

Safe and Inclusive Plan – St. Ignatius of Loyola Catholic Secondary School 2024-2025

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 pathways 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 and equitable 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 equity-based school teams, clubs and committees to ensure Loyola's students feel safe, valued, represented and included (eg., GSA, BSA, Indigenous Advocacy Committee, Mental Health Champions, Social Justice Committee, Safe Schools Team, Hawk Eye Leadership / Peer Mentorship Program).

Evidence Analysis, Assessment and Evaluation	Education, Awareness and Outreach	Policies and Procedures	Prevention	Intervention and Support Strategies	Monitoring and Review
<ul style="list-style-type: none"> School Climate Survey Data Staff Voice Catholic Council Goals Student Voice 	<p>Classroom Level</p> <ul style="list-style-type: none"> Review student code of conduct and classroom expectations Anti-bullying awareness week lesson plan Mental Health Presentations Adapt <p>School Level</p> <ul style="list-style-type: none"> Grade level assemblies 	<ul style="list-style-type: none"> PPM 169 Student Mental Health PPM 166 Anti sex trafficking protocols PPM 145 Progressive Discipline PPM 144 Bullying Prevention and Intervention PPM 128 Provincial PPM 120 Reporting Violent Incidents to the Ministry of Education 	<p>Tier 1</p> <ul style="list-style-type: none"> Common Compass Workshops (Nests) Hawk Parents (Nest structure and activities) Grade 8 to 9 transition activities – FriendFest- including Christmas gathering. BSA – Activities Rainbow Hawks – Varied activities 	<p>Tier 2</p> <ul style="list-style-type: none"> Mental Health Nurse CYC and Social Work FASD consultation and response team. Special Education teachers Student Resource Team ASIST Training for staff 	<ul style="list-style-type: none"> Incident Forms Detention data Suspension data Meeting of Safe, Inclusive and Equitable School team at least 4 times per year Review school emergency procedures on an annual basis Yearly review of school policies to ensure they are inclusive and equitable

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	<ul style="list-style-type: none"> • Anti-bullying awareness week-SAVIS Presentation • Staff professional learning (carousels) • Safe & Inclusive School Team • Common Compass Workshops (student / teacher) • Mental Health Week Community presenter • Kwesi Millington-speaker-whole school <p>School Community Level</p> <ul style="list-style-type: none"> • CCAH • Common Compass Mental Health (Parent presentations) • SAVIS-Grade level Assemblies • Elizabeth Fry-Human Trafficking presentations • Adapt • Welcome Center/Settlement Workers • ROCK • Roots 	<ul style="list-style-type: none"> • PPM9 Duty to Report • PPM 119 Developing and implementing Inclusive Education Policies. • Code of Conduct and School Board Code of Conduct • VI-44 Progressive Discipline • VI-102 Responding to Hate or Bias Motivated Incidents involving or impacting students. • VI-63 Social Media • II-39 Progressive Disciple and Safety in Schools • II-40 Bullying Prevention and Intervention • II-45 Equity and Inclusive Education • I-43 Use of Technology and Digital Citizenship • VI-62 Use of Technology and Digital Citizenship • VI-54 Equity and Inclusive Education • HCDSB Social Media Guidelines 	<ul style="list-style-type: none"> • Muslim Student Association-Prayer space • Therapy dogs-bi-weekly • Consultations between teachers and SW and CYC • Awareness days supported by student led groups and Mental Health Champions • Intentionally selected guest speakers • Promotion of Mental Health/problem solving strategies – bulletin boards, pamphlets, TV. • Open communication between staff, students, and parents • Modeling equitable and inclusive behavior and language • Inclusive Awareness Hawk Week Mentor Activities / Student Council spirit week 	<ul style="list-style-type: none"> • Safe-talk Training for staff • Therapy dogs bi-weekly visit <p>Teir 3</p> <ul style="list-style-type: none"> • ASIST • Safe Talk • Social Work • MHAN • ROCK Crisis Line • CAS • COAST • HRPS • SAL • Change / New Hopes programs • VTRA • OTMH-REACH and CAPIS • Thomas Merton <ul style="list-style-type: none"> • Timely, Sensitive, Proactive Response to all incidents and reports • Submission of KICS forms • Accessing community supports 	<ul style="list-style-type: none"> • Principles of Positivity awards
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	<p>Progressive discipline</p> <ul style="list-style-type: none">• Creating a school structure that fosters appropriate behavior and discipline and creates a sense of belonging.• Mitigating circumstances• Support plans• safety plans• Engaging community services to support effective students and families.• Providing community resources• Mental Health Halton Resource• IRP	<ul style="list-style-type: none">•	<ul style="list-style-type: none">• Engagement of community supports / partners <p>Classroom</p> <ul style="list-style-type: none">• Class led activities (small and large group) (CYC and SW)• Consistent rules and procedures -cell phones, reporting incidents <p>School</p> <ul style="list-style-type: none">• Mental Health Nurse presentations• Human Trafficking presentations• Grade Level assemblies <p>Curriculum</p> <ul style="list-style-type: none">• OCSGE's• Focus on Faith Themes• Safe Schools PowerPoint• School Mental Health Ontario Resources	<ul style="list-style-type: none">• Use of restorative practices• Use of Progressive Discipline•• Mandatory reporting from all Board Employees• Mandatory responding from staff that work directly with students• Providing opportunity for improved behaviour• Program modifications• Behaviour and/or Safety plans where appropriate• Daily/Weekly "Check-ins"• Referral to a community partner for support• Use of CYC or SW• Realignment of student council/governance to make it more inclusive	
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			<ul style="list-style-type: none">• Mental Health and wellness staff meeting carousels. <p>Community Community Partners ADAPT SAVIS ROCK Halton Women’s Place Elizabeth Fry</p> <ul style="list-style-type: none">• Code of Conduct assembly, agenda, announcements• Teaching in the Classroom• On-going Staff Training• School-wide Progressive Discipline Plan• Bullying Prevention Pledge	<ul style="list-style-type: none">• Realignment of Fall awards to be more inclusive• Lunch-time activities in the atrium supported by the CYC and SW• Weekly Best Buddy initiatives• Mentorship program- to pair grade 9 and 11 students• Communicate policies, procedures and guidelines to all school staff, students, community stakeholders• Website, Agenda, Online Announcements• Catholic School School Council• Staff Meetings• Code of Conduct• Community Engagement Nights	
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				<ul style="list-style-type: none">• Bully Awareness Week – Presentation & Activities• Catholic Education Week• Loyola Anti-Bullying Pledge	
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