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

SCHOOL NAME: All Saints Catholic School
SUPERINTENDENT: Adrian Della Mora
SCHOOL ADDRESS: 1435 Royal York Rd Toronto ON M9P 3A7
STUDENT ENROLMENT: 879

PRINCIPAL: Morsillo, Antonio
TRUSTEE: Peter Jakovcic
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 environments.

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 School Plan.

SAFE SCHOOL ACTION TEAM MEMBERS

<table>
<thead>
<tr>
<th>Administrative Rep</th>
<th>Grossi, Nadia</th>
<th>Teacher Rep</th>
<th>Marchesan, Dan</th>
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<tbody>
<tr>
<td>Administrative Rep</td>
<td>Morsillo, Antonio</td>
<td>Teacher Rep</td>
<td>Poce, Kimberly</td>
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<tr>
<td>Administrative Rep</td>
<td>Whicher, David</td>
<td>Teacher Rep</td>
<td>Rubino, Nadia</td>
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<td>Teacher Rep</td>
<td>Austin, Sandra</td>
<td>Teacher Rep</td>
<td>Schmidt, Lisa</td>
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<tr>
<td>Teacher Rep</td>
<td>Di Paolo, Florinda</td>
<td>Support Staff Rep</td>
<td>Flynn, Sharron</td>
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SAFE SCHOOL PLAN

All schools are required to develop and implement school-wide plans to help create a safe, caring and inclusive learning environment. Each Safe School 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 2014-2015**

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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

1. Bullying Awareness, Intervention and Prevention Plan

School Vision

The Motto at All Saints is "Love and Growth". The All Saints Catholic Community calls us to live together as a community, and to love one another. Bullying in any form, runs counter to Jesus' message of inclusion and his instruction that we treat one another with care and respect. Every incident of bullying is addressed through the Progressive Discipline Model.

Goal

#1 To educate all students on what is deemed acceptable and unacceptable behavior as it relates to safety and physical/social/verbal/cyber bullying. As well, provide intervention for bullies, victims and bystanders to promote conflict resolution skills, empathy and responsibility for own actions.

Initiatives/Strategies/Practices

- TCDSB virtues promoted by student-led activities;
- Participation in Bullying Awareness Week and relating activities to the Virtues of each month;
- Virtues of the Month Award for each class;
- Presentation to Gr. 4-8 students on Social networking
- Drama productions promoting kindness and bullying awareness;
- Regular Safety Announcements over the PA;
- CYW to conduct Social Skills classes and anti-bullying classes to Grades 1-8
- Representative team of Student leaders, Parents, Teachers and Administration to attend Anti-Bullying Symposium;
- Build awareness of the Catholic Graduate Expectations
- Walk the Line Presentation for Gr. 4-8

Responsibility

Teacher, Early Childhood Educators, Child and Youth Workers, Educational Assistants, Vice Principals, Principal, Parents
Resources
The following resources will be utilized to support these initiatives/strategies/practices:

- TCDSB Bullying Awareness and Prevention document, 2006;
- Promoting A Positive School Climate: A--Resources for Schools (Ministry of Education);
- Born of the Spirit/We are Strong Together, Religious Education Programs;
- Fully Alive, Family Life Program;
- www.kidsareworthit.com
- www.nomorebullies.com
- www.cyberbullying.ca
- Catholic Graduate Expectations
- Resources on the Virtues of the Month from our Board

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

- A school culture where differences are accepted and inclusion is the demonstrated standard of acceptance;
- Bullying incidents are reduced and strategies for victims, bystanders and the bully are evident;
- School/Community Survey;
**School Vision**
The Motto at All Saints is "Love and Growth". The All Saints Catholic Community calls us to live together as a community, and to love one another. Bullying in any form, runs counter to Jesus’ message of inclusion and his instruction that we treat one another with care and respect. Every incident of bullying is addressed through the Progressive Discipline Model.

**Goal**
#2 To reduce incidents of bullying in our community by increasing student awareness of the major consequences that can be imposed for bullying behavior under a progressive discipline approach.

**Initiatives/Strategies/Practices**
- use of agenda to inform community of progressive discipline approach
- think papers
- safe schools climate survey

**Responsibility**
- staff, administration, Child and Youth Worker

**Resources**
The following resources will be utilized to support these initiatives/strategies/practices:
- TCDSB Bullying Awareness and Prevention document, 2006;
- Promoting a Positive School Climate: A Resource for Schools (Ministry of Education);
- Religious Education and Family Life Programs

**Measurement of Progress**
The following metrics will be used to measure progress in achieving the Goal:
- reduction in the number of incident reports as a result of bullying
**School Vision**
The Motto at All Saints is "Love and Growth". The All Saints Catholic Community calls us to live together as a community, and to love one another. Bullying in any form, runs counter to Jesus’ message of inclusion and his instruction that we treat one another with care and respect. Every incident of bullying is addressed through the Progressive Discipline Model.

| Goal | #3 | Provide positive intervention strategies for bullies and victims, to continue to promote a positive, inclusive and welcoming school environment. |

**Initiatives/Strategies/Practices**
- Guidance Councillor, CYW and Social Worker intervention when necessary
- Student Leaders - students promoting positive behaviour among students - at assemblies, on announcements, etc.
- school and class presentations

**Responsibility**
Teachers, Administration, parents, Guidance Councillor, Social Worker, CYW, students.

**Resources**
The following resources will be utilized to support these initiatives/strategies/practices:
- TCDSB Bullying Awareness and Prevention document, 2006;
- Promoting a Positive School Climate: A Resource for Schools (Ministry of Education);
- Religious Education and Family Life Programs

**Measurement of Progress**
The following metrics will be used to measure progress in achieving the Goal:
- reduction in the number of incidents reported
- reduction in the number of suspensions reported
- Schools Climate Survey
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

<table>
<thead>
<tr>
<th>2. Progressive Discipline Plan</th>
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<tbody>
<tr>
<td>The Progressive Discipline Plan at All Saints supports a safe and caring learning environment. We will utilize a variety of interventions, consequences and supports to address inappropriate behaviour.</td>
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</table>

Goal

- Consequences are designed to support the social development and future behaviour of the person responsible for the action. To address inappropriate behaviour with disciplinary measures that are both corrective and supportive. There will be an emphasis on educating the whole child and include learning opportunities for students to be better decision-makers.

Initiatives/Strategies/Practices

- Clear communication on progressive discipline procedures (Student Agenda, Parent/Student Handbook);
- Consideration of Mitigating Factors;
- Clear policy on bullying;
- Staff awareness of Bill 157 - duty to respond to and report incidents;
- Staff to use Incident Logs for inappropriate student behaviour
- In-service staff on Safe Schools Plan and Progressive Discipline Applications
- Threat Assessment Training for staff - CYW and Vice Principal
- On-going communication with parents;
- Follow Board protocol in area of Safe Schools;
- CYW intervention when necessary;
- Guidance Councillor Intervention when necessary;
- Social Worker intervention when necessary

Responsibility

- School Staff;
- Principal/Vice Principals
- Support staff - CYW, Social Worker, Guidance, etc.

Resources

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

- Board policy/Safe Schools;
- Guidance Councillor;
- Social Worker;
- CYW;
- School-Based Support Team;
- Bullying Protocol;
- Police Protocol
Measurement of Progress

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

- reduced number of suspensions;
- Student survey from Board on School Climate;
- Survey staff and parents
3. Promoting Positive School Culture

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 School 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

All Saints Catholic School is a Christian community in which students, staff, parents and parish clergy are committed to the nurturing of a caring environment. Within this environment, all members are given the opportunity to flourish and grow. We will strive to provide a safe, welcoming and learning environment where all students can succeed.

Goal #1

We will strive to provide a safe, welcoming learning environment where all students can succeed.

Initiatives/Strategies/Practices

- Encourage and support development of student leadership through Student Leaders; Me to We;
- Recognition of positive behaviour through Student Recognition Awards (Virtue of the Month);
- Health and Safety Committee that look at “Social Justice” initiative and bullying awareness;
- Various presentations made throughout the school year catering to specific age groups;
- Circle of Friends program to teacher Social/Emotional/Group Interactions Skills;
- Primary/ Junior/ Intermediate House Leagues;
- Various Clubs (Chess/Knitting/Dance/Art/Homework/Cooking/LEGO);
- Yearbook;
- School Spirit theme days (Dress down days)
- Various Extra-Curricular Sports (Soccer/Volleyball/Cross Country/Track and Field/Softball/Basketball);
- Intermediate Students volunteering at St. Francis’ Table;
- Christmas Advent Family Mass/Catholic Education Week;
- Playday;
- Daily Physical Activity;
- Collaboration with our Public Health Nurse to address issues of safety, health and well-being with our school community;
- First Aid Training for our Staff;
- Staff training and education in regards to the proper use of an epi-pen;
- Safe arrival/departure program;
- Volunteer Appreciation Tea
- Social Justice Announcements during African Heritage Month
- Autism Awareness Week activities

Responsibility

- Teachers, Child and Youth Worker, Early Childhood Educators, Educational Assistants
- SHEF team
- Principal/Vice Principals
- Community Members
- Student Leaders
- CSAC
The following resources will be utilized to support these initiatives/strategies/practices:

- Board Resources
- Parent community resources
- School and classroom resources
- First Student Bus Safety Presentations
- SET Teacher

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

- Student survey from Board on School Clumate;
- Survey staff, and parents;
- Students continue to volunteer their assistance;
- Lower rates of inappropriate behaviour reported
### School Vision

All Saints Catholic School is a Christian community in which students, staff, parents and parish clergy are committed to the nurturing of a caring environment. Within this environment, all members are given the opportunity to flourish and grow. We will strive to provide a safe, welcoming and learning environment where all students can succeed.

### Goal #2

To strengthen the bond between school, home and parish.

### Initiatives/Strategies/Practices

- Plan and work closely with All Saints Parish to facilitate masses, regular class visits by Father Glaba and Deacon Diego;
- Develop the school choir to enhance liturgical celebrations and provide PowerPoint slideshow of song lyrics and new mass responses;
- Work closely with CSAC to encourage academic excellence and community events;
- On-going communication through newsletters and e-mail updates.
- To review all school routines with teachers and students throughout the school year.

### Responsibility

- Principal/Vice Principals
- CSAC
- Parish

### Resources

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

- Board Resources
- Parent community resources
- School and classroom resources

### Measurement of Progress

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

- On-going feedback from parents, staff, and parish priest
- Retention of new mass responses
- Increased parent involvement at school events
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 2 Lockdown Drills in this school year; one drill per term. |

<table>
<thead>
<tr>
<th>Initiatives/Strategies/Practices</th>
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<tr>
<td>- Emergency Response Procedures posted in each room in the school building;</td>
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<td>- 6 Fire Drills per year;</td>
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<td>- 2 Lockdown drills per year;</td>
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<td>- Inform parents of Threats to School Safety Procedures;</td>
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<td>- Front Door Buzzer System;</td>
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<td>- Swipe card access to doors leading from the portables;</td>
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<td>- Kiss and Ride Program</td>
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<td>- Walki-Talkies for staff</td>
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<td>- Timely communications in regard to Community safety concerns;</td>
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<td>- Purchase of new fire alarm covers</td>
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<td>- Teacher emergency contact lists</td>
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<td>- Sign in and visitor Pass procedures</td>
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<tr>
<td>- SHEF Team</td>
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<td>- Principal/Vice Principals</td>
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<tr>
<td>- Police Partners</td>
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<tr>
<td>- Teachers, Early Childhood Educators, Child and Youth Worker, Educational Assistants</td>
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<tr>
<td>The following resources will be utilized to support these initiatives/strategies/practices:</td>
</tr>
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<td>- TCDSB Threats to School Safety Response Procedures</td>
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<td>- Police Partner</td>
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<tr>
<td>- School Action Team</td>
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<tr>
<td>- Website</td>
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Measurement of Progress

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

- Positive Assessment of Lockdown drill
- Emergency Procedure poster is visible in each classroom