

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. John Henry Newman Catholic High School	PRINCIPAL:	Madeira, Cheryl
SUPERINTENDENT:	Ryan Peterson		
SCHOOL ADDRESS:	100 Brimley RD S Toronto ON M1M 3X4		
STUDENT ENROLMENT:	803		

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	**Faria, Lisa**	**Teacher Rep**	**O'Connor, Nicole**
Teacher Rep	**Iglesias, Nanda**	**Support Staff Rep**	**John, Sandra**
Teacher Rep	**Netto, Dean**	**Parent Rep**	**MaureenTerralheiro**

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	**2026-11-02**	**2**	**2026-12-02**
3	**2027-02-09**	**4**	**2027-05-13**

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

St. John Henry Newman Catholic High School is committed to making a difference in the lives of our students. We are committed to creating an environment that enables students to grow in faith and truth, and in an community that is safe, respectful and supports student learning.

Goal #1

To create a safe, inclusive, and respectful school environment by increasing bullying awareness, improving reporting and intervention practices, and reducing incidents of bullying through education, prevention, and restorative approaches. We will provide all students with education on bullying, cyberbullying, reporting procedures, and the responsibilities of bystanders through school-wide and classroom-based learning opportunities.

Initiatives/Strategies/Practices

Students will participate in at least two bullying awareness learning opportunities during the school year. They will be delivered through assemblies, homerooms, health classes, guest speakers, and school-wide initiatives.(E.g., TPS Community Liason Officer - 41 Division)
Conduct Bullying Awareness and Prevention Week activities.
Share information regarding reporting procedures and support services.
Work with SAGA (GSA) and BSA groups to promote student-led campaigns focused on kindness, empathy, and inclusion.
Use school announcements, posters, and digital media to reinforce anti-bullying messages.
Work with community partners (e.g., YouthLink) to address specific issues related to bullying, equity and other student concerns.
Celebrate students' cultural backgrounds and personal interests through recognizing cultural heritage months and offering diverse activities including: sports teams; clubs; talent nights; "One Community" and more.

Responsibility

Anti-Bullying team includes:
Guidance counsellor
Teachers
CYW
Student reps
Administration

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

Kids Help Line
YMCA
East Metro Youth Services
YouthLink/Strides
Toronto Police Services
Committee accesses the Board Safe Schools portal for information and materials.

Direct involvement of Leadership and Empowerment Team with Anti-bullying and Inclusion initiatives throughout the school

Frequent consultation with parents through our Safe and Accepting School CSPC parent rep

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

Increase the percentage of grade nine students that feel safe according to our Safe Schools Survey.
85% of students will demonstrate increased understanding of bullying prevention and reporting procedures through surveys, reflections, and/or classroom assessments.
Increased participation in awareness activities.
Positive student feedback regarding school climate and safety.

TORONTO CATHOLIC DISTRICT SCHOOL

Safe Schools Plan

School Vision	St. John Henry Newman Catholic High School is committed to making a difference in the lives of our students. We are committed to creating an environment that enables students to grow in faith and truth, and in an community that is safe, respectful and supports student learning.
Goal #2	Implement proactive strategies that promote positive relationships, student belonging, and a culture of respect to reduce bullying behaviours across the school.

Initiatives/Strategies/Practices

Review bullying incident data regularly to identify trends and areas requiring additional support.
Implement Catholic Graduate Expectations, Gospel values, and faith-based character development activities that promote dignity, compassion, empathy, forgiveness, and respect for all members of the school community.
Increase staff presence and supervision in identified school "hot spots".
Promote peer leadership, mentoring, and student-led inclusion initiatives including: L2L mentorship and leadership (grade 11 and 12 religion) programs.
Recognize and celebrate students who demonstrate Christian leadership, kindness, respect, service, and a commitment to living out Catholic values through a "Heart Speaks to Heart" monthly award program.
Integrate opportunities for prayer, reflection, and social justice learning that reinforce the Church's teachings on human dignity, belonging, and care for others through religion courses.
Connect Grade 11/12 leadership students (through Student Success) to junior classes to act as peer tutors. These students will join various classrooms during the day to work on essential homework skills and skill development.
Promote awareness campaigns of school support staff and their locations in the building. Create a "Heart Speaks to Heart: Your Newman Support Network" flow chart to be posted outside the main office.
Promote community building through physical activity and sport - PE leadership class intramurals during lunch hours.

Responsibility

Anti-Bullying team includes:
Guidance counsellors
Teachers
CYW
Administration
Leadership classes
Student reps from Student Council

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

Kids Help Line
YMCA
YouthLink
Toronto Police Services
Committee accesses the Board Safe Schools portal for information and materials

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

Reduction in bullying-related referrals and incidents over t
Improved student perceptions of school safety and belonging assessed through Safe School Survey. Specifically, a 10% increase in students' perception that the school effectively deals with bullying and 10% increase in positive responses related to safety, belonging, and respect on the annual school climate survey.
Increased participation in positive school climate activities.

TORONTO CATHOLIC DISTRICT SCHOOL

Safe Schools Plan

School Vision	St. John Henry Newman Catholic High School is committed to making a difference in the lives of our students. We are committed to creating an environment that enables students to grow in faith and truth, and in an community that is safe, respectful and supports student learning.
Goal #3	Improve student confidence in reporting bullying and ensure timely intervention, follow-up, and access to supports for students involved in bullying incidents.

Initiatives/Strategies/Practices

Review reporting procedures with students and staff each semester.
Provide multiple reporting pathways, including anonymous reporting options--ensure all students are aware of the Anonymous Alert App through school assemblies, posters, and digital communications.
Simplify the steps involved in reporting bullying incidents, ensuring clarity and accessibility for all students - specifically, post QR codes for the Anonymous Alert App in various places.
Build staff capacity to effectively respond to bullying incidents through training on reporting procedures, intervention protocols, confidentiality requirements, restorative approaches, and trauma-informed practices.
Staff will also work to foster a school culture in which students feel safe, supported, and empowered to discuss bullying and its impact, reducing the stigma associated with reporting concerns and encouraging students to seek help for themselves or others when needed.
School staff will implement timely, consistent, and compassionate responses while connecting students and families with appropriate school and community supports.
Ensure timely investigation and follow-up with students and families.
Connect students with guidance, social work, child and youth workers, and community supports as needed. Then monitor intervention outcomes and provide ongoing support plans when appropriate.
Deploy educational materials (such as the Words Matter campaign slides) in classrooms to explicitly teach students about the historical and emotional impact of biased language.
Transition school-wide communication toward person-centered, inclusive language that respects and affirms identities across all equity pillars (including race, culture, ability, and 2SLGBTQ+ communities).

Responsibility

Anti-Bullying team includes:
Guidance counsellor
Teachers
CYW
Administration

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

Red Cross Beyond the Hurt resources
TPS

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

Increased student confidence in reporting incidents.
Consistent and timely response to concerns.
Improved access to school and community support resources.
Positive outcomes for students involved in bullying incidents.
Students will be able to report bullying comfortably.
A reduction in the use of identity-based slurs and derogatory language in common areas (corridors, cafeterias, online spaces).

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	St. John Henry Newman Catholic High School is committed to making a difference in the lives of our students. We are committed to creating an environment that enables students to grow in faith and truth in an environment that is safe, respectful and supports their learning.
Goal #1	Increase student awareness of the school's Code of Conduct, Catholic expectations, and the principles of progressive discipline through intentional education and communication. By June, 100% of students will receive instruction on behavioural expectations and progressive discipline processes, and at least 85% of students will demonstrate an understanding of school expectations and available supports through survey data, classroom activities, or student reflections.

Initiatives/Strategies/Practices

Review the Student Code of Conduct and progressive discipline framework at the beginning of each semester.
Reinforce Catholic Graduate Expectations and Gospel values that promote dignity, respect, responsibility, and inclusion.
Share behavioural expectations through announcements, assemblies, social media, and school communications.
Provide opportunities for student voice and discussion regarding respectful relationships and responsible decision-making.
Ensure students understand available supports and reporting processes when concerns arise.

Responsibility

Administration
Safe School Team
Guidance Counsellors
Child and Youth Workers
Department Heads
Teachers and Support Staff

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

SJHN Student Code of Conduct (online Handbook)
TCDSB Student Code of Conduct
Ontario Ministry of Education: Progressive Discipline and Promoting Positive Student Behaviour resources
Grade-level assemblies and homeroom presentations
School website and social media platforms

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

Increased student understanding of expectations and consequences.
Positive student survey data regarding school expectations.
Reduction in recurring behavioural concerns related to lack of awareness.
Decreased referrals to Vice-Principals.

TORONTO CATHOLIC DISTRICT SCHOOL

Safe Schools Plan

School Vision	St. John Henry Newman Catholic High School is committed to making a difference in the lives of our students. We are committed to creating an environment that enables students to grow in faith and truth in an environment that is safe, respectful and supports their learning.
Goal #2	Implement proactive interventions and restorative practices to reduce behavioural incidents and strengthen positive relationships within the school community. Reduce repeat behavioural referrals by 15% and increase student participation in restorative conversations, mentoring opportunities, and support programs throughout the school year.

Initiatives/Strategies/Practices

Implement restorative conversations and reflective learning opportunities following incidents.
Use progressive interventions that consider student strengths, needs, mitigating factors, and individual circumstances.
Promote Catholic teachings on reconciliation, forgiveness, and personal responsibility.
Connect students with guidance counsellors, child and youth workers, social workers, chaplaincy, and other supports when concerns arise.
Develop targeted intervention plans for students demonstrating repeated behavioural concerns.
Encourage positive peer leadership and mentorship opportunities.

-Conduct a workshop for teachers and other staff on progressive discipline and compassionate approaches to student behavior.
-Ensure timely documentation of incidents on the TCDSB Progressive Discipline Platform to track and address issues effectively.
-Increase administrative presence in the school to foster relationships with students and staff.
-Establish clear protocols for addressing conflicts that involve all stakeholders (students, teachers, parents).
-Staff will consistently reinforce the Code of Conduct and maintain high expectations for student behavior.
-Student supervisors and administrators will regularly check the washrooms for any safety concerns, specifically for student vaping.

Responsibility

Administration
Safe School Team
Guidance Counselors
CYW
Teachers and Support Staff
Department Heads

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

Safe Schools Resources
Understanding Progressive Discipline Brochure
Restorative Discipline Guidelines (new)
Bill 212 Progressive Discipline & Safety in Schools PowerPoint presentation

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

Reduction in repeat referrals.
Increased use of restorative practices.
Improved student relationships and engagement.
Increased participation in support programs and interventions.

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. John Henry Newman Catholic High School is committed to making a difference in the lives of our students. We are committed to creating an environment that enables students to grow in faith and truth in an environment that is safe, respectful and supports their learning.
Goal #1	Goal 1: To build a school culture that fosters a welcoming, safe, and inclusive environment for all students, ensuring equality, equity, and respect among teachers, students, staff, parents/guardians, and the wider community. Specific: 90% of students will feel a sense of belonging as a Newman student

Initiatives/Strategies/Practices

Safe and Caring Catholic School Survey
Staff in-service on Mental Health through board website and resources.
Effective utilization of Social Worker, CYW, Psychology, and other community members - keeping the lines of communication open.
Teachers integrate mental health strategies into their lessons.
Work with the Mental Health Action Team as well as the A-Team (also known as the Leadership and Empowerment Team which is lead by our Parent Council) on mental-health, stress reduction initiatives.
Expand the "One Community" event in March to include a Cultural Mass.
Develop "spare" passes for students on spare to be able to use the school library or other alternate spaces to do their work.

Responsibility

Safe Schools Team
Administration
Student Success Teachers
Social Worker
Guidance Counsellors
Mental Health Action Team
'Once Community' coordinators and moderators
Student Council
Community Partners

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

Head Start Conference Safe and Caring Schools TCDSB PowerPoint
Safe and Accepting Schools Team Guidelines
Threat Assessment Procedural Guidelines
CAMH Info
Pathways (YouthLink)
Participation in Safe Schools Workshops (Staff and/or students)(Example - Hacking School Discipline - December 12)
TCDSB Mental Health Website and Toolbox

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

Safe and Accepting Schools Survey - to increase the percentage of students who have a sense of belonging and feel welcomed in our school.

TORONTO CATHOLIC DISTRICT SCHOOL

Safe Schools Plan

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Goal **#SVP 1**	To explore the possibility of a town-hall type of forum where student concerns can be addressed with school Administrators.

Initiatives/Strategies/Practices

Safe School Team to meet with Administration and Student Council and/or Mentors to explore programming and options.

Leadership and Empowerment Team to re-invigorate "Student Voice" in partnership with Student Council.

Responsibility

Safe School Team
VPs
Mentorship Teacher and students
Student Council
Administration

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

Use Student Council Instagram account to conduct survey of concerns.

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

Exit survey of student participants at end of year.

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 will be in-serviced on Emergency Response Plans at the beginning of each school year. Officer from Toronto Police Services will assist with first lock down drill.

Staff will be made aware of the up to date procedures in case of Lockdown, Hold and Secure and Evacuation, and Bomb Threat. Classroom teachers review procedures with students on all aspects of Emergency Response Plan each semester. New red folders were p[laced in each classroom. Emergency Response Plan posters (colour) have been placed in all classrooms and offices of the school.

Responsibility

Safe School Team
Administration
School Resource Officer (TPS)
Trained Facilitators
SJHN staff
Students

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

Threats to School Safety Response Procedures pamphlets
Threat Assessment Procedural Guidelines
Student Safety Plan

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

Success of each drill.
De-briefing of staff and students after each drill to encourage best practices and address concerns.