



REPORT TO

STUDENT ACHIEVEMENT AND WELL
BEING, CATHOLIC EDUCATION AND
HUMAN RESOURCES COMMITTEESAFE SCHOOLS INTERIM REPORT: SEPTEMBER
2021 – MARCH 2022

Then the land will yield its fruit, and you will eat your fill and live there in safety. ~Leviticus 25:19

Drafted

April 11, 2022

Meeting Date

May 3, 2022

Michael Caccamo, Superintendent of Nurturing our Catholic Community, Safe Schools, Continuing Education, Monsignor Fraser College, Orientation Centre
Nadia Adragna, Principal of St. Martin School and Safe Schools Department

INFORMATION REPORT

Vision: *IN GOD'S IMAGE: Growing in Knowledge, with Justice and Hope.*

Mission: *Nurturing the faith development and academic excellence of our Catholic learning community through the love of God, neighbour, and self.*



MULTI-YEAR STRATEGIC PLAN
2022 - 2025

IN GOD'S IMAGE: Growing in Knowledge, with Justice and Hope



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A. EXECUTIVE SUMMARY

The *Safe Schools Annual Report* is a standing report for the September meeting of the Student Achievement and Well-Being, Catholic Education, and Human Resources Committee. This *Safe Schools Interim Report* provides an interim update on suspension and expulsion data, as well as an update and information on the functions of the Safe Schools Department to date (September 2021 – March 2022).

The cumulative staff time required to prepare this report was 30 hours.

B. PURPOSE

1. This *Safe Schools Interim Report* is on the Order Paper of the Student Achievement Committee meeting in response to a Trustee inquiry at the March 3, 2022 Student Achievement Committee meeting requesting a Safe Schools interim report.
2. The Trustee inquiry included a request for an interim report on suspension and expulsion data (behavioural data), as well as an update and information on the functions of the Safe Schools Department.

C. BACKGROUND

1. The *Safe Schools Annual Report* is a standing report for the September meeting of the Student Achievement Committee. The report highlights both qualitative and quantitative perceptual data related to Safe Schools metrics, procedures, programs, and other activities designed to create safe, caring, and inclusive learning environments. To gain further insights, analysis of identity-based data is also included.
2. The *Safe Schools Annual Report 2020-2021* appeared on the September 2, 2021 order paper of the Student Achievement Committee meeting.
3. All schools review both their local Safe Schools metrics (behavioural data), as well as the perceptual data learned from student voice surveys, which serves to inform each school's annual Safe Schools Plan. The components of each plan include action items for: Bullying Awareness, Prevention and Intervention; Progressive Discipline; Emergency Response Procedures; and Positive School Climate.

4. A number of action items are identified by the Safe Schools Department in the annual reports to address priorities identified from behavioural and perceptual data collected for both elementary and secondary schools.
5. This *Safe Schools Interim Report: September 2021 – March 2022* includes the following information:
 - a. behavioural data for both elementary and secondary panels;
 - b. Safe Schools interventions to support students and address concerning behaviour;
 - c. Safe Schools programs to support students;
 - d. Safe Schools action items in the *2020-2021 Safe Schools Annual Report*;
 - e. Safe Schools stakeholder engagement;
 - f. Safe Schools additional and ongoing projects.
6. The appendix to this report is the *Safe Schools Annual Report 2020-2021 Appendix A – Year End Statistics*.

D. EVIDENCE/RESEARCH/ANALYSIS

1. Behavioural Data (September 1, 2021 – March 31, 2022):

Elementary Panel

Total Number of Suspensions: 507

Total Number of Suspensions Pending Possible Expulsion: 29

Total Number of School Expulsions: 0

Total Number of Board Expulsions: 2

Although the Fresh Start process is not disciplinary in nature, 18 students were transitioned from one learning environment to another at the elementary level for concerns related to safety.

Secondary Panel

Total Number of Suspensions: 468

Total Number of Suspensions Pending Possible Expulsion: 49

Total Number of School Expulsions: 3

Total Number of Board Expulsions: 0

Although the Fresh Start process is not disciplinary in nature, 41 students were transitioned from one learning environment to another at the secondary level for concerns related to safety.

2. Interventions to Support Students and Address Concerning Behaviour

To support schools when responding to inappropriate and worrisome student behaviour, the Safe Schools Department focuses on interventions, programs, and supports designed to de-escalate serious student situations and prevent further escalation.

Threat Assessment is a confidential intervention that is implemented when a student engages in threatening behaviour. The goal of the threat assessment process is to have the Safe Schools Department facilitate the development of a *Follow-Up and Intervention Plan* which identifies the supports, strategies, and interventions needed to help the student develop more positive and pro-social behaviours and support any victims, as well as the school community.

Restorative Conference and Mediation Circles (RCMC) is an intervention that is being regularly implemented in TCDSB schools to address conflicts that arise between students so that all involved start the process of forgiveness and healing. Since 2009, Safe Schools has offered training in restorative practice, both formal and informal processes.

Safe Schools staff oversee all formal and informal RCMC processes as well as provide guidance and support to over 600 trained facilitators and co-facilitators as well as more than 70 area coordinators who are instrumental in supporting this progressive and pro-active intervention.

SNAP (Stop Now And Plan) is an evidence-based program for youth 12 years and older who display significant disruptive challenges in the form of aggression, oppositional conduct, as well as mental health challenges such as anxiety and depression. SNAP's core strategy teaches youth how to stop and think before they act and make better choices "in the moment".

Principal/Vice Principal/Superintendent Consultations provided by Safe Schools administrators and advisors are key in supporting our leaders when responding to inappropriate student behaviours, including situations that impact school climate and safety.

On average, TCDSB Safe Schools administrators and advisors provide 10 to 20 consultations per day, subject to the usual fluctuations in an academic year.

Safe Schools Transitions are facilitated when students are approved for school or board expulsion or subject to a Fresh Start. When students are transitioned from one school to another, it is important that thoughtful care is given to the selection of the new school placement.

3. Programs to Support Students

St. Martin Catholic School (Secondary and Elementary Expulsion Programs) – In accordance with the Ministry of Education’s requirement to provide academic and social-emotional support for students who are subject to board expulsion, St. Martin offers individualized academic programming and a variety of social-emotional supports for expelled students.

Free Space Program – As part of our continued, multi-faceted program of supports for students at St. Martin Catholic School, we also offer a youth leadership program called Free Space. The objective of Free Space is to create a culturally responsive, safe space for students to develop leadership skills, self-regulation and self-awareness skills, as well as build healthy connections with peers.

Voluntary Intervention Program (VIP) – The Safe Schools Department continues to serve students who, although not subject to discipline, may be at risk and require a short-term program that aims to build capacity for re-engagement, positive outcomes, and success. The Voluntary Intervention Program has become an increasingly important option for secondary students who are struggling with academic engagement, regular school attendance, following school expectations, etc..

Currently there are 17 VIP students attending the program. On a case-by-case basis, we have offered similar supports to elementary students.

Transitional Intervention Program for Suspended Students (TIPSS) – This program is key to supporting students who are subject to a long-term suspension (6 to 20 days). Safe Schools teaching staff support students with their learning and academics, and the Safe Schools Social Worker provides social-emotional care for students and their families as needed.

4. Action Items in the 2020-2021 Safe Schools Annual Report

Each year, the Safe Schools Annual Report includes action items resulting from priorities identified from both behavioural and perceptual data. In addition, actions items are developed in response to legislative requirements and ministry directives. The 2020-2021 Safe Schools Annual Report identified seven action items which will be reviewed in the 2021–2022 Safe Schools Annual Report.

5. Safe Schools Stakeholder Engagement

Safe Schools Advisory Committee – The Safe Schools Advisory Committee is an advisory committee of the Board providing input and advice on Ministry of Education legislation and Policy/Program Memoranda, TCDSB Safe Schools policies, as well as resources, procedures and protocols utilized at TCDSB.

Joint Safe Schools/TSU Committee and Joint Safe Schools/TECT Committee – During each school year, these separate committees meet six times during the school year to address important Safe Schools issues including a trend analysis of key metrics.

Special Education Advisory Committee (SEAC) – Annually, the Safe Schools Department presents the Safe Schools Annual Report to the Special Education Advisory Committee where behavioural and perceptual data is reviewed in relation to students with an Individual Education Plan (IEP). In addition, Safe Schools priorities/action items are also discussed.

6. Additional and Ongoing Projects

The Safe Schools Department continues to play an integral role in the following events/programs:

Leaders of Your Own Learning (LOYOL) – On February 18, 2022, the Safe Schools Department delivered three professional learning sessions for secondary school teachers.

New Teacher Induction Program (NTIP) – On March 3, 2022, Safe Schools staff delivered a professional learning session for all new teachers.

Issues and Succession Series – On a regular basis, the Safe Schools Department delivers professional learning to newly appointed principals and vice principals on various topics related to Safe Schools policies, procedures as well as topics related to promoting safe, inclusive, and equitable learning environments.

Policy Review – In response to recent amendments to *PPM 144 Bullying Prevention and Intervention*, the Safe Schools Department has carefully reviewed *PPM 144* and the *TCDSB Bullying Prevention and Intervention Policy (SS11)*. The Safe Schools Department has updated SS11 to ensure that all changes made to *PPM144* have been incorporated into policy.

Toronto Police/School Board Protocol Presentations – In an effort to continue to support principals and vice principals when addressing serious student incidents, the Safe Schools Department routinely delivers professional learning related to the Police/School Board Protocol to all administrators. A component of the presentation centers on the discretion to be exercised when dealing with children under 12 years of age and/or students with special needs.

Review of Lockdown and Other Emergency Response Procedures – The Safe Schools Department meets regularly with the Toronto Police Service to ensure that there are no gaps in our emergency response procedures and to discuss additional considerations to improve these procedures.

Anti-Sex Trafficking Training for Principals and Vice Principals – The Safe Schools Department is working collaboratively with Mental Health Services to develop a professional learning session for all school administrators on this topic in the spring of 2022 and professional learning for all school staff in the upcoming school year.

Resources – The Safe Schools Department continues to produce strategic resources to support school leaders and staff in their work.

Review Programs and Resources for Staff and Student Use – The Safe Schools Department facilitates many collaborative and interdisciplinary projects, meeting regularly with other departments to review potential programs and resources.

Enhancements to the Safe Schools Progressive Discipline Application – The Safe Schools Department meets regularly with the IT Department to ensure that this Application is functioning efficiently to support the needs of the system.

Assist Corporate Services with the Preparation and Delivery of Formal Proceedings (e.g., Hearings) – The Safe Schools Department Administrators work collaboratively with the Corporate Services Department to help organize legal proceedings including expulsion hearings, suspension appeal hearings, and Fresh Start meetings.

Safe Schools Plan – The Safe Schools Department oversees and supports schools as they complete their annual Safe Schools Plans.

Responding to Students Engaging in Discriminatory Behaviour – In collaboration with Field Superintendents, the Equity, Diversity, Indigenous Education, and Community Relations Department, the Human Rights Equity Advisor, and the Special Services Department, Safe Schools supported the development and implementation of guidelines for school administrators on expected practices when responding to students engaging in discriminatory behaviour.

Recess Leadership Initiative – The Safe Schools Department is currently exploring with the Health and Physical Education Department the development of a leadership initiative for intermediate students that supports safe and inclusive play at recess time and promotes positive school climate.

Safe TO – The TCDSB is currently supporting Safe TO, a multi-sectoral initiative led by the City of Toronto, focused on the reduction of gun and gang violence.

E. METRICS AND ACCOUNTABILITY

1. The Safe Schools Department will present the *Safe Schools Annual Report 2021-2022* at the September 2022 meeting of the Board's Student Achievement Committee.
2. New and ongoing action items will be identified by the Safe Schools Department in the annual report to address priorities identified in the behavioural and perceptual data collected for both elementary and secondary schools.

F. CONCLUDING STATEMENT

This report is for the information of the Board of Trustees.