

Date: November 10th, 2021

Evidence, Analysis, Assessment and Evaluation:

Data Analysis: Assessing, Monitoring and Evaluating

OurSCHOOL - School Climate Survey (Data regarding: Bullying/Exclusion/Harassment)

- Identify the key areas of concern.
- Identify the focal point for the plan.

2017 OurSCHOOL Survey Results:

Students with moderate or high levels of anxiety: Students at Notre Dame have expressed feelings of fear, intense anxiety and worry about particular events or social situations. At Notre Dame:

- 23% of Notre Dame students answered that they had moderate to high levels of anxiety. The Canadian norm for these grades is 18%.

Bullying, Exclusion and Harassment: Students at Notre Dame who are subjected to physical, social or verbal bullying, or are bullied over the internet. At Notre Dame:

- 18% of Notre Dame students answered that they were victims of moderate to severe bullying. The Canadian norm for these grades is 20%.
- More specifically 8% of Notre Dame students were physically bullied. 20% were verbally bullied. 17% were socially bullied and 10% were cyber bullied.
- Bullying tends to occur most frequently in the hallways (12%), outside on school property (8%), change/locker rooms (7%), cafeteria (4%), classrooms (2%), gym, washrooms and on the bus (1%).
- Bullying most often occurs at Notre Dame during break periods (27%).
- 24% of Notre Dame students either told a friend about the bullying or ignored it. 14% of students told a parent/guardian/adult and 16% of students stood up to the bully.
- 76% of the Notre Dame staff feel comfortable addressing student reports of bullying/harassment behavior and 73% of staff feel that the school responds quickly to reports of bullying/harassment.
- Students at Notre Dame feel excluded most often due to appearance (15%) and high/low grades (16%).

Feeling Safe Attending this School: Students feel safe at school as well as going to and from school. At Notre Dame:

- 71% of students felt safe attending the school. The Canadian norm for these grades is 86%.
- 74% of students feel safe going to school and 75% feel safe going home from school.

Education, Awareness and Outreach:

- What communication/education will take place at the Classroom level? School level? Community/Parent level?
- How will behaviors be dealt with at the classroom level first? At the Office level?

Through the use of classroom instruction, extracurricular events, social media, school website and conversations/meetings with all stakeholders, Notre Dame will identify and promote an understanding of the different types of bullying. Education will be paramount on the different forms of bullying and how bullying impacts the physical and emotional well-being of all in our school community. The Notre Dame staff has begun this education through the “Bullying Recognition and Response” module on the Safe Schools Training portal. We will also focus on how bullying affects our school culture.

Notre Dame staff and students will work collaboratively and collectively to tackle the bullying issues that may arise at school and thus work together to create a positive school climate based on our faith and Gospel values. This will be accomplished by providing staff and students an opportunity to join different committees/professional development. This will allow staff and students to be aware of the factors that contribute to a: safe inclusive, caring and accepting school climate and culture. Through events such as the Bullying Awareness Week and in classroom instruction with an implementation of the Focus on Faith themes. As a school community we will work to:

- Ensure students are aware of how they can help prevent and address bullying.
- Continue to develop strategies to engage parents in conversations about bullying prevention and how to promote a positive school climate.
- Promote the use of the wellness room and other resources at the school level.
- Promote happy and healthy relationships using a variety of strategies in classrooms and with extra curricular clubs and teams.
- Work with community partners such as Halton Public Health, Our School Parishes and Halton Regional police to access resources and share ideas and support to help create a safe and caring school community.

Policies and Procedures:

- What are the related HCDSB Policies and Procedures around bullying/behavioral issues?
- How will these policies be communicated at the Classroom level? School level? Community level?
- How will the roles of individuals in enforcing these policies and procedures be communicated? IE: The need for ALL staff in the building to respond to and/or report incidents of inappropriate student behavior?

The school administration at Notre Dame will continue to work with all stakeholders: staff, students, parish, our high school liaison officers and parent community to educate and reinforce the policies, procedures and guidelines related to: Bullying prevention, safe school, equity and inclusion. At Notre Dame this will be done through parent information sessions both in person and virtually, through the KICs accident incident reporting, staff professional development opportunities, at staff meetings and at grade level assemblies. These educational sessions will help all stakeholders to review the Catholic Code of Conduct and the expected behaviors at Notre Dame. Additionally we will engage the Catholic School

Council and help to provide the education and support to ensure that we are doing all we can to prevent bullying. Finally the Notre Dame Student Code of Conduct can be found in our virtual agenda and is also posted on the school website.

Staff will be reminded of the need to respond to inappropriate student behavior in a positive and clear manner and they will be asked to report to the office any behaviors that may lead to progressive discipline. As well, staff will be encouraged to take leadership roles and to review with students on a regular basis the expectations around student behavior and our call as Catholics to treat everyone with "dignity, equity and respect."

Prevention:

- How will a Positive School Climate be promoted in the school? IE: Tier 1 - Positive School Climate/Catholic Values?
- What awareness raising strategies will be used?
- How will Bullying Prevention be tied to the curriculum?
- What will happen at the Classroom Level? School Level? Community Level?

Notre Dame staff, while working with all stakeholders in our school community, will continue to focus on:

- Fostering and building relationships with community programs and activities that promote a positive and caring school climate. This includes: Social Justice Classes/Clubs, Best Buddies, Open Door, Art Club, Business Leadership, Peer Tutors, Prefects, STEAM and Student Council. This will also be infused in all curriculum areas.
- Raising awareness strategies for students, through social emotional learning, empathy, developing self regulation skills. This will be supported by school administration, staff and support services at the school.
- Raising awareness to an attempt to engage community partners and parents/guardians in ongoing and open and honest communication/dialogue. This will be done through school events using PRO Grant Speakers. School communication to parents/guardians will be done through school messenger, school social media platforms, Catholic School Council and the school website.
- The staff will link curriculum expectations in ways to support and encourage positive Catholic role modeling by caring adults and student leaders in and out of the school building.
- In addition as a school community we will provide for regular check-ins with students who are affected by bullying. This will be done by: Guidance, social worker, admin and child and youth counselor.
- Staff will be provided with opportunities for professional development regarding bullying and classroom management. This will allow staff to establish and maintain respectful, inclusive and caring classrooms.

Intervention and Support Strategies:

- What processes will be in place to identify and respond to bullying when it happens. IE: Tier 2 Response and Support and Tier 3 Intervention?
- What support will be in place for the student doing the bullying? The victim? The bystanders/onlookers?

- At Notre Dame, we will use the progressive discipline approach to address inappropriate behavior and consider mitigating factors in each case.
- As a school community we will have in place a process and strategies to identify and respond to bullying when it happens.
- We will provide support to both the victim and bully, in an attempt to work through restorative practice.
- Identify strategies for supporting all students involved in bullying. This will be done by the school administration in consultation with teachers, support staff, social worker and child and youth counselor. This will be unique to each situation.
- Communicate the progressive discipline approach to the school community and the procedures put in place to support the student.
- Continue with mentorship, education and stewardship around supporting all in bullying.

Monitoring and Review:

SIP Goal

-What will the SIP goal be to address bullying prevention and intervention as part of the Catholic Community Caring and Culture/Belonging?

BELIEVING: Celebrating our Catholic faith and aspiring to be models of Christ

All students are to promote our Catholic Social Teachings by:

- implicit reading
- making connections
- multi-step problem-solving
- inferencing

In order to complete critical thinking tasks that build/strengthen their resiliency.

Theory of Action: Monitoring:

If our learners experience a Catholic learning environment that is rooted in faith, then students will be able to use implicit reading, making connections, multi-step problem-solving, inferencing in order to complete critical thinking tasks that build/strengthen their resiliency in the Catholic faith which honors their human dignity.

Students are able to answer the following questions and connect them to our Catholic Social Teachings:

- What are you learning? (learning goals);
- Why are you learning it? (making connections);
- How will you connect this to the world? Text? Self? (critical thinking);
- What do you do when you are stuck? (perseverance);
- How do I incorporate feedback to improve my learning? (success criteria) which honors the human dignity of the learning process and helps to strengthen our Catholic community

BELONGING: Embracing Relationships and sustaining safe, welcoming schools

All students are to promote our Catholic Social Teachings by:

- implicit reading

- making connections
- multi-step problem-solving
- inferencing

In order to make visible thinking and faith formation a renewal of our Baptismal vocation and strengthen our sense of identity as a Catholic community.

Theory of Action: Monitoring:

If students and staff work together to build a collaborative learning environment that uses implicit reading, making connections, multi-step problem-solving, inferencing then our students will continue to nurture and strengthen Catholic schools as communities that exemplify in word and in deed the Good News of Jesus Christ (Renewing the Promise) while narrowing the achievement gap.

Students and staff will report on a greater sense of belonging on the Our School survey and demonstrate greater participation in the life of the school that honors human dignity and faith formation. The Catholic ethos is experienced and celebrated in learning and in community.