

The Progressive Discipline Continuum

- *Prevention
- *Intervention
- *Consistent strategies to address inappropriate behavior

Catholic School Culture

- *Inclusive
- *Collaborative
- *Rooted in our Gospel values

Progressive Discipline Model

Preventative Measures and Initiatives

At St. Rene Goupil, preventative measures and initiatives are based on healthy relationships and must be modelled by all members of the school community. The goal is to create a safe, caring and accepting community. A collaborative approach to Progressive Discipline is promoted at St. Rene Goupil.

Proactive Initiatives

- *clear communication of the School Code of Conduct and Catholic Graduation Expectations with the consistent application by all staff
- *incorporate behavioural expectations in lesson planning
- *professional development in effective classroom management strategies
- *implementation of Ministry initiatives such as Student Success Strategies and citizenship development
- *effective deployment of school personnel such as educational assistants, child and youth workers, social workers, etc.
- *the identification of high-risk areas in and around the school
- *data collection, analysis and action (Safe Schools Survey, etc.)
- *assemblies and presentations
- *announcements and classroom reminders
- *student leadership opportunities
- *regular meetings with the Safe and Accepting Schools Team to review data and plan initiatives

Early and Ongoing Interventions

- *use embedded curriculum links (Religion and Family Life programs)
- *classroom prompts and reminders for appropriate behavior
- *support for individual student plans with clear goals for behaviour improvement
- *ongoing communication with parents/guardians
- *classroom level responses, e.g. quiet areas, loss of privilege, behavioural contracts, positive reinforcement for improvement, etc.
- *formative consequences, e.g. reflective activities, restitution, mediation, conflict management, etc.
- *peer mentoring and social skills programs
- *identification of effective supports for students with modifications and/or accommodations in their Individual Education Plan (IEP)

*support from social work and/or psychology when required **Examples of Strategies to Address Inappropriate Behaviours**

Teacher/School Staff

- *immediate verbal intervention
- *contact with parents/guardians including a possible conference
- *a student contract
- *loss of privileges, formative consequences and other classroom management tools
- *consultation with administration and the school-based support team

Administration

All of the above and:

- *referral to support staff and/or community agencies
- *supervised withdrawal from class
- *restitution or replacement
- *behavioural support plan and/or safety plan (as needed)
- *suspension/expulsion

St. Rene Goupil is committed to nurturing a caring, healthy and safe school environment that takes pride in fostering Catholic Virtues, Catholic Values, Catholic Social Teachings and Catholic Graduate Expectations as part of our school vision. We continuously strive to shape a safer Catholic school founded on respectful relationships, empathy and shared responsibility. In reflecting the unique character and needs of our school community at St. Rene Goupil, we have a variety of bullying awareness and prevention programs that enable students to feel secure, valued and able to develop to their full potential. We are committed to the implementation of a school wide model that builds on current effective practices, identifies needs, prioritizes goals and evaluates progress. Our bullying awareness and prevention plan includes viewing discipline as assisting students in positive decision-making based on social learning, restorative justice, Gospel values and a progressive discipline approach that focuses on learning and behavior needs.

The co-operation of home, school and parish will ensure progressive growth toward our goals. Parent support in assisting students to meet school expectations is an important component in creating a positive school climate. Keeping the lines of communication open with your child's classroom teacher is a vital first step in addressing situations and deciding on next steps.

EXPECTATIONS OF STUDENTS

- To display a positive attitude towards the school.
- To respect the dignity and rights of all people.
- To behave appropriately during all school programs, on and off the school premises.
- To use appropriate language in and around the school buildings.
- To attend school regularly and punctually.
- To be prepared for classes with completed assignments and necessary materials.
- To abide by the general rules of school and classroom decorum.
- To seek and to accept extra help from teachers when required.
- To treat all school property and equipment with care.

- To dress according to the appropriate dress code both for school and activities planned for the day (i.e. gym, liturgies and excursions).
- To respect community members and their property while coming to or leaving from school and while on school sponsored excursions.
- To adhere to TCDSB’s acceptable use policy for electronic communication

CONSEQUENCES and INTERVENTIONS

Failure to meet the outlined expectations may result in a variety of consequences, issued in a progressive discipline approach, depending upon the individual student and the nature of the issue. The staff at St. Rene Goupil will deal with each incident in a fair and consistent manner. Incidents may be minor (e.g. name calling, spreading rumours, put downs, rough play) or major (e.g. malicious hands on, non-compliance, swearing at someone in authority) in nature and each will be dealt with accordingly. In the event of undesirable behaviour by a pupil the following disciplinary measures may be applied:

- An appropriate detention or loss of privileges
- Verbal warning, time out or apology
- Telephone calls or letters home
- Meeting with Principal
- Intervention of school/board resource personnel
- Student dialogue to raise empathy
- Good deed or other meaningful act as appropriate
- Use of restorative justice intervention
- Warning of Suspension letter & phone call
- Request for parent interviews
- Persistent, habitual or very serious offences may result in suspension.

Individual teachers will deal with breaches of discipline. The Principal will deal with students whose behaviour is of a serious nature. Please refer to the explanation of progressive discipline above. Once again, we appreciate the co-operation of parents in disciplinary matters.

PROGRESSIVE DISCIPLINE PLAN AT ST. RENE GOUPIL

Minor: wherein school rules or appropriate behavioural expectations are violated through single incidents and /or to a minor degree				
Academic	Physical	Verbal	Social	Possible Consequences
Neglect of duty Homework completion	Recklessness (class, stairways, yard) Throwing objects Gum chewing	Name calling Teasing Putdowns Insults Making fun swearing	To a minor degree: Gossiping Spreading rumors rejection Isolation Embarrassing others Dress code	Verbal warning Discourse/opportunity to understand actions and make acceptable reparations to victim (Good deed) Problem solving circle with peace squad and/or peer mentors Reverse role play Reverse role writing Detention/time out/ Removal from activity Community service

Major wherein school rules or appropriate behavioural expectations are violated through continued, repeated, persistent and/or to a major degree				
Academic	Physical	Verbal	Social	Possible Consequences
Neglect of duty Cheating Plagiarism Chronic absenteeism	Intentional: Pushing Shoving Spitting Hitting Fighting Stealing Vandalism Damage to property Possession of a weapon	Taunting Threats Bullying Cyber bullying Swearing to authority Vulgar/obscene body gestures Dress code	Gossiping Spreading rumors rejection Isolation Humiliation Hate motivated violence (race, gender, sexual orientation) Sexual misconduct: Indecent touching Sexual violation harassment	Loss of privileges Parental involvement Exclusion from activity, class or school Financial reparation Social reparation Restorative/reformative practices Intervention through Guidance, CYW, social worker Intervention through community partnerships- Hincks Dellcrest, Toronto police programs Suspension/expulsion Police Involvement

BULLYING PREVENTION AND INTERVENTION

Sometimes students take advantage of other students. This is called bullying. Harassment is defined as unwelcome comments or conduct that intimidates, demeans or offends an individual. We believe that because we are a Christian community at St. Rene Goupil, everyone is entitled to be treated with dignity and feel valued and safe at school.

Verbal bullying, physical bullying, cyber bullying, harassment or other threatening behaviour will not be tolerated. St. Rene Goupil has a bullying prevention plan in place that involves staff, students, and community agencies.