

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. Timothy Catholic School	PRINCIPAL:	Hayward, Colleen
SUPERINTENDENT:	Roy Fernandes		
SCHOOL ADDRESS:	25 Rochelle Cres Toronto ON M2J 1Y3		
STUDENT ENROLMENT:	588		

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	**Hayward, Colleen**	**Support Staff Rep**	**Salemi, Mary**
Teacher Rep	**Pasquini, Vittoria**	**Parent Rep**	**Cerqueira, Monika**
Teacher Rep	**Spano, Jessica Marie**		

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	**2026-10-21**	**2**	**2026-11-25**
3	**2027-02-23**	**4**	**2027-04-21**

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	Our vision on Bullying Awareness, Intervention and Prevention is aligned with the Toronto Catholic District School Board where we believe in an inclusive learning community rooted in the love of Christ, that educates students to grow in grace and knowledge and to lead lives of faith, hope and charity.
Goal #1	We will build student awareness of emotions and behaviours by teaching the PAUSE strategy, giving students a simple tool to slow down, regulate their feelings, and prevent impulsive or hurtful actions before conflict escalates

Initiatives/Strategies/Practices

Announcements - Reminders about behaviour expectations related to playground Safety, bus behaviour, playing safe, being respectful, inclusive, bullying prevention/awareness and continue promotion of the PAUSE campaign and the introduction of Zones of Regulation (See Below)
-'End to N' posters for the school to be hung in second and first floor
-Focus on Pastoral Plan is “In God’s Image: Growing in Knowledge with Justice and Hope
-Mental Health Kits created by CSPC and in each classroom
-Bullying Prevention Week - PAUSE campaign and activities
-Inform staff of Safe Schools department workshops that address anti-bullying and a positive school culture
-Additional support in school yard to support students with self-regulation (Leadership Team Grade 8 Referees)
-Opportunities for students to build confidence and learn strategies to cope with stressful situations (guidance, health class, assemblies, online speakers)
- Promoting the Ontario Catholic Graduate Expectations through the classroom and during interactions throughout the school day.
-Celebrate the Virtues of the Month
-Community Building Activities (Parent/Community Involvement, Spirit Days)
-Class/Divisional/School Presentations
-Guidance support for staff and students to implement and support the PAUSE campaign
-SIEP (School Improvement and Equity Plan)
- School wide Goal to continue using the PAUSE campaign to create a uniform approach and language to build a positive school culture.
P- put my hand on my heart
A - assess which zone I am in
U - understand how I am feeling
S - select a calming strategy
E - express how I am feeling
Continue using Zones of Regulation as a tool.

Responsibility

Within School:
The initiatives, strategies, and practices will be collaborative involving staff, parents, and students.

External:
Safe Schools workshops
Guidance Counsellor, social worker
Outside presenters

Resources

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

School Resources:
PAUSE poster and Zones of Regulation
Guidance Teacher
Social Worker
TCDSB Virtue of the Month Resources
Student Leadership Group

Community Resource/Presenters:
End to N and Black Excellence
Toronto Public Heath Nurse
Toronto Fire Presentations
John Park - Perseverance and Resilience

Board Resources:
TCDSB Bullying Awareness and Prevention Program
Workshops through Safe Schools, including Student Ambassador program
-Indigenous Education, Equity, and Community Relations Department
- 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.

Provincial Resource:
Ontario Catholic School Graduate Expectations

Websites:
Media Smarts
Common Sense Media

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

-Incident reports
-Community engagement
-Safe and Caring Schools Climate Survey
-Results of pre-and post-assessment on effectiveness and student understanding of PAUSE campaign - Health teachers K-6
-Number of participants in leadership opportunities
Observation and reflection of number of incidents that occur during the day.
-Number of Progressive Discipline incidents and the number of suspensions by June 2026.
-Number of Bus incidents reported by June 2027.

TORONTO CATHOLIC DISTRICT SCHOOL

Safe Schools Plan

School Vision	Our vision on Bullying Awareness, Intervention and Prevention is aligned with the Toronto Catholic District School Board where we believe in an inclusive learning community rooted in the love of Christ, that educates students to grow in grace and knowledge and to lead lives of faith, hope and charity.
Goal #2	We will equip students with clear, safe strategies to move from passive bystanders to active "upstanders," ensuring every child knows how to safely support peers, express their needs, and seek adult help

Initiatives/Strategies/Practices

Announcements - Reminders about behaviour expectations related to playground Safety, bus behaviour, playing safe, being respectful, inclusive, bullying prevention/awareness and promotion of the PAUSE campaign and the introduction of Zones of Regulation (See Below)
-Educate students to recognazie relational bullying, including deliberate exclusion, rumours, manipulation and group intimidation
-trainingground.ai resource
- Teach online consent, cyberbullying prevention, responsible group-chat behaviour, and digital footprints
-'End to N' posters for the school to be hung on second and first floor.
-Focus on Pastoral Plan is “In God’s Image: Growing with Justice.
-Bullying Prevention Week - Nov. 2026
-Virtual/In-person assemblies or workshops that address bullying behavior versus conflict
-Safe Schools Symposium - Student Council will attend in Fall 2026
-Inform staff of Safe Schools department workshops that address anti-bullying and a positive school culture
-Additional support in school yard to support students with self-regulation (Leadership Team Grade 8 Referees)
-Opportunities for students to build confidence and learn strategies to cope with stressful situations (guidance, health class, assemblies, online speakers)
- Promoting the Ontario Catholic Graduate Expectations through the classroom and during interactions throughout the school day.
-Celebrate the Virtues of the Month
-Community Building Activities (Parent/Community Involvement, Spirit Days)
-Class/Divisional/School Presentations
-Guidance support for staff and students to implement and support the PAUSE campaign
SIEP (School Improvement and Equity Plan) - School wide Goal to continue using the PAUSE campaign to create a uniform approach and language to build a positive school culture.
P- put my hand on my heart
A - assess which zone I am in
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S - select a calming strategy
E - express how I am feeling
Continue using Zones of Regulation as a tool.

Responsibility

Within School:
The initiatives, strategies, and practices will be collaborative involving staff, parents, and students.

External:
Safe Schools workshops
Guidance Counsellor
Outside presenters

Resources

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

School Resources:
Guidance Teacher
Social Worker
TCDSB Virtue of the Month Resources
Student Leadership Group

Community Resource/Presenters:
End to N and Black Excellence
Toronto Public Heath Nurse
Toronto Fire Presentations
John Park - Perseverance and Resilience

Board Resources:
TCDSB Bullying Awareness and Prevention Program
Workshops through Safe Schools, including Student Ambassador program
Indigenous Education, Equity, and Community Relations Department

Provincial Resource:
Ontario Catholic School Graduate Expectations

Websites:
Media Smarts
Common Sense Media

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

-Incident reports
-Community engagement
-Results of pre-and post-assessment on effectiveness and student understanding of PAUSE campaign
-Number of participants in leadership opportunities

TORONTO CATHOLIC DISTRICT SCHOOL

Safe Schools Plan

School Vision	Our vision on Bullying Awareness, Intervention and Prevention is aligned with the Toronto Catholic District School Board where we believe in an inclusive learning community rooted in the love of Christ, that educates students to grow in grace and knowledge and to lead lives of faith, hope and charity.
Goal #3	We will maintain a caring, predictable school environment through high-visibility supervision, positive behaviour reinforcement, and structured adult support following any bullying incident.

Initiatives/Strategies/Practices

Announcements - Reminders about behaviour expectations related to playground Safety, bus behaviour, playing safe, being respectful, inclusive, bullying prevention/awareness and promotion of the PAUSE campaign and the introduction of Zones of Regulation (See Below)
-ensure staff respond to student reports of conflict and bullying and involve admin when needed
-'End to N' posters for the school posted on first and second floor
-Black Excellence quilt project raised in school.
-Focus on Pastoral Plan is “In God’s Image: Growing in Knowledge with Justice and Hope.
- Bullying Prevention Week - Nov. 2026.
-Work with TPH to develop student leaders and student well being
-Virtual/In-person assemblies or workshops that address bullying behavior versus conflict
-Inform staff of Safe Schools department workshops that address anti-bullying and a positive school culture
-Additional support in school yard to support students with self-regulation (Leadership Team Grade 8 Referees)
-Opportunities for students to build confidence and learn strategies to cope with stressful situations (guidance, health class, assemblies, online speakers)
- Promoting the Ontario Catholic Graduate Expectations through the classroom and during interactions throughout the school day.
-Celebrate the Virtues of the Month
-Community Building Activities (Parent/Community Involvement, Spirit Days)
-Class/Divisional/School Presentations
-Guidance support for staff and students to implement and support the PAUSE campaign
SIEP (School Improvement and Equity Plan) - School wide Goal to continue using the PAUSE campaign to create a uniform approach and language to build a positive school culture.
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Continue using Zones of Regulation as a tool.

Responsibility

Within School:
The initiatives, strategies, and practices will be collaborative involving staff, parents, and students.

External:
Safe Schools workshops
Guidance Counsellor
Outside presenters

Resources

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

School Resources:
Guidance Teacher
Social Worker
TCDSB Virtue of the Month Resources
Student Leadership Group

Community Resource/Presenters:
End to N and Black Excellence
Toronto Public Heath Nurse
Toronto Fire Presentations

Board Resources:
TCDSB Bullying Awareness and Prevention Program
Workshops through Safe Schools, including Student Ambassador program
Indigenous Education, Equity, and Community Relations Department

Provincial Resource:
Ontario Catholic School Graduate Expectations

Websites:
Media Smarts
Common Sense Media

Measurement of Progress

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

-Incident reports
-Community engagement
-Results of pre-and post-assessment on effectiveness and student understanding of PAUSE campaign
-Number of participants in leadership opportunities

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	Our vision is to develop a whole school approach of progressive discipline where the learning community is well versed with the progressive discipline plan and the continuum of consequences and interventions that are meant to be corrective, restorative and supportive. Students are expected to: •Respect the dignity and rights of all people. •Respect the property of the school and all members of the school. •Behave appropriately during school programs and activities, on and off the school groun
Goal #1	To empower our school community to foster well-being and positive behaviour by teaching students decision-making skills rooted in Gospel values, supported by consistent learning and logical consequences.

Initiatives/Strategies/Practices

- Provide clear communication of the school code of conduct to all school community stakeholders through use of agenda, assemblies, emails to families, and other communication, etc.
To continue to promote awareness of Progressive Discipline:
- To communicate with parents, that when managing student behaviour there are mitigating factors that are considered
- Inclusive discipline- suppoting neurodivergent students while using developmentally appropriate and evidence based behaviour strategies
Provide staff with professional learning on neurodiversity, emotional regulation, and proactive behaviour supports
- Consequences for student behaviours consistent with progressive discipline and Restorative Practice.
- To provide direct teaching of behavioural expectations in all grade levels
- Staff to determine best possible course of action through collaboration
- To provide opportunities for staff development in the area of understanding student behavior and classroom management strategies by providing opportunities to attend Safe Schools Workshops
- To communicate with parents issues that have occurred at school
- Teachers will review students' Ontario Student Record (OSRs) including medical considerations and recommendations on student support forms
- Consequences for student behaviours consistent with progressive discipline
- Individual Education Plans will be developed
- Special Services Support (Guidance, Social Work)
- School Based Support Learning Team (SBSLT) and Case Conferences
- Safety Plans and Behaviour Support Plans - Build staff awareness so that they feel confident and know how to respond to students with safety needs
- Protocol for dysregulated students and flight risks shared with staff.
- Educational Assistant Support as available
- School wide Goal to continue using the PAUSE campaign to create a uniform approach and language to build a positive school culture.
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Responsibility

Principal
Vice-Principal
Safe Schools Action Team
Teachers
Early Childcare Educators
Support Staff
Parents
Toronto Police Services Community Liaison-Officer
Guidance, Psychology, and Social Work
Library Technician
Behavioral Analyst

Resources

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

School Resources:
Guidance Counsellor
Social Worker
TCDSB Virtue of the Month Resources
Student Leadership Group
Code of Conduct

Board Resources:
TCDSB Safe Schools personnel
-www.canadiansafeschool.com
- The Canadian Safe School Network (www.cssn.me)
Child Abuse and Suicide Intervention presentation - school Social Worker
Safe@Schools portal http://safeatschool.ca
Ontario Schools Code of Conduct

Community Resource:
Toronto Public Health

Ministry Resources:
Safe Schools Act

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

-Incident reports
-Implementation of Restorative Practices
-Reflection and Feedback (staff/students/parents/community)
-On-going monitoring
-Decreased number of Progressive Discipline incidents in June 2027
-Staff members discuss discipline issues involving students with administration, follow the Progressive Discipline model in dealing with students.
-My Cority Reports

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	Our school vision is to promote a positive school culture where the entire school community is engaged to support all students to grow to their full potential in an equitable and collaborative manner.
Goal #1	Working together with students, staff, families, parish, and community, we will foster a positive, healthy, and respectful school environment. Through active participation in social justice and stewardship initiatives, students will develop as reflective, responsible, and engaged global citizens.

Initiatives/Strategies/Practices

- Safe Schools Student Ambassador Symposium and Safe Schools workshop
-Mental Health Posters posted in school.
-CSPC initiative for Mental Health Activities
- Student Leadership - Athletic Council and Student Council
- Implement student-led activities promoting kindness, empathy, respect, and Catholic values.
- Workshops through Guidance, Psychology and/or Social Work to promote self-confidence and Self-care
- Opportunities for parental engagement through online resources
- Focus on Virtues of the Month, Ontario Catholic Schools Graduate Expectations and living the Gospel Values
- Whole school celebration of accomplishments
- Ongoing relationship with St. Timothy Parish
- Parent participation in CSPC and CSPC events
- Growing Success - Learning Skills

Stewardship and Student Leadership: Class mentors, Pizza Helpers, Grade 8 Referees on Soccer Field, Student Council and Social Justice Committee
- Conflict resolution through teacher, staff, and administration as conflicts occur (video presentation for staff to watch and discuss)
- Charity activities: Terry Fox Walk, Thanksgiving Food Drive, Christmas drive, ShareLife fundraiser, Angel Foundation.
-School Community Activities: Earth Hour, Schoolyard/Community Clean-up and Earth Day, litter-less lunch.

-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.

Responsibility

-All teaching and non-teaching staff
-Student teachers
-CSPC and parents
-Parish Priest bi-monthly visits with grades 6-8
-Guidance Counsellor

Resources

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

Community Resource:
St. Timothy Parish

Board Resource:
Safe and Caring Schools Climate Survey
Safe Schools Workshops
End to N resources
Black Excellence Focus

Provincial Resource:
Ontario Catholic School Graduate Expectations

Measurement of Progress

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

-Virtue of the month discussions and assemblies
-Participation in Board-wide Masses
-School Masses (3 per year)
-Regular school visits from parish priest
-Safe and Caring Schools Climate Survey
-Participation in local CSPC meetings
- participation of students and school community in collecting non-perishable foods and fundraising efforts for Terry Fox Walk.

TORONTO CATHOLIC DISTRICT SCHOOL

Safe Schools Plan

School Vision	Our school vision is to promote a positive school culture where the entire school community is engaged to support all students to grow to their full potential in an equitable and collaborative manner.
Goal #2	Engage families, staff, and students in shared expectations for safety, positive behavior, and compassionate care

Initiatives/Strategies/Practices

-Information communicated to parents via school messenger - agenda insert, PAUSE campaign, zones of self-regulation
-In school events and programs so parents can have a seemless drop off and pick up between extra-curricular events and the school day
-Child minding available at CSPC meetings

Responsibility

CSPC executive to plan and implement social evenings for parents and children
Administration to support delivery of these events, share information via School Messenger
Toronto Public Health Nurses to facilitate information evenings for parents

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

Toronto Public Health
PAUSE
Agenda insert
Zones of Regulation

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

CSPC Meeting attendance
Parent attendance and engagement
Parent feedback on communication and events

TORONTO CATHOLIC DISTRICT SCHOOL

Safe Schools Plan

School Vision	Our school vision is to promote a positive school culture where the entire school community is engaged to support all students to grow to their full potential in an equitable and collaborative manner.
Goal **#SVP 1**	To create a Student Council and Athletic Council with representation from each intermediate class.

Initiatives/Strategies/Practices

- Promote students to feel empowered and volunteer for leadership opportunities in their and for our student council and athletic council to support school initiatives, including being involved in the Safe Schools Student Ambassador Program.
- Promote faith in Action, equity inclusivity, Catholicity and share strategies with students from Kindergarten to Grade 8 to model and live the Catholic virtues everyday.
- Charity activities throughout the year.

Responsibility

-School staff
-Guidance Counsellor
-Administration
-Teachers
-Students
-CSPC
-Social Worker

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

-Catholic Graduate Expectations
-Safe Schools Resources

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

- Students will demonstrate good leadership skills and use their student voice to advocate for themselves and others.
- Students will demonstrate good citizenship at school.
- The entire school community will feel respected, included and safe at school.
-Safe and Caring Schools Survey Results

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

-Practice of lockdowns, fire drills, and bomb threats
-Awareness & in-service of anaphylaxis protocol (two in-services for the current school year)
-Concussion protocol reviewed
-Students with allergies and asthma - information in all classrooms, office and staffroom
-Clear protocol for visitors to the school
-Safety Response Plan in each classroom
-Communication through school weekly emails/calendar
-4 lockdown procedures
- Emergency & Crisis Response Plan shared with teachers through email and weekly bulletin.
- Bus Safety Presentation for all students.
- Safety tips on PA: Bus safety, Lockdown procedures, fire drill procedures @ staff meetings.
- Identification badges for visitors.
- Swipe cards, doors locked, front doors buzzard
- Updated Threat Response binder for all staff members.
- All parents report to the office (door monitoring)
- Walkie-talkies used by staff in school for high risk students to ensure communication with the office.
- Sign in and sign out for students and visitors
- Bus (go home) attendance 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 (3)
- Fire Drills- admin and teacher conducted.
- PA phones in every classroom to communicate with office.
- Emergency Procedure poster is visible in each classroom.

Responsibility

-Safe School Action Team
-Principal and Vice-Principal
-Emergency Services (Fire and Police Department)
-Administrators and office staff
-Caretakers
-School Staff

Resources

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

School Resource:
School Emergency Response Plan

Board Resource:
- TCDSB Threats to School Safety Response Procedures.
- Board in-service on anaphylaxis (epi-pen), asthma and concussion protocol.
- 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 Lockdown drill and Fire Drills
-Emergency Procedure poster is visible in each classroom