

**SAFE AND CARING SCHOOLS**  
**Toronto District School Board**

**Bill Byrd**  
**Safe Schools Administrator**

TOPIC

## Keeping Our Schools Safe

Who we are

What we do

How we do it

**Restorative Practices**  
**(Ruth Bell)**



# THANK YOU . . .

Jennifer Story, Trustee

Maxeen Paabo, Shared  
Services Liaison

Mike Gallagher, Superintendent of  
Education

# SAFE SCHOOLS OFFICES

**Toronto District  
School Board**



# What is the Safe Schools Office?

- The Toronto District School Board created the Safe Schools Office of the School Services Department to ensure that our schools are safe and caring communities.
- A team of administrators, a superintendent, a central coordinator, advisors and consultants (see below) provide direction and support.

# What is the structure of the Safe Schools Office?

- Executive Superintendent
  - Central Coordinating Principal

## 4 Quadrants

- 4 Quadrant Administrators
- 2 Advisors per quadrant
- 2 CYCs per Quad

# Additional Resources

## Court Liaison Workers

- Jarvis/Finch/Scarborough Courts

## Extensive Alternative Programs

- Central Principal
- Central Vice-Principal
- Support staff — Psychologist, Social Workers,
  - Multiple Programs (Teachers/CYC/CYW/EAs)
    - Long-Term suspended
    - Expelled Students
    - Transitional students

# Other School Boards?

- Do other School Boards in Ontario (Canada) have a Safe Schools Office?
- None are exactly the same (TCDSB)
- Service is provided by a variety of different people (egs.)
  - Centrally assigned principals
  - Coordinators
  - Superintendents

# Overview of our role

- *Enable and support elementary, secondary and adult schools to establish learning environments that are*
  - *safe, nurturing, positive and respectful;*
- *Work within the System as part of team to provide and enhance services that will*
  - *result in improved response to safe schools related incidents and issues;*
  - *support and facilitate the co-ordinated delivery of safe schools system response services.*



# Duties

- Oversee and help implement all TDSB and Ministry Safe School policies and procedures (you have a copy or go to [TDSB.on.ca/safeschools](https://www.tdsb.on.ca/safeschools))
- Oversee safe School Alternative programs:
  - Attendance
  - Suspension
  - Expulsion

# Duties

- Arrange and support school transfers and placements for all safe school students
  - Meet with students and parents
  - Follow-up with parents/students after placement
  - Meet with school staff sending/receiving
- Manage the procedures involved in a Student Expulsion Process

# Duties

- Work closely with all Community Agencies and Toronto Police Service
- Participate in school-based meetings to collaboratively help families understand school services, community supports, progressive discipline, and safe school programs

# Our Department Goal:

- Ensure that all schools are **Safe and Caring Environments** and help schools develop a **Positive School Climate** within a **Positive School Culture**.

# SCHOOL CULTURE

## School Climate

Is the major  
focus of all  
new  
legislation  
around safe  
schools

# Educators find themselves routinely confronted with an array of:

- Discipline related problems
- Lack of parental support
- Violence
- Bullying
- Harassment

# Making Our Schools Safer: ***Our Number One*** ***Priority***

## **A Safe School:**

*is conducive to learning and teaching within an environment that promotes responsibility, respect, and academic excellence.*

Ontario Ministry of  
Education



# WHY IS SCHOOL CULTURE IMPORTANT?

- Healthy and sound school cultures correlate strongly with increased student achievement and motivation, and with teacher productivity and satisfaction.



# What are these basic traits in a well ordered school?

- Respect
- Courtesy
- Consideration of others

# Preventing violence requires us to create a positive school culture

- Every child has the right to be physically and emotionally safe at school
- Children cannot learn and cannot grow to their full potential when they fear for their safety
- It is possible to create schools and classrooms where a climate of safety and respect enables all children to thrive and succeed

# Prevention is the Key

- Progressive Discipline
- Bully Prevention Programs
  - Character Education
  - Empowered Student Partnerships
- Mediation Focused Discipline
  - Peer/Classroom/Office based
- Risk Assessment
- Mental Health Awareness & Support
  - Soc. Work/Psychology/Attendance

# Safety & Security Interventions: are the supports needed

## **INCLUDING:**

- Student Safety Line
- School Audits
- Cameras
- School Based Safety Monitors
- School Resource Officers
- Student Awareness Programs
- Street Safety Awareness
- Security Patrols
- Collaboration with Police
- Lockdown Practices
- Emergency Preparedness

# Concerns/Issues/Answers

- When you walk around your school, do you feel that all the adults working there have student safety at the top of their minds?
- Do parents have access to information about the number and nature of violent acts (e.g., student fights) or other safety violations that take place at school?

# Concerns/Issues/Answers

- Is there someone who "owns" school safety as a major part of his or her job, who is the "go-to person" when something happens or when a policy question arises?
- Are there fully articulated policies and procedures in place regarding school safety?

# Concerns/Issues/Answers

- Are the right resources available, both human (counselors) and physical (first-aid kits, defibrillators),
- to cope with safety challenges?
- Is there enough of an effort towards prevention of safety challenges – Are students taught safety procedures?

# Concerns/Issues/Answers

- Are there anti-bullying programs in place?
- Are troubled students quickly referred to professionals who can help them?
- Do all teachers and educational support personnel "know the drill?"
- What to do when kids need help.



# Concerns/Issues/Answers

- Are the discipline policies fair, well known in the school and in the homes of students and applied with consistency and firmness?
- Is there enough of an effort towards involving the parents in prevention efforts?

# Concerns/Issues/Answers

- Is the school as hazard-free as possible, both inside the buildings and on the grounds? Is all sports equipment well maintained? (Health and Safety)
- Are the bus drivers well versed in conflict prevention and resolution? Are the buses kept clean and hazard-free?

# Concerns/Issues/Answers

- Is there good coordination between the school and local first responders such as firefighters and police, nearby hospitals, etc., in planning for emergency situations?
- Are there provisions to maintain clear lines of communication in different emergency scenarios?

# The Safe Schools Act

Part XIII of the Education Act

# CODE OF CONDUCT

09/11/2015

Ward 15 Presentation - Bill Byrd

# Ontario Schools Code of Conduct

**Sets out expectations for behaviour  
in 3 categories:**

- 1. physical safety (e.g., weapons,  
assault);**
- 2. respect and civility  
(e.g., inappropriate language);**
- 3. responsible citizenship (e.g.,  
honesty and integrity).**



# Code of Conduct (cont.)

Defines roles and responsibilities for students, parents, school boards, teachers, principals, school staff, and police.

***“ School boards provide direction to their schools that ensures opportunity, excellence and accountability in the education system.”***

# MAJOR PRINCIPLES OF BILL 212

09/11/2015

Ward 15 Presentation - Bill Byrd



# PROGRESSIVE DISCIPLINE

- Major subtext of Bill 212
- **Bill 212, *The Education Amendment Act (Progressive Discipline and School Safety) 2007***

# Progressive Discipline: How does it work?

- Consequences are based on the severity of the behaviour
- Always takes into account mitigating circumstances
- Partnership approach with administration, staff, and parents
- Goal of assisting students to change their behaviour
- **MEDIATION** is the key

# MEDIATION

- Let us look at Mediation and the contexts in which it can be used effectively within the school system

# Classroom Discipline

- ALWAYS starts with the teacher
- Sound classroom management is key to good discipline and development of positive school culture
- Avoid being punitive
- MEDIATION is part of the process
- Do not send to the office

# SUSPENSIONS

09/11/2015

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# Expulsions

09/11/2015

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# POLICE

09/11/2015

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# Police/School Board Protocol

- In 2000, the Ministry of Education released a *Provincial Model for Local Police/School Board Protocol*.
- Policy direction of the Ministry that school boards and police services establish a protocol.
- Supports school environments that are safe and caring.



# What is the purpose of the Protocol?

- To confirm the working relationship and appropriate responses where police involvement or intervention is requested or required.
- Sets out the guidelines for interaction among agencies.
- Encourages and maintains a positive relationship.

# What legislation applies?

- For adult students, 18 years of age or over – the *Criminal Code*.
- For young people 12 to 17 inclusive – the *Youth Criminal Justice Act*.
- For children under 12 – contact a children's aid society. No legal authority to charge a child under 12.

# Bill 157

- Duty to report
- Duty to Respond

# References prepared by Trustee's Office

- TDSB Trustee Jennifer Story, Ward 15 Toronto-Danforth
- Jennifer.Story@tdsb.on.ca
  - Caring and Safe Schools Info Sheet
- To help you find more information about this topic (Safe Schools), we have put together a list of resources you might find useful. If you would like an electronic version of this handout with all the links, please send an email to Maxeen.Paabo@tdsb.on.ca. You can also search by title and organization to find them online, or call the organization directly to see if a hardcopy is available.
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# References prepared by Trustee's Office

- The Toronto Police Service,
- Future Aces, Tribes, and Second Steps Programs.
- Ontario College of Teachers' website at [www.oct.ca](http://www.oct.ca)
- Ethical Standards for the Teaching Profession and Standards of Practice for the Teaching Profession

# References prepared by Trustee's Office

- Ontario government's website  
[www.edu.gov.on.ca](http://www.edu.gov.on.ca) and [www.e-laws.gov.on.ca](http://www.e-laws.gov.on.ca).
- Accepting Schools Act

# References prepared by Trustee's Office

- Toronto District School Board website at [www.tdsb.on.ca](http://www.tdsb.on.ca)
- ● Board Code of Conduct
- ● Caring and SafeSchool
- Elementary and Secondary ● Caring and Safe Schools Committee
- Elementary and Secondary ● Gender-Based Violence Prevention

# References prepared by Trustee's Office

- Online Code of Conduct
- Hold & Secure / Lockdown
- Prevention and Intervention Programs  
Raising Awareness on Child Abuse &  
Neglect  
Safe Arrival Program Elementary and  
Secondary  
School Safety and Engaged  
Communities Report  
Suspension and Expulsion Policies



# References prepared by Trustee's Office

- Bullying: We Can All Help Stop It
- Child and Family Services Act
- Education Act
- Education Amendment Act (Progressive Discipline and School Safety Act)
- Information for Parents about the Accepting Schools Act (Bill 13)
- Introduction to Promoting a Positive School Climate
- Policy/Program Memorandum No. 145, Progressive Discipline and Promoting

# References prepared by Trustee's Office

## Positive Student Behaviour

- Promoting a Positive School Climate Resource
- Provincial Code of Conduct and School Board Codes of Conduct
- Safe Schools Act
- Suspension and Expulsion: What Parents Need to Know
- Worksheet for Discussion and Planning

The Canadian Safe Schools  
Network's website at

[www.canadiansafeschools.com](http://www.canadiansafeschools.com)

● Resources for Parents  
and Schools

Ontario Human Rights Commission:

[www.ohrc.on.ca/en](http://www.ohrc.on.ca/en)

# References prepared by Trustee's Office

- The Ontario Safe Schools Act: School discipline and discrimination
- Information changes and mistakes do sometimes slip through. If you find an error of any kind, or if you have a suggestion to improve the document, please let us know!
- Send an email to [Maxeen.Paabo@tdsb.on.ca](mailto:Maxeen.Paabo@tdsb.on.ca).

# THANK YOU . . .

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Mike Gallagher, Superintendent of  
Education