuries and ensure safety of all students and staff.
Communicate with parents about behaviour infractions promptly
Clear communication to students about consequences for their actions
Review recess and supervision coverage
Encourage appropriate dress code
-Implement restorative and proactive practices to nurture student growth
- Develop a plan for conflict resolution to help students resolve issues with greater independence.

Parent focused:
- Ongoing communication with parents through monthly newsletters, weekly growl and time-sensitive updates
- Work closely with parents to address and prevent inappropriate behaviour

Responsibility

- School staff
- Administration
- Students
- Parents

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

- Board policy/Safe Schools Sharepoint
- Support Staff (Guidance counsellor/Social Worker)
- school based support team
- bullying protocol
- police protocol
- My Cority

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

-TCDSB School Climate Survey
-Qualitative feedback from students, staff and parents
-Progressive Discipline logs

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	Vision: To promote a positive school culture by demonstrating our faith through our pastoral plan in Year 2:"As those created in God's image, we are called to advocate for and work toward justice, equity, and inclusion. Create a welcoming school where all cultures and backgrounds are respected, represented, and celebrated so that every student feels valued and feels a sense of belonging.
Goal #1	Goal: To nurture and develop positive leadership skills of students and staff, through opportunities embedded in school life that demonstrate equity, inclusivity, and kindness through actions within and outside of the school.

Initiatives/Strategies/Practices

Parish School Connection:
-Strengthen parish school connection through monthly masses, school visits from the lay minister, and religious events such as Living Rosary
-Sacramental visits for Grade 2 & 7 students
-Charity initiatives: food drives, Christmas baskets, ShareLife

Student focused:
-Leadership team to participate in Community Outreach programs (ie., St. Francis' Table)
-Increase awareness of virtues/OCSGE through school-based activities: bulletin board, announcements, class activities
-Birthday announcements & recognition through Birthday ribbon
-Recess initiatives: Ball & Play, peer mentorship to support rules
-DPA initiative: to increase structure and effectiveness of DPA to encourage well-being and purposeful movement
- Create leadership opportunities through announcements, assemblies, peer mentoring, and clubs.
- Student Leadership Team leads special assemblies for school spirit, virtue of the month, and to promote equity goals.
- Consider extending Meditation Mondays to daily practice after lunch.

Staff:
-Continue to provide PD such as Lunch & Learn opportunities to support equity and inclusion
- Review all school routines and weekly updates with all stakeholders (teachers, students and parents) throughout school year

Parents:
-continue to share updates via Weekly Growl and Newsletter
-work as partners to invite parents to school events (ie. Christmas Concert, assemblies)

Responsibility

- Administration
- CSPC
- Parish
- Staff
- Parents

Resources

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

- Board resources: Equity Action Plan, Safe Schools
- Parent community resources
- Canadian Healthy Schools Alliance – Toolkit for Healthy Schools Leadership
- Canadian Public Health Association – Assessment Toolkit for Bullying, Harassment and Peer Relations at School
- OPHEA
- School Mental Health Resources

Measurement of Progress

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

- Ongoing feedback from parents, staff and parish
- Active student participation in school activities and events
- Student voice: qualitative feedback
- School Climate Survey

TORONTO CATHOLIC DISTRICT SCHOOL

Safe Schools Plan

School Vision	Vision: To promote a positive school culture by demonstrating our faith through our pastoral plan in Year 2:"As those created in God's image, we are called to advocate for and work toward justice, equity, and inclusion. Create a welcoming school where all cultures and backgrounds are respected, represented, and celebrated so that every student feels valued and feels a sense of belonging.
Goal #2	Goal: To nurture and develop positive leadership skills of students through opportunities integrated in school life.

Initiatives/Strategies/Practices

- Various Student led projects: support different initiatives and charities
- Student led initiatives: assemblies, fundraising, and other school wide activities
- Student helpers with at lunch (hot lunch, primary classes)
- Structured DPA sessions to promote well being

Responsibility

-Student leaders
-Teachers
-Administration
-Parents
-Parish team

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

-Staff
-TCDSB guiding protocol around various initiatives
-Ministry of Education

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

- Ongoing feedback from parents, staff and parish
- Active student participation in school activities and events
- Student voice: qualitative feedback
- School Climate Survey

School Vision	Vision: To promote a positive school culture by demonstrating our faith through our pastoral plan in Year 2:"As those created in God's image, we are called to advocate for and work toward justice, equity, and inclusion.
Goal #SVP 1	Students will assist in providing the agenda for monthly assemblies.

Initiatives/Strategies/Practices

Student leaders to prepare assemblies.

CSPC Student Reps

Responsibility

Teachers, Administration, Students.

Attend monthly CSPC meetings to advocate for students.

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

Bullying Awareness Kit

CSPC governing lawas

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

Student Surveys

Qualitative feedback from reps sharing student voice.

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

- Emergency Response Procedures posted in each room in school building.
- Fire Exit Signs and alternate routes are clearly posted in all classrooms.
- Maintain and update Fire Response and Emergency Binders - update class and staff lists, duties and responsibilities and procedures related to children with special needs.
- Six fire drills per year.
- 2 Emergency Response Drills per term.
- Ensure that all external doors are locked at all times.
- Ensure that all visitors follow and adhere to sign in and sign out procedures.
- Ensure that visitors obtain and wear a visitors pass.
- Inform parents of threats to School Safety procedures.
- Post photos and Medical Information of all anaphylactic students in each classroom.
- Use of walkie talkies in all schoolyards and in the office at all times.

Responsibility

- Safe School Action Team
- Administration
- Police partners
- Staff

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

- TCDSB Threats to School Safety response Procedures
- Police partners
- Police protocol
- Fire safety plan

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

- Positive assessment of lockdown Drill/Emergency Response Drill
- Emergency procedure poster visible in each classroom