

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	The Holy Trinity Catholic School	PRINCIPAL:	Askin, Maren
SUPERINTENDENT:	Robert D'Addario		
SCHOOL ADDRESS:	6 Colonel Samuel Smith Park Dr Etobicoke ON M8V 4B7		
STUDENT ENROLMENT:	614		

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	**Deanna Ventura**	**Support Staff Rep**	**Bernadine Kingston**
Administrative Rep	**Peters, Stephen**	**Parent Rep**	**Agata Edwards**
Teacher Rep	**Speer, Susan**		

SAFE SCHOOLS PLAN

All schools are required to develop and implement school-wide plans to help create a safe, caring and inclusive learning environment. Each Safe Schools Plan will consist of the following components:

1. Bullying Awareness, Intervention and Prevention
2. Progressive Discipline
3. Promoting a Positive School Climate
4. Emergency Response Plan

In order for all students, staff members and parents/visitors in the school facility to be prepared to respond to a serious threat, the response procedures must be practiced. The Toronto Police/School Board Protocol, 2011 requires a minimum of 2 Lockdown Drills every school year.

Please see below for the scheduled drills:

LOCKDOWN DRILLS 2026-2027

1	**2026-09-24**	**2**	**2026-09-24**
3	**2026-10-05**	**4**	**2026-11-25**

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	To build a Catholic community whereby trust, equity, and self-worth are integrated and demonstrated in our words and actions within the entire school community and visible through our daily routines, validated by students who are engaged and empathetic co-learners.
Goal #1	Students will engage as active and valued leaders within the school community.

Initiatives/Strategies/Practices

- the THT student code of conduct is included in messaging across all school stakeholders and it will be promoted and upheld by all members of the school community by holding school wide (virtual) assemblies and classroom meetings.
- to build awareness, on a continual basis, of the Ontario Catholic School Graduate Expectations and Virtues of the Month and incorporate these in progressive discipline.
- to continue to collaborate with the Safe School Advisory committee
- review latest metrics of the Caring Catholic School Climate Survey to celebrate our successes and to determine areas of concern so that necessary steps are taken
- to complete meaningful activities promoting acceptance, inclusivity, and equity to raise awareness during Bullying Awareness Week
- participate in community-building activities (school spirit days, social justice initiatives organized by the student leaders).
- provide parents with tools and strategies on how to monitor students online-to prevent cyber bullying
- provide presentations and guest speakers to solidify the messaging of being an Upstander, not a Bystander (ie. Paul Davis: Social Media presentation)

Responsibility

1. Administration
2. Staff
3. Educational Assistants
4. Community Partners
5. TCDSB Safe Schools Team
6. Parishes
7. School social Worker
8. School psychologist
9. School Guidance Teacher

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

The following resources will be utilized to support these initiatives/strategies/practices:
- Progressive Discipline/Safe Schools Manual
- TCDSB Safe Schools Department - Professional Learning Modules
- Ministry Documents: Caring and Safe Schools in Ontario, TCDSB Policy S.S.10
- Resources including Secrets of Discipline and With All Due Respect 10 Mindful Minutes: Giving Our Children--and Ourselves--the Social and Emotional Skills to Reduce Stress and Anxiety
- Student Re-Engagement Kit (staff PD and student activities)
- Information from TPS and other credited websites to support
- THT Student Code of Conduct
- Virtues of the Month
- OCSGE
- Student Leadership Team

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

The following metrics will be used to measure progress in achieving the Goal:
- monitor Progressive Discipline incidents to identify and deal with any patterns in student behavior
- staff input/feedback through observations and conferencing
- standing discussion item at staff meetings

TORONTO CATHOLIC DISTRICT SCHOOL

Safe Schools Plan

School Vision	To build a Catholic community whereby trust, equity, and self-worth are integrated and demonstrated in our words and actions within the entire school community and visible through our daily routines, validated by students who are engaged and empathetic co-learners.
Goal #2	To counter the risk and harmful impacts of bullying by promoting solid Christian values and engraining the message of safety, kindness, and respect for all

Initiatives/Strategies/Practices

- September Staff Meeting - address expectations regarding Progressive Discipline
- Emergency binder to be reviewed and refined for and by teachers (containing relevant safety information for occasional teachers)
- School Bus Safety presentation to all students and a special kindergarten one
- continue with our many in-school activities and groups - tutoring, reading buddies, Social Justice, Grade 8 leadership opportunities, Stop the Stigma
- Student lunch buddies in primary classrooms (to report to teacher on duty) as well as adult supervisors in primary area
- engage parents as active partners in the process of creating a plan
- clearly delineate a chain of command and a pyramid of intervention
- Allergy Awareness - posters, training for staff, and provide partners and staff with the nut-free booklet, newsletter

Responsibility

1. Administration
2. Staff
3. Students
4. Safe Schools Team
5. Student Leadership Team

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

The following resources will be utilized to support these initiatives/strategies/practices:
- Ontario Catholic School Graduate Expectations
- TCDSB - Religious Education Department
- Student Leadership at THT
- Safe and Caring Catholic School Climate Survey
- leadership programs during recess

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

The following metrics will be used to measure progress in achieving the Goal:
- increased student engagement - Google forms metrics
- Increased participation with St. Teresa parish - monthly masses
- Spirit Assemblies
- Activity Day/Play Day/Carnival

TORONTO CATHOLIC DISTRICT SCHOOL

Safe Schools Plan

School Vision	To build a Catholic community whereby trust, equity, and self-worth are integrated and demonstrated in our words and actions within the entire school community and visible through our daily routines, validated by students who are engaged and empathetic co-learners.
Goal #3	- Virtues of the Month - Ontario Catholic School Graduate Expectations - Progressive Discipline - team-building activities for all learners - student leadership team

Initiatives/Strategies/Practices

- educate students about positive peer relations via assemblies, plays, presentations, and associate secondary partnership (FJR)
- organize a social skills class to assist students at risk
- Stop the Stigma team and nursing students will lead activities on Mental Health Awareness
- SSLN this year will focus on math and text anxiety
- social worker will lead a workshop on strategies students and parents can use for test anxiety
- TCDSB Surf-Right Policy and Acceptable Use Policy to be completed at the beginning of the year
- Participate in Bullying Awareness Week Activities
- have students be aware of how to be an Upstander not a Bystander

Responsibility

1. Administration
2. Staff
3. Students
4. CSPC

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

The following resources will be utilized to support these initiatives/strategies/practices:
- Progressive Discipline Incident Log Database
- Safe Schools Climate Survey
- TCDSB Bullying Awareness and Prevention Website
- PrevNet
- Connect[ED]

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

The following metrics will be used to measure progress in achieving the Goal:
- analysis of metrics from the Safe and Caring Catholic School Climate Survey related to peer relations
- Increase in graduate students returning to volunteer at THT - school 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	To create a safe, caring and inclusive learning environment based on Catholic values wherein students are supported through a continuum of resources and intervention strategies.
Goal #1	To create a holistic school approach to encourage appropriate behaviours and collectively deter inappropriate behaviours.

Initiatives/Strategies/Practices

- student discipline is an opportunity to educate and will be used as such - there must be an educational/restorative piece to each consequence
- continue to consider all mitigating factors
- continue to improve the use of the pyramid of intervention strategies for all staff members, clearly delineating 'next step'-align these practices with Board protocol
- staff encouraged to expand professional learning opportunities with regard to students behaviours and progressive discipline (i.e., Safe Schools Professional Learning Certification Modules)
- ensuring Progressive Discipline is implemented on a consistent basis and that such documentation is communicated with all relevant parties
- modelling of Ontario Catholic School Graduate Expectations on a daily basis
- celebrate our successes
- Work closely with parents to address and prevent inappropriate behavior
- Utilize support staff and School-Based Support Team Meetings (SBSLT) to address inappropriate behavior -(social worker, guidance support, etc.)

Responsibility

1. Administration
2. Staff
3. Educational Assistants
4. Community Partners
5. TCDSB Safe Schools Team
6. Parishes
7. School social Worker
8. School psychologist

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

The following resources will be utilized to support these initiatives/strategies/practices:
- Progressive Discipline/Safe Schools Manual
- TCDSB Safe Schools Department - Professional Learning Modules
- Ministry Documents: Caring and Safe Schools in Ontario, TCDSB Policy S.S.10
- Resources including Secrets of Discipline and With All Due Respect 10 Mindful Minutes: Giving Our Children--and Ourselves--the Social and Emotional Skills to Reduce Stress and Anxiety
- Information from TPS and other credited websites to support
- THT Student Code of Conduct
- Virtues of the Month
- OCSGE

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

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

- Expansion of Progressive Discipline practices
- Suspension rates decreased - Progressive Discipline Safe School Application
- standing discussion item at staff meetings
- staff input/feedback through observations and conferencing

TORONTO CATHOLIC DISTRICT SCHOOL

Safe Schools Plan

School Vision	To create a safe, caring and inclusive learning environment based on Catholic values wherein students are supported through a continuum of resources and intervention strategies.
Goal #2	Create and maintain an environment where all students feel that they are co-contributors of an inclusive and safe learning community.

Initiatives/Strategies/Practices

- build an infrastructure whereby students are afforded the opportunity to lead and engage in their learning (co-curricular activities)… Student Leadership Team.
- provide PD opportunities for staff to familiarize themselves with the Safe School Progressive Discipline Application
- increase staff awareness of the strategies outlined in the Ministry document entitled 'Caring and Safe School in Ontario'
- model the virtues of proactive communication, dispel the notion of 'over-communication'

Responsibility

1. Administration
2. Student Leaders
3. Teachers
4. Staff
5. SST

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

The following resources will be utilized to support these initiatives/strategies/practices:
- MOE Safe and Caring School document
- Progressive Discipline Safe School Application

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

The following metrics will be used to measure progress in achieving the Goal:
- use of common language 'Progressive Discipline' by all
- Progressive Discipline Database is continually utilized
- School Resource Officer leading workshops throughout the year

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 cultivate a culture whereby students are engaged in a meaningful and responsible for their learning and leadership opportunities, one where school spirit is evident.
Goal #1	To foster an environment where students are comfortable with leadership and responsibility.

Initiatives/Strategies/Practices

- reinforce our theme of "In God's Image: Growing in Knowledge, with Justice and Hope", Year Three of our pastoral plan
- allow leadership and responsibility amongst the student body, students will have opportunities to implement new co-curricular activities (i.e., flag football, music club, Student Leadership Team)
- Plan and work closely with the St. Theresa parish to facilitate monthly masses
- Work closely with CSPC to coordinate and align events, activities and resources with our Pastoral Plan, Walking with Christ.
- Ongoing communication through school messenger emails and social media platforms.
- Social Justice activities (i.e., food drives, Christmas baskets)
- Monthly celebrations for Virtues of the month, celebrating our successes and school pride.
- Include parent engagement activities (Gingerbread night)
- Student engagement will be a standing discussion item on staff meeting agendas
- Continue with leadership responsibilities to all grade 7 & 8 students (i.e., intramural leaders, office helpers)

Responsibility

1. Administration
2. Student Leaders
3. Staff
4. Father John Redmond staff and students
5. Fr. Wes at St. Teresa Parish

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

The following resources will be utilized to support these initiatives/strategies/practices:
- TCDSB Progressive Discipline Safe Schools Application
- School Board and Community
- Caring and Safe Schools in Ontario

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

The following metrics will be used to measure progress in achieving the Goal:
- Engaged staff
- Increased student engagement - Google Form
- Decrease in suspensions and progressive discipline incidents
- Feedback from students, staff, parents (yearly parent survey)
- Safe and Caring Catholic School Climate Survey

TORONTO CATHOLIC DISTRICT SCHOOL

Safe Schools Plan

School Vision	To cultivate a culture whereby students are engaged in a meaningful and responsible for their learning and leadership opportunities, one where school spirit is evident.
Goal #SVP 1	To foster an environment where students are comfortable with leadership and responsibility.

Initiatives/Strategies/Practices

- Allow for leadership and responsibility amongst the student body, students will have opportunities to implement new co-curricular activities (i.e., flag football, music club, Student Leadership Team)
- plan activities for students that encourage teamwork and friendships (i.e. Carnivale, Play Day)
- Social Justice activities (i.e., food drives, Christmas baskets)
- Monthly celebrations focusing on the Virtues of the month, celebrating our successes and school pride
- Include parent engagement activities such as
- Student engagement will be a standing discussion item on staff meeting agendas
- Continue with leadership responsibilities to all grade 7 & 8 students (i.e., intramural leaders, office helpers)
- THT & Father John Redmond tutoring

Responsibility

1. Administration
2. Student Leaders
3. Staff
4. Community School Liaison Officer
5. Father John Redmond staff and students

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

The following resources will be utilized to support these initiatives/strategies/practices:
- TCDSB Progressive Discipline Safe Schools Application
- School Board and Community
- Caring and Safe Schools in Ontario

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

The following metrics will be used to measure progress in achieving the Goal:
- Engaged staff
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- Decrease in suspensions and progressive discipline incidents
- Feedback from students, staff, parents (yearly parent survey)
- Safe and Caring Catholic School Climate Survey

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
- teachers to review all emergency responses

Responsibility

1. Safe School Action Team
2. Administration
3. Staff

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

The following resources will be utilized to support these initiatives/strategies/practices:
- TCDSB Threats to School Safety Response Procedures

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

The following metrics will be used to measure progress in achieving the Goal:
- Record of all fire drills and threat to school safety drills
- Assessment of Lockdown drill
- Emergency Procedures posted in all classrooms