

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	Sts. Cosmas and Damian Catholic School	PRINCIPAL:	Della Mea, Enrica
SUPERINTENDENT:	Shawna Campbell		
SCHOOL ADDRESS:	111 Danesbury Ave Toronto ON M6B 3L3		
STUDENT ENROLMENT:	477		

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	**Della Mea, Enrica**	**Parent Rep**	**Angela Santicruz**
Teacher Rep	**Jaramillo, Catherine**		

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	**2026-03-19**	**2**	**2026-05-18**
3	**2026-09-16**	**4**	**2026-11-25**

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	At Sts. Cosmas and Damian Catholic School, our vision is to build a strong Catholic community wherein trust is the foundation of our daily routines, where students are authentically engaged as empathetic co-learners and where students may feel supported, nurtured and safe in a Catholic faith-based learning environment.
Goal #1	Students are authentically engaged as empathetic co-learners and where students feel supported, nurtured and safe in a Catholic faith-based learning environment. Teachers will address and discuss topics related to bullying. Guidance counsellor and social worker will work with small groups as necessary to re-enforce bullying awareness.

Initiatives/Strategies/Practices

Bullying Awareness Instruction & Social Skills Lessons provided by Guidance counselor/Social Worker and followed through by classroom teachers. Students are made aware of the issues surrounding bullying through the use of activities, presentations and school announcements.
Students and teachers are aware of the reporting procedures and the Progressive Discipline protocol for any incident that occurs at school and out of school (for example, cyber bullying).
Regular communication occurs between students/teachers/staff/administration and parents through various ways: Principal sends out weekly updates/monthly newsletters to parents/guardians; teachers communicate with parents/guardians through google classroom, agenda, email, phone calls.
Teachers will participate in professional development to ensure student understanding of the school policy with regards to reporting unsafe behaviour (for example, cyber bullying).
Administrative staff will continue to monitor, assist, support and respond to incidents.
Students will be authentically engaged as active and valued leaders and role models within the school community.
The school and staff will ensure the Sts. Cosmas and Damian Code of Conduct will be understood, implemented and enforced by all members of the community by hosting, classroom visits by administration and classroom meetings.
The school will consistently build awareness of the Ontario Catholic Graduate Expectations and celebrate the Virtues of the Month through monthly Virtues Recognition Presentations.
Sts. Cosmas and Damian Catholic School will maintain a strong relationship with our local parish priests.
Leadership team to take part in the Safe School Symposium.

Responsibility

Administration, Staff and Support Staff
Parents
Students
The Safe Schools Action Team
The School Board Support Team (Guidance, Social Work, Psychology)
Student Leadership Team
Parish staff

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

Family Life/Religion, OPHEA healthy living
The Sts. Cosmas and Damian Catholic School Agenda (Code of Conduct, Catholicity, Graduate Expectations and Virtues)
The Sts. Cosmas and Damian Code of Conduct
TCDSB Progressive Discipline Policy and the TCDSB Safe Schools Department
TCDSB Policy S.S. 11
Ontario Catholic School Graduate Expectations
Sts. Cosmas and Damian parish personnel
Bullying Awareness and Prevention Website
Presentations by the social worker
Staff in-services on Bullying Awareness and Prevention, Safe Schools and Progressive Discipline Portal
The Ministry of Education Website: http://www.edu.gov.on.ca/eng/safeschools/prevention.html
Introduction to Human Rights and Equity in Education: Anti-Racism and Anti-Discrimination - Ministry Resource
Superintendent Indigenous Education, Equity, and Community Relations
Equity Champion to share equity newsletters with all school staff
TCDSB Equity Action Plan
TCDSB African Advisory Committee
TCDSB Indigenous Advisory Committee
Parent Safe School Resources - https://www.tcdsb.org/ProgramsServices/SafeSchools/Pages/default.aspx

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

All unsafe incidents are reported and dealt with using the TCDSB progressive discipline policy.

Ongoing monitoring.

Review available information from the TCDSB Student Voice Survey using PowerBI.
School Safety will be a standing item for open discussion at monthly staff meetings.
Increase participation rate amongst grade 8 students within student leadership initiatives.
Progressive Discipline and Safe Schools in-servicing, Practicing Lockdown/Hold and Secure protocols.

TORONTO CATHOLIC DISTRICT SCHOOL

Safe Schools Plan

School Vision	At Sts. Cosmas and Damian Catholic School, our vision is to build a strong Catholic community wherein trust is the foundation of our daily routines, where students are authentically engaged as empathetic co-learners and where students may feel supported, nurtured and safe in a Catholic faith-based learning environment.
Goal #2	Fostering a positive learning and teaching environment that supports equity, safety and mental health and well-being.

Initiatives/Strategies/Practices

September staff professional development to address equity, health and safety and mental well-being, led by school Principal and all staff required to attend.
Resources provide by the Ministry and the board.
Review Bills 157, 168 and 13.
Engage parents as active partners in the process of sharing safety protocols through school portal, weekly parent updates and monthly newsletters.
Presentations if possible by outside agencies.
Teachers will ensure student understanding of the school policy with regards to reporting unsafe behavior (Safe Schools and Progressive Discipline Portal).
Office will continue to monitor, assist, support and respond to incidents.
Students and teachers are aware of the reporting procedures for any incident that occurs.
Regular communication occurs between students/teachers/staff/administration and parents - weekly parent update, school newsletter, school messenger, agenda, google classroom, email, phones calls
Mental Health - Student led, whole school 2-3 minute mental health focus (will include calming music and a quote)
Meditation Sessions within each classroom (teacher directed)

Responsibility

Administration, Staff and Support Staff
Parents
Students
Wellness Club
SIEP Team
Safe Schools Team
Catholic School Parent Council (Enrichment/Programming/Presentation Opportunities)

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

Family Life/Religion Program
TCDSB Progressive Discipline policy
Classroom discussion
Community liaison officer safety presentations
School wide and classroom presentations by outside agencies
TCDSB Bullying Awareness and Prevention Website
Safe Schools Website and resources - https://www.tcdsb.org/page/safe-schools
Student/ staff in-services on Bullying Awareness and Prevention
Health curriculum
Ontario Catholic School Graduate Expectations
TCDSB Religious Education Department and Resource personnel.
St. Charles Borromeo Catholic Church Parish Priests and personnel.
Student Leadership Team at Sts. Cosmas and Damian Catholic School.
Student and Parent Climate Survey (Grades 4 to 8)
Social Networking and Internet Safety Presentations.
School Mental Health Ontario Educator Resource Guide
Toronto Public Health

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

All unsafe incidents are reported and dealt with using the TCDSB progressive discipline policy.
Increased student engagement and general well-being.
Increased participation with St. Charles Borromeo Catholic Church in school masses, on-site.
Spirit and Virtues Assemblies Monthly, in conjunction with monthly masses.
Decreased incident reports with "bullying" type behaviors.
Virtue of the month recipients reported within monthly newsletters and acknowledged through virtue of the moth presentations school wide and virtue of the month bulletin board to celebrate students that have exemplified the virtue of the month.

TORONTO CATHOLIC DISTRICT SCHOOL

Safe Schools Plan

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Goal #3	Promote a positive learning climate that is inclusive of all students, including providing relevant and responsive content and pedagogies, by taking steps to maintain expectations for well-being and learning, value identities and experiences.

Initiatives/Strategies/Practices

Junior and Intermediate students responsible for role modelling positive peer relationships school-wide - leading by example, in and out of the classroom.
Social Media/Bullying presentations for students - Social Worker presentations, board approved speakers
TCDSB Acceptable Use Policy to be completed at the beginning of the year.
Presentations appropriate on bullying and self advocacy
Teachers will ensure student understanding of the school policy with regards to reporting unsafe behaviour.
Office will continue to monitor, assist, support and respond to incidents.
Students and teachers are aware of the reporting procedures for any incident that occurs - 1. teacher - student communication; teacher - parent communication; teacher - Principal communication; Principal - student communication; Principal - Parent Meeting
Regular communication occurs between students/teachers/staff/administration and parents - weekly parent update, school newsletter, school messenger, agenda, google classroom, email, phones calls

Responsibility

Administration, Staff and Support Staff
Parents
Students
CSPC

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

TCDSB Equity Action Plan
Family Life/Religion Program
Code of Conduct
Student agendas - Staff to review and use agenda resources with students
TCDSB Progressive Discipline policy
TCDSB Bullying Awareness and Prevention Website
Safe Schools Website and resources
Student/staff in-services on Bullying Awareness and Prevention
Progressive Discipline Incident Log Database.
Safe School Manual
Sts. Cosmas and Damian Student and Parent Handbook
Catholic Schools Climate Survey
Promoting a Positive School Climate - Ministry of Education

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

All unsafe incidents are reported and dealt with using the TCDSB progressive discipline policy.
Analysis of the Student and Parent Climate Survey (Grades 4 to 8).
Increase in graduate students returning to volunteer at Sts. Cosmas and Damian Catholic School, increasing school spirit and pride.

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	Students are part of a safe, caring and inclusive learning environment based upon Catholic values that promotes positive student behaviours and interactions, and where students are supported through a continuum of resources and intervention strategies.
Goal #1	To create and maintain an environment where all students feel they are part of a safe, caring and respectful learning community and to create a whole school approach of collective responsibility to prevent inappropriate behaviors.

Initiatives/Strategies/Practices

Use judgment to create positive relationships through communication, effective classroom management and a school wide approach to progressive discipline.
Develop pyramid of intervention strategies for all staff members, clearly outline "next steps" - align these practices with TCDSB protocol and/or policies.
Staff will be encouraged to expand professional learning opportunities with regards to student behaviors and progressive discipline.
To ensure Progressive Discipline is implemented on a consistent basis and that such documentation is communicated with all relevant parties, including parents.
Student discipline will be an opportunity to educate and learn from mistakes; there must be an educational piece to each consequence.
Modelling of the Ontario Catholic School Graduate Expectations on a daily basis.
Celebrate successes during school announcements and school newsletter
Students are aware of how their actions affect others around them through the following resources:
Reflection Paper, classroom/ teacher discussions
Safe School Symposium
Bullying Awareness and Prevention in-services
Announcements, communications
Bullying Awareness week led by student leaders
Internet/Cyber Safety Resources

Responsibility

Administration, Staff and Support Staff
Community partners
TCDSB Safe Schools Team
Intermediate Student Leadership Team
Community School Liaison Officer
St. Charles Borromeo Catholic Church priests and personnel
St. Cosmas and Damian Catholic School Students
Social Worker
Guidance Counsellor
Parents and Community Members

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

Equity Action Plan
Family Life/Religion Resources
Progressive Discipline Policy and Manual
TCDSB Safe Schools Department and Safe Schools Professional Learning Modules
Ministry Document: Caring and Safe Schools in Ontario
Bullying Awareness and Prevention Policy
TCDSB Bullying Awareness and Prevention Website
Catholic School Graduate Expectations for Elementary Schools
Code of conduct included in the Students' agenda

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

Teachers are aware and implement Progressive Discipline in their classrooms and in the school yard: Expansion of the Progressive Discipline practices.
Implementation of Restorative Practices.
Staff implementing Progressive Discipline approach
Students are given opportunities for learning, for reflection and redemption.
Decrease in suspension rates - Progressive Discipline Safe Schools Application
Decrease in the number of students suspended multiple times - Progressive Discipline Safe Schools Application
Opportunities for student leadership

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	We envision a safe, caring and inclusive learning community, founded in Catholic values, that practices and acknowledges all the virtues and demonstrates social justice in authentic ways, and where students are supported through a continuum of resources and intervention strategies.
Goal #1	Create and maintain an environment where all students feel they are contributing members of a caring and safe learning community and where students will recognize how a community of believers supports one another and is inclusive.

Initiatives/Strategies/Practices

Foster an environment wherein students are afforded the opportunity to lead and engage in their learning (co-create success criteria and peer feedback)
Provide and encourage Professional Learning opportunities for staff to familiarize themselves with the Safe School Progressive Discipline Application.
Increase staff awareness of the strategies outlined in the Ministry document "Safe and Caring Schools in Ontario".
Communicate proactively with staff and students.
Student Leadership Team
Monthly Virtue Announcements
The use of mental health resources provided by the board (e.g. Faith and Wellness Educator Toolkit)

Responsibility

Classroom teachers: Teachers will nominate students for the Virtues of the Month.
As a community, we will celebrate students through the Virtues of the Month.
Administration
Student Leaders
Teachers
Staff

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

Family Life/Religion Resources
Bullying Awareness and Prevention week resources
Virtues of the Month resource package
Information found in the St. Cosmas and Damian Catholic School Code of Conduct in the agenda.
Ministry of Education Safe and Caring School Document
Progressive Discipline Safe Schools Application
Mental Health and Well Being Resources (Faith and Wellness Educator Toolkit)

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

Student Discussions
Student Virtues recipients
School climate and participation
Use of common language "Progressive Discipline" by all stakeholders.
Progressive Discipline Database will become familiar and consistently in use by staff.

TORONTO CATHOLIC DISTRICT SCHOOL

Safe Schools Plan

School Vision	We envision a safe, caring and inclusive learning community, founded in Catholic values, that practices and acknowledges all the virtues and demonstrates social justice in authentic ways, and where students are supported through a continuum of resources and intervention strategies.
Goal #2	To promote a healthy lifestyle throughout the school and school community.

Initiatives/Strategies/Practices

Health and Safety Committee, part of our Safe Schools committee/CSPC
Provide educational and co-curricular opportunities for students to be engaged in healthy lifestyle opportunities
Skating Program, Terry Fox, extra-curricular sporting activities (cross-country/track and field)
Opportunities to attend overnight trips to Mansfield, Teen Ranch or Lake St. George (Grade 8s)
Nutrition program - healthy snack options
Ambulance/First Aid Program - workshops around first aid for staff and students.
Music and Movement

Responsibility

Administration
Student Leaders
Teachers
Support Staff

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

Toronto Public Health and Toronto Public Health Nurse
Outdoor Education Programs
Nearby Community and Arena Centers.
OPHEA (Health and Physical Education Curriculum)
Dance and Play Studios (Dance and Drama Workshop)

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

Increased student engagement
Feedback from students, staff and parents

TORONTO CATHOLIC DISTRICT SCHOOL

Safe Schools Plan

School Vision	We envision a safe, caring and inclusive learning community, founded in Catholic values, that practices and acknowledges all the virtues and demonstrates social justice in authentic ways, and where students are supported through a continuum of resources and intervention strategies.
Goal #3	Promote empathy, responsibility, inclusion and the value of diversity amongst the community of learners, wherein students are engaged and responsible for their learning and leadership opportunities, one where school pride and spirit is celebrated and evident in all student involvement and actions.

Initiatives/Strategies/Practices

TCDSB Catholic Virtues of the month recognition.
Monthly visits to community parish and/or visits by parish priests to our school.
Grades 4-8 to complete TCDSB Student Voice Survey to provide information to assess school's needs and inform our best practices.
Reading Buddies, building community and breaking down barriers.
Promote leadership and responsibility amongst students, who will be offered the opportunity to implement new co-curricular activities.
Student engagement will be a standing discussion item on staff meeting agendas
Assign leadership responsibilities to all grade 8 students e.g. safe school leaders
Celebrating the different TCDSB Heritage Month

Responsibility

Administration
Teachers
Community School Liaison Officer
Student Leaders

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

School Agenda
TCDSB Religious Education Portal
TCDSB Progressive Discipline Safe Schools Application
School Board and Community
Equity Action Plan
TCDSB Heritage Month

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

Increased student presence for school board mandated activities, such as Parent Teacher Conferences, BBQ Evenings, Raffles and Fundraisers, etc.
Feedback from students, staff and parents.

Increased Student Engagement.
Decrease suspension and progressive discipline incidents.
Decrease in number of students suspended.
Decrease in number of students suspended multiple times.

TORONTO CATHOLIC DISTRICT SCHOOL

Safe Schools Plan

School Vision	We envision a safe, caring and inclusive learning community, founded in Catholic values, that practices and acknowledges all the virtues and demonstrates social justice in authentic ways, and where students are supported through a continuum of resources and intervention strategies.
Goal #SVP 1	To foster an environment where students demonstrate a level of comfort with leadership and responsibility, and where students may contribute and influence in positive ways to the local school community and beyond, promoting healthy lifestyle choices within the school and beyond.

Initiatives/Strategies/Practices

Encourage, foster and nurture leadership and responsibility amongst students. Students will be given the opportunity to implement new co-curricular activities and to lead initiatives.
Encourage students to participate at the various levels of our school, including the Safe School Plan, fundraising, school spirit, wellness Club, school learning improvement equity plan, and co-curricular initiatives.
Student engagement will be encouraged and discussed at staff meetings.
Assign leadership responsibilities to all Intermediate students.
Continue the Nutrition Program, with a Nutrition Coordinator.

Responsibility

Administration
Student Leaders
Staff
Nutrition Coordinator

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

TCDSB and Community
Grade 4-8 student and parent climate survey
Toronto Public Health
Angel Foundation for Learning
TCDSB Wellness Educator Kit
TCDSB Equity Plan

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

The following will be used to gauge progress in achieving the goal set out for this initiative:
Increased student engagement
Decrease in suspensions and progressive discipline incidents, attendance rates,
Feedback from students, staff and parents.

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

Teachers to review Threats to School Safety with students and information to be provided to parent community as required/needed
Community School Liaison Officer to be invited to practice Lockdown in Fall and Spring Drill for feedback (subject to Police availability)
Practice drills
Role playing
Classroom discussion
Instructions and posters on evacuation and safety procedures
Evacuation site will be St Charles Catholic School, 50 Claver Avenue, as a Primary Location or Regina Mundi
70 Playfair Avenue, as a Secondary Location.

Responsibility

Administration
Teachers
Safe School Action Team

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

Emergency procedures binder
Emergency Response Poster
Fire safety binder
Fire department observations and suggestions
TCDSB Threats to School Safety Response Procedures
Community School Liaison Officer

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

Discussion with community officer
Discussion with community members
Observations during practice drills
Assessment of Lockdown Drills
Emergency Procedures posted in classrooms