

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. Victor Catholic School
SUPERINTENDENT:	Chen, Derek
SCHOOL ADDRESS:	20 Bernadine St Toronto ON M1P 4M2
STUDENT ENROLMENT:	364

PRINCIPAL: Arpaia, Anita

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	**Arpaia, Anita**	**Support Staff Rep**	**Ponte, Rosemary**
Teacher Rep	**Lattimore, Beth**	**Parent Rep**	**Nic Rowe**
Teacher Rep	**Mallia-Micieli, Amanda**	**Student Rep**	**Peyton Fernandes**
Teacher Rep	**Sabino, Frank**	**Community Rep**	**St. Rose of Lima Parish Pastor**
Support Staff Rep	**Loan Tran**		

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	**2026-10-15**	**2**	**2026-12-02**
3	**2027-01-29**	**4**	**2027-03-31**

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	As part of our Faith Initiative, In God's Image-Growing in Knowledge, Justice and Hope, St. Victor will continue building a safe and equitable environment that supports all aspect of learning including positive mental health. Our primary focus is to continue to build relationships with parents and students and develop a system of meaningful and respectful interventions for all; including ongoing communication and student voice. Our monthly virtues are embedded in our daily practice.
Goal #1	To continue to educate the St. Victor School Community on Equity and Bullying Awareness and Prevention in the 2026/27 school year through the use of Posters, In-Person Presentations, Reading Materials, Safe Schools Department Presentations, Curriculum Lessons and encouragement to participate in Bullying Awareness Week themed days created by our Safe and Accepting Schools Team.

Initiatives/Strategies/Practices

- Bully Awareness Week Activities From November 16th-19th, 2026
- Social Justice Groups (e.g., Terry Fox Run for Cancer Research-Sept. 29, 2026))
- RCMC conducted by school administration when appropriate
- Threat assessments conducted when deemed necessary
- Staff/community/student in-services on bullying behaviour to ensure consistent understanding of the key concepts
- Staff members are aware of effective supervision strategies inside the school and outside the school. (2 students per washroom visit for Primary. Ontime for all duties)
- Staff will review the necessary behaviour and safety plans as well as Plans of Care relevant to the students in their charge and share with administration
- Staff are aware of Lunchtime and inclement weather supervision plans
- Use of data to inform decision making
- Visitor identification plan in place
- Effective and timely communication to parents in regards to consistent absences
- Wear Pink Day (2 x a year to bring awareness to bullying in schools)
- Covenant House Presentation (Will schedule through the 26/27 school year)
- Informed practices based on the to student voice survey
- Be aware of Mitigating Factors. Utilize these factors in decision making process while considering school discipline
- Investigate alternatives to suspensions

Responsibility

- All staff
- Administration
- Assessment and Programming Teacher (APT/BEH Plans)
- Health Action Team
- Safe and Accepting Schools Team
- CYW
- Guidance Counsellor
- Social Worker
- Toronto Police Services Community Partnerships

Resources

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

- Safe Schools Department TCDSB
- Equity Department
- Indigenous Education Department & Superintendent
- Toronto Public Health
- Materials/resources gathered from in-services and workshops
- TCDSB Bullying Awareness and Prevention brochure
- Programs run by Guidance Counsellor and Social Worker
- Toronto Police Community Partnerships
- Safe and Caring Schools in Ontario documents:
- www.canadiansafeschools.com
- www.bullying.org
- www.edu.gov.on.ca/eng/teachers/safeschools.html

Measurement of Progress

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

- Decrease in reports of Bullying behaviours within the school community
- Fewer number of student absences
- Data on number of suspensions related to bullying and/or violent incidences
- Staff meeting review to reassess the level of progress
- Ongoing feedback from staff/students and parents
- Safe and Caring Catholic School Climate Survey results (Grade 6 and 8 students)
- Students' and staff's ability to correctly identify incidents of bullying
- Students' and staff's ability to effectively intervene when bullying occurs, and to apply prevention strategies
- Use data created from school surveys
- Discussion with students on Safe and Accepting Schools Team in regards to how they view incidents of bullying at the school

TORONTO CATHOLIC DISTRICT SCHOOL

Safe Schools Plan

School Vision	As part of our Faith Initiative, In God's Image-Growing in Knowledge, Justice and Hope, St. Victor will continue building a safe and equitable environment that supports all aspect of learning including positive mental health. Our primary focus is to continue to build relationships with parents and students and develop a system of meaningful and respectful interventions for all; including ongoing communication and student voice. Our monthly virtues are embedded in our daily practice.
Goal #2	By June 2027, I will increase students' awareness and understanding of bullying, including how to recognize bullying behaviours, distinguish them from conflict, and identify safe strategies for responding and seeking support. I will use age-appropriate lessons, discussions, literature, and role-playing activities to promote empathy, inclusion, respectful relationships, and positive bystander behaviours.

Initiatives/Strategies/Practices

- Staff to attend related workshops and in-services through Safe School Department
- Student-created posters outlining bullying awareness and prevention strategies during Bullying Awareness Week
- Bullying awareness and prevention strategies integrated into discussions and activities in various curriculum areas (ie. Language, Religion, Family Life)
- Bulletin board display in the first floor hallway focusing on bullying awareness, prevention and improving mindset.
- School-wide participation in Bullying Awareness Week activities
- CYW to promote bullying awareness and prevention strategies through announcements and activities
- School's Guidance Counsellor and Social Worker to have bullying awareness and prevention discussions, lessons and activities with classes as well as presentations on healthy relationships.

Responsibility

- Administration
- Health Action Team
- Safe Schools Team
- CYW
- All staff
- Guidance Counsellor
- Social Worker

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

- Materials/resources in Safe Schools Kit sent November 2016
- TCDSB Bullying Awareness and Prevention brochure
- Programs run by Guidance Counsellor and Social Worker
- Websites: www.canadiansafeschools.com
- www.bullying.org
- www.edu.gov.on.ca/eng/teachers/safeschools.html

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

- Students' and staff's ability to correctly identify incidents of bullying
- Students' and staff's ability to effectively intervene when bullying occurs, and to apply prevention strategies
- Decrease in occurrences of bullying behaviours

TORONTO CATHOLIC DISTRICT SCHOOL

Safe Schools Plan

School Vision	As part of our Faith Initiative, In God's Image-Growing in Knowledge, Justice and Hope, St. Victor will continue building a safe and equitable environment that supports all aspect of learning including positive mental health. Our primary focus is to continue to build relationships with parents and students and develop a system of meaningful and respectful interventions for all; including ongoing communication and student voice. Our monthly virtues are embedded in our daily practice.
Goal #3	By June 2027, I will increase students' understanding of bullying, including how to recognize bullying behaviours, distinguish bullying from conflict, and identify safe ways to respond and seek help. I will incorporate age-appropriate lessons, discussions, and activities that promote empathy, inclusion, respectful relationships, and positive bystander behaviours.

Initiatives/Strategies/Practices

- Healthy relationships campaign-Joan Rogers
- Formation of SAST Team
- GSA Club (SIEP Goal for 2026/2027 school year
- Participation in Truth and Reconciliation Activities throughout the year that acknowledge students who are Indigenous and our land
- A variety of Sports teams and Clubs to meet the needs and abilities of all students
- New Clubs i.e. Chess, Knitting Club, Yoga Club, TTRPG (Table Top Role Playing Games i.e. Dungeons and Dragons), Games Club, The Voice, Lego Club etc
- Volunteering opportunities within school i.e. Main Office, Pizza Lunch, Lunch Duties, fundraising, door monitoring

Responsibility

- All staff
- Administration
- Assessment and Programming Teacher (APT/BEH Plans)
- Health Action Team
- Safe and Accepting Schools Team
- CYW
- Guidance Counsellor
- Social Worker
- Toronto Police Services Community Partnerships

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

- Safe Schools Department TCDSB
- Equity Department
- Indigenous Education Department & Superintendent
- Toronto Public Health
- Materials/resources gathered from in-services and workshops
- TCDSB Bullying Awareness and Prevention brochure
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- Toronto Police Community Partnerships
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- Staff meeting review to reassess the level of progress
- Ongoing feedback from staff/students and parents
- Safe and Caring Catholic School Climate Survey results (Grade 6 and 8 students)
- Students' and staff's ability to correctly identify incidents of bullying
- Students' and staff's ability to effectively intervene when bullying occurs, and to apply prevention strategies
- Use data created from school surveys
- Discussion with students on Safe and Accepting Schools Team in regards to how they view incidents of bullying at the school

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 St. Victor Progressive Discipline Model has been developed in a spirit of guidance based on Catholic values and traditions. The St. Victor Catholic School community is committed to building and sustaining a positive school climate for all students. The Progressive Discipline approach is to be utilized to support and promote appropriate and positive student behaviours that contribute to and help sustain a safe learning and teaching environment for all.

Goal #1

Using the Progressive Discipline Model framework, all staff members will respond to all incidents climate in a positive manner that may have a negative impact on the school . Follow up with parents will occur after all progressive discipline incidents.

Provide a positive and fair process that is equitable and discipline that delivers clear expectations of the student Code of Conduct and Catholic Graduate Expectations.

Initiatives/Strategies/Practices

- Promote the use of the Safe Schools Progressive Discipline Log to document incidents and interventions/consequences related to student behavior
- Provide encouragement and modelling of the Virtues and Catholic Graduate Expectations to be accountable for their behavior
- Consequences and discipline are used as teachable moments
- Offer Reflection papers to reflect on behaviors and choices
- Prompt communication with parents(phone calls home, notes in agenda, regarding both positive and concerning student behavior)
- Promote Code of Conduct in agenda
- Regular announcements to remind students to be responsible for their actions and behave in an appropriate manner
- Guidance Teacher-Counsellor intervention when necessary
- Social Worker intervention when necessary
- Review of Progressive Discipline model
- Wear Pink Day x2 per year to promote awareness of bullying
- Day of Truth and Reconciliation (Wear Orange)
- Covenant House Presentation-In Person (Date TBD)
- Listening to the student voice

Responsibility

- All staff
- Administration
- Health Action Team
- Safe and Accepting Schools Team
- CYW
- Guidance Counsellor
- Social Worker
- Toronto Police Services for consultation if necessary

Resources

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

- Progressive Discipline Safe Schools Statistics
- http://webapp.trcdsb.org/PDSS/logon.aspx?ReturnUrl=%2fDefault.aspx
- Safe and Caring Catholic School Climate Survey
- Awareness of Dismantling Anti-Black Racism https://www.tcdsb.org/o/iecr/page/dismantling-anti-black-racism)
- TCDSB Policy S.S. 10 Progressive Discipline http://www.tcdsb.org/policyregister/SS10.htm
- TCDSB Progressive Discipline Brochure (chrome-extension://efaidnbmnnnibpcajpcglclefindmkaj/https://assets.tcdsb.org/TCDSB/2234986/progressive-discipline.pdf)
- MOE http://www.edu.gov.on/ca/eng/parents/ResourceDocEng.pdf
- MOE Safe and Caring Schools http://www.edu.gov.on.ca/eng/general/elemsec/speced/Caring_Safe_School.pdf
- PPM 145: Progressive Discipline and Promoting Positive Student Behaviour (https://www.ontario.ca/document/education-ontario-policy-and-program-direction/policyprogram-memorandum-145)
- Toronto Police Service/School Board Protocol (chrome-extension://efaidnbmnnnibpcajpcglclefindmkaj/https://assets.tcdsb.org/TCDSB/2234966/SS09-Appendix-B-Police-School-Board-Protocol.pdf)
- Safe Schools Department TCDSB
- Materials/resources gathered from in-services and workshops
- TCDSB Bullying Awareness and Prevention brochure
- Safe and Caring Schools in Ontario documents:
- www.canadiansafeschools.com
- www.bullying.org
- www.edu.gov.on.ca/eng/teachers/safeschools.html

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

- Decrease in reports of Bullying behaviours within the school community
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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 create a culture where all members of the school community demonstrate respect, equity, fairness and kindness in their interactions, and build healthy relationships with students, colleagues and families that are free from discrimination and harassment.
Goal #1	We will continue to foster a sense of faith, equity, belonging, and responsibility where students are encouraged and given support to be positive leaders and are actively encouraged to participate in open and ongoing dialogue within the 2024/25 school year. We will provide professional development on equity related issues in school and culturally responsive pedagogy.

Initiatives/Strategies/Practices

- Seasonal Masses that will be completed by a pastor from St. Rose of Lima church
- Terry Fox Run, Food drives, Share Life Civvies Day, and participation in the Christmas Gift program sponsored by Knights of Columbus.
- Spirit Celebrations during the school year to recognize student accomplishments
- 'In God's Image-Growing in Knowledge, Justice & Hope' initiatives
- Promotion of Virtue of the Month and Catholic Graduate Expectations through monthly assemblies
- School Spirit Days (i.e. Viking Strong Day-Support breast cancer research)
- Student leadership opportunities; student-led initiatives and events
- Increasing parent engagement through evening parent and family events (Pro_grant Presentation & CPIC activities

Responsibility

- Principal
- Teachers
- All support staff
- Parents
- Parish Priest
- CPSC Members

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

- Parish priests
- Rosary Apostolate members (If Applicable)
- Virtue of the Month resources
- Ontario Catholic Graduate Expectations and resources
- TCDSB's In God's Image Growing in Knowledge resources
- Staff, students and parents
- Safe School's team resources presented to Principals.
- Community Partners
- Safe Arrival and Departure policy

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

- Increased student and parent involvement in initiatives
- Completion of school climate surveys by students and parents
- Engaged student leadership
- Positive relationship existing between all stakeholders in the school community and outside agencies including Aisling Discoveries, Tropicana, Grandview, City of Toronto, and the Learning Disabilities Association of Canada

TORONTO CATHOLIC DISTRICT SCHOOL

Safe Schools Plan

School Vision	To create a culture where all members of the school community demonstrate respect, equity, fairness and kindness in their interactions, and build healthy relationships with students, colleagues and families that are free from discrimination and harassment.
Goal #2	- Working with the Catholic Parent School Council to improve school resources including technology, equitable opportunities, education in Science and Experiential Learning opportunities.

Initiatives/Strategies/Practices

-Students, Parents and Staff working together in a collaborative manner to form our Safe School Team
-Bullying Awareness & Prevention strategies for all students
-Partnership with School Liaison Officer - 43 Division
-Partnership with Aisling Discoveries - Social Worker (TCDSB personnel)
-Hands Off Policy
-Zones of Regulation

Responsibility

- Principal
- Staff (Teachers, Secretary, Educational Assistants, Custodial Staff, visiting Board personnel, lunchtime supervisor);
- School Social Worker
- School Guidance Counsellor
- Toronto Police Service
- Neighbourhood Division- Students
- Parents
- Volunteers
- School council

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

- Staff
- TCDSB Personnel
- Ontario Safe Schools Legislation
- TCDSB Code of Conduct
- Toronto Police Service
- Community Agencies - Social Worker

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

- Engagement in leadership initiatives and re-evaluation
-I volvement and participation in school activities
- Feedback from students/teachers on leadership initiatives and re-evaluation

TORONTO CATHOLIC DISTRICT SCHOOL

Safe Schools Plan

School Vision	To create a culture where all members of the school community demonstrate respect, equity, fairness and kindness in their interactions, and build healthy relationships with students, colleagues and families that are free from discrimination and harassment.
Goal #SVP 1	-To promote an inclusive, positive school culture where members strive to be responsible citizens and where participation in the school community and wider community are encouraged although limited to own class or cohort --To provide leadership and community engagement opportunities for our students -limited or virtual -To dialogue with administration and staff regarding Health and Safety Issues

Initiatives/Strategies/Practices

- Increase in the good deeds through word and action
- Decrease in bullying behaviours throughout the school
- Safe and Caring Catholic School Climate Survey results (Grade 6 and 8 students)

Responsibility

- Creating our school Progressive Discipline Plan
- Students, Parents and Staff working together in a collaborative manner to form our Safe School Team
- Bullying Awareness & Prevention strategies for all students
- In class Bullying Awareness & Positive relationships presentations
- Social Worker & Guidance(TCDSB personnel); classroom presentations

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

- Staff
- TCDSB Personnel
- Ontario Safe Schools Legislation
- TCDSB Code of Conduct
- Toronto Police Service
- Social Worker-Staff
- TCDSB: "What You Should Know About Workplace Harassment"
- TCDSB: Threats to Safety Procedures
- Virtues of the Month/Catholic Graduation Expectations material

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

- Engagement in leadership initiatives and re-evaluation
- Involvement and participation in school activities limited but participation as they arise
- Feedback from students/teachers on leadership initiatives and re-evaluation

TORONTO CATHOLIC DISTRICT SCHOOL

Safe Schools Plan

School Vision	To create a culture where all members of the school community demonstrate respect, equity, fairness and kindness in their interactions, and build healthy relationships with students, colleagues and families that are free from discrimination and harassment.
Goal #SVP 2	-Improving school resources -Engaging school council and school community

Initiatives/Strategies/Practices

-Use of Ministry Progressive Discipline Plan
-Students, Parents and Staff working together in a collaborative manner to form our Safe School Team
-Bullying Awareness & Prevention strategies for all students
-Social Worker (TCDSB personnel); classroom presentations;

Responsibility

-Principal
-Staff (Teachers, Secretary, Educational Assistants, Custodial Staff, visiting Board personnel, lunchtime supervisor);
-School Social Worker
-School Guidance Counsellor
-Toronto Police Service
-Students
-Parents

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

-Staff
-TCDSB Personnel
-Ontario Safe Schools Legislation
-TCDSB Code of Conduct
-Toronto Police Service
-Aisling Discoveries
-Social Worker

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

-Engagement in leadership initiatives and re-evaluation
-Involvement and participation in school activities
-Feedback from students/teachers on leadership initiatives and re-evaluation

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 Threat to School Safety procedures with staff at the beginning of the school year

- Review/Practice emergency response procedures and drills with students in the Fall, Winter and Spring

- Emergency Response Procedures posters posted in every room and referred to by staff and students

- Identify, reflect upon and discuss areas for improvement

- Safe and Accepting School Team members to attend a Safe Schools Lockdown Training session

- Develop attendance for bussing for all students

- Implement School Safety Week

- Emergency plans and school information is provided to each occasional teacher in a red doutang that remains in the office for use

- Ensure there is an Emergency Response Poster in Every Room

Responsibility

- Administration
- Teachers
- Students
- Parents
- Custodian
- Emergency Serices

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

- Emergency Lockdown Procedures Binder
- Emergency Procedures Poster
- Board/school/classroom resources
- Emergency Plan folders for teachers
- Fire and Police partnerships
- SAST Team

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

- All students and staff respond appropriately during emergency procedure drills based on the criteria in the TCDSB Threats to School Safety Response Procedures guidelines
- Immediate feedback to staff, students and TPS Community Partner
- Positive assessment of Lockdown and Fire drills
- Ongoing feedback from staff and students