

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. Paschal Baylon Catholic School
SUPERINTENDENT:	Roy Fernandes
SCHOOL ADDRESS:	15 St Paschal Crt Toronto ON M2M 1X6
STUDENT ENROLMENT:	713
PRINCIPAL:	Bottos, Michelle

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	**Bottos, Michelle**	**Teacher Rep**	**Piatti, Camilla**
Administrative Rep	**Marchese, Diana**	**Support Staff Rep**	**Lopreiato, Raffaela**
Teacher Rep	**Genova, Giuseppe**	**Parent Rep**	**Geraldine, DePedro**
Teacher Rep	**Ioannidis, Nicole**	**Community Rep**	**Father Ezio**

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	**2026-09-14**	**2**	**2026-09-15**
3	**2026-09-18**	**4**	**2026-11-05**

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. Paschal Baylon is a welcoming, inclusive, and faith-filled community where every individual is valued as a child of God. We commit to Growing in Knowledge with Justice by cultivating empathy, fairness, and respect for human dignity through daily actions and teachings.
Goal #1	To empower students to live out Catholic social justice principles by promoting inclusion, equity, and responsible digital citizenship, while preventing bullying and discrimination in all forms.

Initiatives/Strategies/Practices

- Safe School arrival program.
- Bus safe arrival program.
- Promoting the Ontario Catholic Graduate Expectations through the classroom and during interactions throughout the school day.
- Promoting the Virtues of the Month within the classroom and school.
- Code of Conduct published in school agenda and newsletter.
- Safe School Family Newsletter
- Bullying Awareness Week November 2026
- Internet and Social Media Safety Presentations by Guidance, Community Officer, Guidance Counsellor & Social worker.
- daily announcements reminding students about the school rules, safety protocols and to promote the Virtues of the Month.
- Terry Fox fundraiser, Orange Shirt Day, Newcomer Day, Christmas and Thanksgiving food drive, Pink Shirt Day/Anti-Bullying Day.
- Three Year Pastoral plan "Walking with Christ". Focus of year two which is "With Minds of Justice & Peace"
- Surf Right forms signed by all students and parents.
- Anti-bullying awareness integrated into the Health and Family Life programs.
- Integration of restorative practices to resolve conflict
- Equity and 2SLGBTQ+ Club leading “Justice in Action” projects
- Mass and liturgical celebrations led by students.

Responsibility

-Administration
-Staff
-Parents
-Students
-Social Worker
-Guidance Counsellor
-Community Liaison Officer

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

The following resources will be used:
- Three Year Pastoral plan "In God's Image: Year 3- Justice and Hope"
- Code of Conduct in agendas and morning announcements.
- TCDSB Safe Schools, bullying resources, bullying prevention and intervention brochures.
- TCDSB Threats to School Safety Response Procedures.
- Police Partners as a resource to speak with students about community and online safety. (torontoPolice.on.ca)
- Safe Schools Team.
- Use of Ontario Catholic Graduate Expectations school wide.
- School agendas for parent communication and the promotion of the Catholic Graduate Expectations.
- TCDSB website: resources on school/community safety, Virtues, and Catholic Graduate Expectations.
- Library: picture books for lessons on anti-bullying.
- Bus safety contracts to be signed by parents and students.
- Indoor lunch recess safety rules posted in every classroom.
- Acceptable Use Policy (Surf Right).

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

- Observation and reflection of number of incidents that occur during the day.
- Number of parents and students that signed the Code of Conduct insert in the school Agenda for 2026-2027.
- Number of parents and students that signed the Bus Safety contract.
- Number of Progressive Discipline incidents and the number of suspensions by June 2027.
- Number of Bus incidents reported by June 2027
- Safe and Caring Schools Surveys
- Improved student feedback on Safe & Caring Schools Survey
- Increased participation in justice-based initiatives

TORONTO CATHOLIC DISTRICT SCHOOL

Safe Schools Plan

School Vision	St. Paschal Baylon is a welcoming, inclusive, and faith-filled community where every individual is valued as a child of God. We commit to Growing in Knowledge with Justice by cultivating empathy, fairness, and respect for human dignity through daily actions and teachings.
Goal #2	To strengthen student voice and leadership in promoting respect, belonging, and empathy through school-wide initiatives that celebrate diversity, inclusion, and community.

Initiatives/Strategies/Practices

- Virtues of the Month: Announcements and certificates.
- Classroom reflections and teachings on virtues.
- Virtue Based Bulletin Board decorated by classes and Art Displays in Hallways.
- Information on monthly virtues and Virtue of the month recipients published in School Newsletter.
- Monthly praying of the Rosary school wide
- Promotion of "C-Leap" with Grade 6 & 7 Leaders
- Implement Primary Social Program.
- Social Worker & Guidance Counsellor Presentations
- Special Guest Speakers
- Student-led initiatives through Equity Club and Student Council that highlight inclusion and social justice
- PRIDE Bingo event promoting awareness, acceptance, and belonging for all students
- Creation of classroom charters that reflect respect and care for all
- Partnerships with parish, CSPC, and community organizations to support school well-being

Responsibility

-Administration
-Staff
-Parents
-Students
-Social Worker
-Guidance Counsellor
-Rosary Apostolate

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

-Weekly emails from Nurturing our Catholic Community.
-Library: picture books to promote learning about the attributes of the virtue.
-Virtue of the month Certificates.
-School agendas; used as a reference to Code of Conduct, Virtue of the Month, and Catholic Graduate Expectations.
-Daily announcements tailored to reflect the pastoral plan, virtue of the month, and reminders of positive behavior.
-Meetings with Father Ezio and Father Mario (making connections between daily life at school, parish and home)
-restorative strategies

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

-Observation
-Number of incidents and suspensions (Progressive Discipline)

TORONTO CATHOLIC DISTRICT SCHOOL

Safe Schools Plan

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Goal #3	To build community connectedness and school spirit through faith-based and social justice events that nurture belonging and reinforce our Catholic values of justice and compassion.

Initiatives/Strategies/Practices

Terry Fox Walk to foster compassion, perseverance, and community care
-Orange T-shirt Day in honour of Indigenous reconciliation
-Remembrance Day activities with whole school and assembly.
-Cultural Heritage Days/Months to recognize and various cultures within the community.
-Daily announcement acknowledging diverse communities within the school (ie; Latin Hispanic month, Black History Month, International Women's Day, Asian Heritage Month etc.)
-Lenten Promises and Stations of the Cross, Passion Play
-Fundraiser for Holland Bloorview Hospital for Rehabilitation Centre supporting empathy and advocacy for others
-Athletics, Karaoke Night, and Halloween Dance to promote positive peer relationships and school spirit
-Cultural Celebration and Year-End BBQ celebrating the diversity and gifts within our school community
-Faith-based reflections linking social justice with Gospel values, Food Drives & Social Justice Initiatives
-Collaboration with parish to support community service and social outreach
-Social Justice Initiatives led by students for the school community – i.e. Christmas Charity Drives, Food Drives etc.

Responsibility

-Administration
-Staff
-Parents
-Students
-Social Worker
-Guidance Counsellor
-cyber bullying presentations by our liaison police officer.

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

-Equity-Poverty Action network
-Safe and Caring Schools Survey (Grade 6 & 8)

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

-Participation and feedback from school community.
-Observation.
-Results from Safe and Caring Schools survey.
-High student and staff participation in events
-Positive student and parent feedback on school belonging and engagement
-Evidence of inclusive, faith-filled community celebrations

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. Paschal Baylon is a welcoming, inclusive, and faith-filled community where every individual is valued as a child of God. We commit to Growing in Knowledge with Justice by cultivating empathy, fairness, and respect for human dignity through daily actions and teachings.
Goal #1	To create a safe and caring environment by implementing the Progressive Discipline model. To reduce the number of repeated inappropriate behaviors and use discipline strategies to reinforce appropriate behaviors and meaningful consequences. To strengthen a restorative, equity-informed approach to discipline that supports relationship repair and character formation.

Initiatives/Strategies/Practices

To continue to promote awareness of Progressive Discipline:
-Virtue of the Month presentations to promote positive student behavior.
-classroom teachers to co-create and post classroom rules and expectations.
-Have parents read and sign School Code of Conduct which includes Progressive Discipline approach, safe use of internet and new policy on Bring Your Own Device.
-Code of Conduct to be published in school agendas and shared through school newsletter and email to parents.
-Have parents and students read and sign Bus Safety contract, which includes progressive discipline approach.
-Resources related to anti-bullying available in the school library.
-Bus safety online training
-Staff establish and maintain entry and exit routines and consistency.
-Monthly newsletters and community emails.
-reinforce the TCDSB Code of Conduct
-integrate Restorative Circles and Mediations
-recognize students for demonstrating fairness and empathy and mitigating factors

Responsibility

-Administration
-Staff
-Parents
-Students
-Social Worker
-Guidance Counsellor
-Community Liaison Officer

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

- Administration
- Staff
- Board Policy Protocols
- Code of Conduct in Agendas
- Community Liaison Officer
- TCDSB Safe Schools personnel
- www.canadiansafeschool.com
- The Canadian Safe School Network (www.cssn.me)

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

Parents and students signed the Code of Conduct insert in the school Agenda for 2026-2027
Decreased number of Progressive Discipline incidents and number of suspensions by June 2027.
Staff members discuss discipline issues involving students with administration, follow the Progressive Discipline model in dealing with students.
School Climate 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	St. Paschal Baylon is a welcoming, inclusive, and faith-filled community where every individual is valued as a child of God. We commit to Growing in Knowledge with Justice by cultivating empathy, fairness, and respect for human dignity through daily actions and teachings.
Goal #1	Using protocols developed by TPH, TCDSB and St. Paschal Baylon community members, we will endeavor to create a safe and healthy school environment. Using the Catholic Graduate Expectations and our Pastoral Plan In God's Image: Growing in Knowledge, with Justice and Hope, we will increase student engagement and foster a positive, faith-filled climate where students and staff act justly, love tenderly, and walk humbly with God. This will be evidenced by school wide participation in local social

Initiatives/Strategies/Practices

- On-going consultation with Toronto Public Health.

Initiatives to Increase student engagement:
- Stewardship and Student Leadership: Class mentors, Pizza Helpers, Equity Committee
- Conflict resolution through teacher, staff, and administration as conflicts occur (video presentation for staff to watch and discuss)
- Charity activities: Terry Fox Walk, Orange Shirt Day, Food Drives, Remembrance Day, ShareLife fundraiser, Angel Foundation, Capes for Kids supporting Holland Bloorview
- School Community Activities: Earth Hour, Schoolyard/Community Clean-up and Earth Day, litter-less lunch and no snacks outside policy.

Strategies and Practices to maintain a safe and positive school climate include:
-Safe arrival
- Daily Bus attendance lists and staff assigned to buses.
- Bus safe arrival program.
- Purple band for Primary bus students (bus drivers not permitted to let students off bus without parent).
- Bus safety: all staff members, (each bus is assigned to a staff member on duty).
- Emergency Personal Plan of Care Protocols: Forms are kept up-to-date in the main office and with classroom teachers. Epi-Pens and Puffers are kept centrally with student pictures for easy identification.
- Daily Bus attendance lists and staff assigned to buses.

Responsibility

-Administration
-Staff
-Parents
-Students
-Social Worker
-Guidance Counsellor

Resources

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

- Earth Day Activities
- Virtue of the month
- Growing in Faith, Growing in Christ resources.
- Family Life Program as well as Blessed and Beloved

Measurement of Progress

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

- Observation and Artifacts of activities implemented by the end of June 2027
- Participation of students and school community in school events
- Positive results in Safe and Caring Schools Survey
- Increased leadership participation
- Greater sense of belonging reported by students and staff

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Goal #SVP 1	Using the Catholic Graduate Expectations and our three year Pastoral Plan "In God's Image: Growing in Knowledge, with Justice and Hope", we will increase student engagement. This will be evidenced by school wide participation in local social justice and stewardship initiatives.

Initiatives/Strategies/Practices

Increase student engagement:
- Stewardship and Student Leadership (Project Play, Lunch time monitors ,C-LEAP
- Pizza helpers
- Social Justice Initiatives
- Charity activities throughout the year.
- Holland Bloorview Rehabilitation Fundraiser
- Student Leadership and Social Justice Committees
- School liturgies focused on justice
- Charitable outreach: Terry Fox Walk, ShareLife, Capes for Kids, Food Drives
- Cultural and Heritage Month recognitions
- Virtues of the month recognition with certificates

Responsibility

Various groups/group leaders.
-Administration
-Teachers
-Students
-Members from St. Paschal -Baylon Church
-CSPC

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

-Earth Day Activities
-Virtue of the month
-Three Year Pastoral Plan
-CSPC
-C-LEAP
-Primary Social Skills Program
-Intermediate Beading Club for girls
-Art Club

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

- Safe and Caring Schools Survey Results
- Increased leadership participation
- Greater sense of belonging reported by students and staff

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 & Crisis Response Plan shared with teachers through email and weekly bulletin.
- Bus Safety Presentation for all students.
- Anaphylaxis in-services twice a year.
- Safety tips on PA: Bus safety, Lockdown procedures, fire drill procedures @ staff meetings.
- Identification badges for visitors.
- Swipe cards, front doors camera monitored.
- Updated Threat Response binder for all staff members.
- All parents report to the office (door monitoring, video camera).
- Sign in and sign out for students and visitors
- Bus (go home) attendance and seating chart and purple bracelet for all primary students, each bus student is identified by colour and number (on a tag located on school bag).
- First Aid trained teachers (2)
- Fire Drills- admin and teacher conducted.
- PA phones in every classroom to communicate with office and other classrooms.
- Emergency Procedure poster is visible in each classroom.
- Fire Services Presentation to classes.

Responsibility

•Safe School Action Team
•Administrators and office staff
*Caretakers
•Police Partners
•Fire Department
•School Staff

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

- TCDSB Threats to School Safety Response Procedures.
- Board in-service on anaphylaxis (epi-pen).
- Police and Fire Department partners.
- Conflict Resolution training video for staff and brochure.
- Emergency folders and extra classroom keys in classroom.

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

- Positive assessment of fire and lockdown drills
- Staff and student feedback post-drill
- Compliance with all TCDSB safety protocols