

## Safe and Inclusive Plan – St. Ignatius of Loyola Catholic Secondary School 2021-2022

**Overall Goal:** To create a positive school climate that supports a safe learning and teaching environment in which every student can reach their God given potential. All cultures, religions, pathways and identities are honoured and supported to further this goal. Students feel invested in the school and can see themselves and their experiences represented in the curriculum and school environment. Students and staff will treat each other with dignity, equity and respect.

**School Specific Goal(s):**

1. Strive to address student engagement through varied pathways, differentiated learning in the classroom, experiential learning opportunities, culturally relevant and responsive pedagogy and through varied leadership and participation-based initiatives during the school day and year .
2. While focusing on prevention and working with families and the community, strive to ensure that a progressive discipline approach is utilized and is considerate of the varied mitigating factors which our students are faced with and experience.
3. Establish clear and consistent reporting procedures for matters that affect the safety and security of the school and the moral tone of the school environment.
4. Provide relevant, timely and focused training and education to students, staff and parents on anti-Black racism, ableism, homophobia, transphobia, anti-Asian racism, Islamophobia.
5. Solicit student voice and feedback through focus groups to ensure Loyola’s students feel safe, valued, represented and included.

Assessment and Informed, Collected Data	Training Strategies & Resources for School Climate and Inclusive	Prevention and Awareness-Raising Strategies for a Positive & Inclusive School Climate	Support Strategies for Positive School Climate	Communication and Outreach Strategies regarding School Climate and Inclusive	Monitoring and Review Process (Include Timelines)
<ul style="list-style-type: none"> <li>● Learning Skills Data</li> <li>● Incident Forms</li> <li>● Special Education Data (SE17, IRP, Safety Plans)</li> <li>● School Climate Surveys</li> <li>● Detention data</li> <li>● Suspension data</li> <li>● Ongoing Staff Monitoring and Discussion</li> </ul>	<ul style="list-style-type: none"> <li>● Staff professional learning</li> <li>● Conferences/Workshops</li> <li>● Public Health Resources</li> <li>● Presentations</li> <li>● Hawk Week Activities</li> <li>● Mental Health Presentations</li> <li>● OGCE Framework</li> <li>● Threat Assessment Training, First Aid/CPR Training</li> <li>● Equity and Inclusion Training Opportunities</li> </ul>	<ul style="list-style-type: none"> <li>● Tier 1 supports and interventions-activities at lunch, small group work, support from the Chaplain</li> <li>● Promotion of Mental Health/problem solving strategies</li> <li>● Extensive peer mentoring program with staff support</li> <li>● Expanded and inclusive student</li> </ul>	<ul style="list-style-type: none"> <li>● Timely, Sensitive, Proactive Response to all incidents and reports</li> <li>● Accessing community supports</li> <li>● Use of restorative practices</li> <li>● Use of Progressive Discipline</li> <li>● Mandatory reporting from all Board Employees</li> </ul>	<ul style="list-style-type: none"> <li>● Communicate policies, procedures and guidelines to all school staff, students, community stakeholders</li> <li>● Website, Agenda, Online Announcements</li> <li>● Catholic School School Council</li> <li>● Staff Meetings</li> <li>● Code of Conduct</li> <li>● Community Engagement Nights</li> <li>● Bully Awareness Week – Presentation &amp; Activities</li> <li>● Catholic Education Week</li> <li>● Loyola Anti-Bullying Pledge</li> </ul>	<ul style="list-style-type: none"> <li>● Meeting of Safe, Inclusive and Equitable School team at least 4 times per year (November, December, February, May)</li> <li>● Review school emergency procedures on an annual basis</li> <li>● Yearly review of school policies to ensure they are inclusive and equitable</li> <li>● Review of Bullying intervention plan with Safe Schools team yearly</li> <li>● Review data from staff and student equity walks</li> </ul>

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<ul style="list-style-type: none"> <li>● Catholic Council Goals</li> <li>● Achievement Data</li> <li>● Safe &amp; Inclusive School Team</li> <li>● Student Voice</li> </ul>	<ul style="list-style-type: none"> <li>● Board Policy/Procedures</li> </ul>	<p>leadership opportunities</p> <ul style="list-style-type: none"> <li>● Loyola Wellness Council</li> <li>● Loyola Black Advisory Council</li> <li>● Ally Club</li> <li>● Loyola Equity &amp; Inclusion Committee</li> <li>● Loyola Indigenous Education Committee</li> <li>● Open communication between staff, students, and parents</li> <li>● Modeling equitable and inclusive behavior and language</li> <li>● Engagement of community supports / partners</li> <li>● Code of Conduct assembly, My School Day App, announcements, Loyola website</li> <li>● Teaching in the Classroom</li> <li>● On-going Staff Training</li> </ul>	<ul style="list-style-type: none"> <li>● Mandatory responding from staff that work directly with students</li> <li>● Providing opportunity for improved behaviour</li> <li>● Program modifications</li> <li>● Behaviour and/or Safety plans where appropriate</li> <li>● Daily/Weekly “Check-ins”</li> <li>● Referral to a community partner for support</li> <li>● Use of CYC or SW</li> <li>● Support of Chaplain</li> <li>● Realignment of student council/governance to make it more inclusive</li> <li>● Realignment of Fall awards to be more inclusive</li> <li>● Lunch-time activities in the</li> </ul>		
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		<ul style="list-style-type: none"> <li>● School-wide Progressive Discipline Plan</li> <li>● Bullying Prevention Pledge</li> </ul>	<p>atrium supported by the CYC and SW</p> <ul style="list-style-type: none"> <li>● Weekly Best Buddy initiatives</li> <li>● Mentorship program for grade 9 and 10 students</li> </ul>		
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