

Toronto Catholic District School Board

Dr. Brendan Browne

Chief Executive Officer

Adrian Della Mora

Chief Education Officer

Michael A. Caccamo

Superintendent of Education Safe Schools and Curriculum Leadership & Innovation

Catholic Education Centre

80 Sheppard Avenue East
Toronto ON M2N 6E8
www.tcdsb.org







2026 - 2027

Safe Schools Plan





At Toronto Catholic
we transform the world through witness,
faith, innovation and action.











SCHOOL NAME	St. Sebastian Catholic School	PRINCIPAL:	Duarte, Joanne
SUPERINTENDENT:	George Danfulani		
SCHOOL ADDRESS:	717 Brock Ave Toronto ON M6H 3P1		
STUDENT ENROLMENT:	267		

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	**Duarte, Joanne**	

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	**2026-10-28**	**2**	**2026-11-11**
3	**2026-12-14**	**4**	**2027-01-22**

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

At St. Sebastian Catholic School we aim to create a safe inclusive learning and teaching environment rooted in the love of Christ which is essential for students to succeed in school. This means that each person feels they are safe, welcome, valued, and respected. In order to maintain a safe school we will continue to promote positive student behaviour, provide early and ongoing intervention, and prevent inappropriate behaviour.

Goal #1

Empower students to actively prevent and respond to bullying behaviour by providing school-wide training on upstander/bystander strategies and promoting digital citizenship.

Initiatives/Strategies/Practices

- review school expectations and student responsibilities
- expectations/responsibilities outlined in Parent/Student Handbook
- create posters as reminders of these expectations
- announcements about respect for self, others, and property; motivational announcements and school pledge
- engage all students in completion of St. Sebastian Anti-bullying Agreement document; to be filed in office and referred to as needed
- share related information during Bullying Awareness and Prevention Week Nov. 19-24, 2023; focus on kindness
- monthly focus on Virtues and Catholic School Graduate Expectations, as well as Seven Grandfather Teachings
- promote student leadership through our Student Council- Spirit Weeks and leadership opportunities for classes
- announcements about bullying prevention/awareness on an ongoing basis

Responsibility

- all staff, students, parents
- Student Council
- School Social Worker, Guidance Counsellor, Psychology, APT

Resources

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

- available TCDSB resources- - TCDSB bullying Prevention Tool Kit
- available school resources
- school Anti-bullying Agreement completed in September
- Social Worker support
- Guidance Teacher support

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

- fewer incidents of conflict and bullying behaviour among students
- increased positive interactions among students
- have students complete Safe and Caring Catholic School Climate survey
- class/student survey

School Vision	At St. Sebastian Catholic School we aim to create a safe inclusive learning and teaching environment rooted in the love of Christ which is essential for students to succeed in school. This means that each person feels they are safe, welcome, valued, and respected. In order to maintain a safe school we will continue to promote positive student behaviour, provide early and ongoing intervention, and prevent inappropriate behaviour.
Goal #2	Reduce instances of bullying and peer conflict during unstructured times (recess and lunch) while increasing student confidence in using safe reporting and upstander intervention strategies.

Initiatives/Strategies/Practices

- review school Code of Conduct, expectations and student responsibilities
- consistently follow school's progressive discipline plan
- St. Sebastian Anti-bullying Agreement document
- recognition of Bullying Awareness and Prevention Week; signs, announcements, curriculum review
- continue theme of kindness
- Bullying Awareness and Prevention Week - focus making good choices, supporting others, showing kindness
- Peacemaking virtue and focus in November

Responsibility

All Staff, students, parents/guardians

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

- Virtue of the month resources
- TCDSB Bullying Prevention Tool Kit
- Safe Schools website
- Bullying Awareness and Prevention website
- Progressive Discipline application
- review of Progressive Discipline platform with staff
- Anti-bullying Agreement

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

- increase in communication between staff, students and parents regarding incidents related to bullying
- decrease in incidents of student conflict and bullying behaviour
- tracking of student incidents, Social Work and Guidance Counsellor referrals, plus Progressive Discipline platform.

TORONTO CATHOLIC DISTRICT SCHOOL

Safe Schools Plan

School Vision	At St. Sebastian Catholic School we aim to create a safe inclusive learning and teaching environment rooted in the love of Christ which is essential for students to succeed in school. This means that each person feels they are safe, welcome, valued, and respected. In order to maintain a safe school we will continue to promote positive student behaviour, provide early and ongoing intervention, and prevent inappropriate behaviour.
Goal #3	Build a school-wide culture of kindness and peacemaking by training students across all grade levels on upstander strategies, digital citizenship, and Catholic virtues.

Initiatives/Strategies/Practices

- monthly focus on the Virtues and Catholic School Graduate Expectations, as well as positive interactions with one another
- continue to promote student behaviour that is positive and respectful
- Religion curriculum and Mass themes
- support from Guidance Counsellor to focus on positive relationships and empathy
- classroom assignments and discussion
- school Anti-bullying Agreement; review as a class; each student signs off on agreement and revisit on a regular basis
- Social Work support

Responsibility

Principal, educators, educational assistants, students, parents/guardians

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

- Catholic School Graduate Expectations
- Religious/Family Life Education department CEC
- School Support Staff (SBSLT)
- Progressive Discipline
- Safe Schools department- available for consultation
- Code of Conduct (printed in each student agenda)
- Progressive Discipline Policy
- School Police Liaison Officer
- TCDSB Bullying Prevention Tool Kit

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

- Safe and Caring Catholic School Climate Survey
- fewer incidents of conflict and behaviour issues among students
- positive school environment; positive interactions among students

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. Sebastian Catholic School strives to be an inclusive, peaceful, kind and respectful learning community, a place where each voice is valued. We will continue to develop as a whole school an approach to discipline through a lens of equity and a focus on restorative justice whereby the learning community is well versed in the Progressive Discipline Policy, including the continuum of consequences and supports available to all for inappropriate behaviour.

Goal #1

Maintain consistent communication between staff, students, and parents/guardians with regard to bullying awareness and prevention, as well as the school's progressive discipline plan. Take the time to deal with issues as they happen whenever possible.

Initiatives/Strategies/Practices

- review behaviour expectations and consequences with staff, students, and parents/guardians
- share strategies for behaviour in newsletters, School Messenger, Weekly Bulletins
- provide staff with copy of school Progressive Discipline Plan
- increase supports for students involved in incidents of bullying
- engage all students in completion of St. Sebastian Agreement to Help Stop Bullying document; to be filed and referred to as needed
- focus on consistent use of progressive discipline plan by all staff
- distribute agenda that includes Parent/Student Handbook which contains documents outlining student expectations, strategies for student success, Progressive Discipline Plan, etc.
- Keep parents informed as issues arise to help all students involved
- Engage EQUITY leader/team as needed

Responsibility

- principal, educators, educational assistants, parents/guardians

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

- TCDSB Progressive Discipline Policy
- St. Sebastian Catholic School Code of Conduct
- Ontario's Equity and Inclusive Education Policy

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

- Safe and Caring Catholic School Climate Survey
- fewer referrals to Guidance Counselor and Social Worker
- timely feedback to students/classes/school about behaviour demonstrated
- decrease in incidents of conflict and/or bullying among students
- positive interactions among students, especially in schoolyard during recess breaks

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	To promote a positive school culture where each person feels valued, heard, and has a sense of belonging by fully engaging the community in all initiatives which promote student engagement, family involvement, and school spirit. To work in community to develop every person to their full potential.
Goal #1	Maintain a positive school climate by continuing to focus on Catholic values, social justice, equity, and inclusion.

Initiatives/Strategies/Practices

- morning prayers on the P.A. read by students/organized by classes; as well as reminders to students to promote/maintain a positive, caring school environment
- classroom liturgy opportunities
- Student Council initiatives- Bullying Prevention and Awareness skits and announcements, Black History, Indigenous Veteran's Day
- culturally responsive pedagogy
- Equity Team
- Presenters that represent our diverse community of students
- celebration of monthly school masses with priest from St. Anthony
- school recognition of important events (i.e. Terry Fox, Remembrance Day)
- encourage and support development of student leadership
- model the Virtues, Catholic Graduate School Expectations, and Social Teachings
- Fundraising opportunities (give to charities and our school community) - i.e., Terry Fox, Food Drives, Dress Down Days
- Celebrating uniqueness of all students fostered through our Equity, Diversity and Indigenous Education dept. and Nurturing our Catholic Community dept.
- Catholic School Parent Council(CSPC)and community events

Responsibility

-principal, staff, parents/guardians, priest, community members

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

- Religion/Family Life program resources
- Religion resource teacher
- Catholic School Graduate Expectations
- Collaborative Inquiry on Culturally Responsive Pedagogy

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

- increased number of students demonstrating selfless acts of kindness
- positive interactions among students in the school yard and in the school
- students complete Safe and Caring Catholic School Climate survey
- Equity Team
- increase in student engagement
- improvement in student attendance

School Vision	To promote a positive school culture where each person feels valued, heard, and has a sense of belonging by fully engaging the community in all initiatives which promote student engagement, family involvement, and school spirit. To work in community to develop every person to their full potential.
Goal #2	Strengthen home-school-parish partnerships by creating accessible engagement opportunities for families and increasing student involvement in community-building initiatives.

Initiatives/Strategies/Practices

Increase parent/guardian participation in school-wide family events and Catholic School Parent Council (CSPC) initiatives as measured by event sign-in records and end-of-year parent climate feedback forms.

Responsibility

Principal, Classroom Teachers, CSPC Executive, Student Voice Committee, Parish Liaison

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

• TCDSB Safe & Caring Schools Toolkit

• Ontario Catholic School Graduate Expectations (OCSGE) framework

• Board Climate Survey reports & CSPC event funding

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

• Pre- and post-survey results from the TCDSB Safe and Caring Catholic School Climate Survey.• Attendance and feedback tracking from family engagement events.• Student participation counts in spirit days and committee-led initiatives.

TORONTO CATHOLIC DISTRICT SCHOOL

Safe Schools Plan

School Vision	To promote a positive school culture where each person feels valued, heard, and has a sense of belonging by fully engaging the community in all initiatives which promote student engagement, family involvement, and school spirit. To work in community to develop every person to their full potential.
Goal **#SVP 1**	We will continue to focus on promoting a growth mindset, culturally responsive pedagogy, anti-racism, and social justice initiatives. Students will do their best to live the virtues and the Catholic School Graduate Expectations.

Initiatives/Strategies/Practices

Students will learn about and highlight issues of social justice, racism, equity, and respond accordingly.

Responsibility

Staff, parents/guardians and students

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

Collaborative Inquiry on Social Justice
Collaborative Inquiry on Culturally Responsive Pedagogy,
other related Board resources

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

Students will incorporate Catholic Social Teachings in their learning in a cross-curricular way

TORONTO CATHOLIC DISTRICT SCHOOL

Safe Schools Plan

School Vision	To promote a positive school culture where each person feels valued, heard, and has a sense of belonging by fully engaging the community in all initiatives which promote student engagement, family involvement, and school spirit. To work in community to develop every person to their full potential.
Goal #SVP 2	We will continue to focus on promoting a growth mindset, culturally responsive pedagogy, anti-racism, and social justice initiatives. Students will do their best to live the virtues and the Catholic School Graduate Expectations and develop confidence in expressing their concerns and promoting self-advocacy.

Initiatives/Strategies/Practices

Students will learn about and highlight issues of social justice, racism, equity, and respond accordingly.

Responsibility

Staff, parents/guardians and students.

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

Collaborative Inquiry on Social Justice
Collaborative Inquiry on Culturally Responsive Pedagogy
Other Board related resources

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

Students will incorporate Catholic Social Teachings in their learning in a cross-curricular way.

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

- review procedures at staff meetings and on weekly bulletins
- provide copy of Emergency Protocols outline
- encourage teachers to practice with students prior to drill and intermittently throughout the school year
- complete 4 lockdown drills
- complete at least one drill that is conducted during a non-instructional time (recess)
- inspect classrooms during drills
- assess, debrief and give feedback to teachers regarding drill procedures

Responsibility

Procedure for Fire or other emergency requiring exiting the school
- Secretary locks up office area and exits to meet Grade 8 and Team 218 on Wallace St. sidewalk at north end of school (and possibly Physical Education students if present in gym)
- Caretaker to check gym/change rooms/washrooms and kindergarten area ensuring windows and doors are closed
- Principal to scan second and third floor classrooms and washrooms, and then meet educators in playground and communicate with Pauline School principal

Procedure for Lockdown drills
- announcement over the P.A. system to notify staff and students that a lockdown drill is being initiated
- caretaker or secretary posts lockdown drill sign on front door of building
- principal checks every classroom to check that doors are locked, and that students are safe and calm with educators

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

- Emergency Protocol (lockdown) information
- lockdown procedure posters (from school board) visibly placed in each room
- list of critical phone numbers in principal's office

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

- review procedures
- evaluate lockdown drill
- notify educators of any needed improvements