

Data Analysis: Assessing, Monitoring, Evaluating

Key Area Of Concerns:

The OurSCHOOL Survey 2017 Data indicates :

1. Advocacy at school: feel they have someone at school who consistently provides encouragement and can be turned to for advice.
 - Our Gr.4 (6.4) data, Gr.5 (7.1) and Gr.6 (6.2) are above the Canadian norm (4.9).
 - Our Gr.7 (3.9) data and Gr.8 (3.5) are above the Canadian norm (3.1).

2. *Feel Safe attending this school: "Students who feel safe at school"*
 - Our Gr. 4 (73%) data and Gr.5 (88%) are above the Canadian norm (68%); however, our Gr. 6 (50%) is below the Canadian norm. Gender break down -Girls (82%) and Boys (69%) feel safe compared to the Canadian norm Girls (67%) and Boys (68%). Our Girls are above the Canadian norm.
 - Our Gr. 7 (67%) data and Gr. 8 (74%) data are above the Canadian norm (64%). Gender break down -Girls (74%) and Boys (67%) feel safe compared to the Canadian norm of Girls (63%) and Boys (66%). Our Girls are above the Canadian norm.

3. *Bullying & Exclusion : "Students are subjected to physical, social, or verbal bullying or are bullied over the internet"*
 - Our Gr. 4 (34%) data, Gr. 6 (33 %) data are above the Canadian norm (26%) and Gr. 5 (19%) data is below the Canadian norm. Gender break down -Girls (20%) and Boys (36%) feel bullied to the Canadian norm Girls (26%) and Boys (26%). Our Girls are below the Canadian norm and our boy are above the Canadian norm.
 - Our Gr. 7 (21%) data and Gr. 8 (14%) data is below the Canadian norm (26%). Gender break down -Girls (14%) and Boys (22%) feel bullied to the Canadian norm Girls (25%) and Boys (28%). Our Girls and Boys are both below the Canadian norm.

Focal Point for the Plan

- To develop a common understanding of the meaning of bullying for all students, staff and parents and to demonstrate that St. Mary is a safe, inclusive, caring and Catholic learning environment.
- To ensure that all students feel that they have someone at school who consistently provides encouragement and can be turned to for advice, in particular at the intermediate grades.

Education, Awareness and Outreach

Communication Plan:

- Announcements and Website messages will highlight our school's collective responsibility in ensuring that St. Mary is a Catholic learning environment where all students feel safe, respected and included.

Education/ Communication in the classrooms:

- Christian Meditation: School wide introduction at all grade levels
- Focus on Faith Initiatives
- Have you Filled a Bucket Today?: School wide program - Shining Stars
- Roots of Empathy program for our Kindergarten & Gr. 4 Class
- Social Media and Bullying Presentation from Community Officer – Grade 6, 7 &8
- Stand Up to Stand Out Presentation & Project- Gr.7
- Mindsup – 13 classes participating
- CYC support in the classroom focusing on Zones of Regulation and Kelso's Choice – Grades 1, 2 and 3
- CYC support to support Healthy Bodies, Healthy Minds Mentoring Program for girls in grade 6- Glow Program
- Big Brothers and Big Sisters Program
- CYC support to support to develop leadership in grade 6-PALS
- In School Mentoring Big Brothers & Sister
- Licensed to Learn (Intermediate & Primary Student Mentorship Program)
- Boys Night (Junior/Intermediate)
- Healthy Transitions – Gr. 8
- Student Parliament
- Buddy Bench
- CYC support in developing problem-solving skills- class wide

How will behaviours be dealt with in the classroom level first? At the office level?

Classroom:

- Direct instruction (Learning Skills & Ontario Catholic Graduate Expectations)
- CYC classroom support- Tier 1
- Support from our Community Officer
- Self-reflection (think papers)
- Self-assessment (Learning Skills & Planting the Seeds for Success)
- Healthy Transitions
- Christian Meditation
- Community Circles

Office:

- Interviewing student
- Documentation (Incident Report)
- Communication with Home
- Progressive Discipline
- CYC support – individual

Policy and Procedures

What are the related HCDSB Policies and Procedures around bullying/behavioural issues?

- Board Code of Conduct
- Equity and Inclusive Education
- Bullying Prevention & Intervention
- Progressive Discipline
- Safety in Schools

How will these policies be communicated at the classroom level?

- Direct Instruction
- Student Agenda
- Individual Conferencing
- Focus on Faith Initiatives
- Focus – OCGE

How will these policies be communicated at the School level?

- Kindness Assembly in November/ Mental Health Assembly in May
- Divisional Assemblies – Bucket Filling Initiative – Shining Stars
- School website/Weekly update
- Liturgical Celebrations
- Student Agenda
- Twitter
- Daily Announcements

How will these policies be communicated at the Community level?

- Catholic School Council
- Liturgical Celebrations
- School & Board website/Weekly updates
- Twitter
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How will roles of individuals in enforcing these policies and procedures be communicated (i.e. – the need for ALL staff in the building to Respond to and/or Report Incidents of inappropriate student behaviour).

- Capacity Building at Staff and Divisional Meetings
- Capacity building with Support Staff after and before school with Board Personal (IEA, ISERT)
- Communication to staff via weekly updates, email
- PD Sessions – Equity & Inclusion, Mental Health & Well- Being

Prevention

How will a Positive School Climate be promoted in the school (Tier 1 – Positive School Climate/Catholic Values)?

Honoring Student Voice- Student Parliament

- Direct instruction and self-assessment of Learning Skills and the Ontario Graduate Catholic Expectations
- Recognizing students who demonstrate OCGEs
- Programs with CYC ie. Roots of Empathy, Glow Program, Discovery Leadership, Friendly PEERsuasion, PALS
- Leadership Opportunities
- Learning Buddies

What awareness raising strategies will be used?

- Student Led School and Divisional Assemblies
- Student Participation in the bullying prevention, “See the Problem, Be the Solution”.
- Roots of Empathy
- School Website
- Presentations/Assemblies- Sharing of Mind UP program during Education Week/ Mental Health Awareness Week

How will Bullying Prevention be tied to the curriculum?

Grounded in Learning Skills & Ontario Catholic Graduate Expectations

What will happen at the classroom level?

- Have you Filled a Bucket Today? - School Wide Program
- Self-assessment of the Learning Skills and Ontario Catholic Graduate Expectations
- Roots of Empathy in Kindergarten
- MindsUP – Grade 8,7, 5, 3,2- 13 classes
- Zone of Regulation
- Kelso’s Choice
- Prayer and Christian Meditation
- Roots of Empathy in Kindergarten / Gr.4
- Healthy Transitions – Gr. 8
- Focus on Faith Initiatives
- Problem Solving Skills- Class lessons- Gr.6
- Friends for Life Program
- Butterfly Effect Program

School level?

- Kindness Assembly & Mental Health Assemble- Student led
- Have you Filled a Bucket Today? – School Wide Program
- Assemblies- Happy Class- Growth Mindset Gr. 1-8, We Are All Connected K-Gr.8, Stand Up to Stand Out-Kids4Kids Leadership Gr.7, The Spirit of Harriet Tubman Gr. 5-8, Cinderella & Frog Prince- Acceptance & Belonging K- Gr.3, Empathy & Kindness Gr.7&8
- Student Led Assemblies- Bully Awareness, “ Kind is the New Cool”, Bell Lets Talk Open House, Choose Happy
- Morning Announcements & Prayer- Holocaust Recognition Day
- Modelling from Staff
- Spirit days to raise social awareness eg. Orange Shirt Day, Pink Shirt Day, Blue Shirt Day, Crazy Sock Day
- Outreach programs eg. Food Drives, Walk for Water
- Buddy Bench
- PALS Program
- See the Problem Be the Solution Video Project
- Joy Club- Ambassadors promoting inclusivity and positive mental health

Community level?

- Catholic School Council – supporting and developing Family Engagement opportunities i.e. Welcome Back Celebration & Curriculum Night, Family STEM Night, Lenten Family Mass, Star Light Festival
- School Website & Twitter
- St. Matthew Church is actively involved in supporting community events both at the school and parish- Lenten Family Mass

Intervention and Support Strategies

What processes will be in place to identify and respond to bullying when it happens (Tier 2: Response and Support and Tier 3: Intervention)?

- Student Success Team Meetings to identify students at risk
- Support of the School Team (Admin, SERT, CYC, Classroom Teacher)
- Consultation and Support from Board Staff: Spec. Ed Consultant, ISERT, IEA, Social Worker, Mental Health & Addiction Nurse
- Consultation and Support from Community Agencies e.g. Rock, Woodview

What supports will be in place for the student doing the bullying?

- Direct instruction
- Home School Communication
- Restorative Practices
- Progressive Discipline: Length of Suspension
- School Team (CYC, Admin, Classroom Teacher)
- Community Agencies e.g. Rock
- Community Officer/Police intervention

The victim

- Direct instruction
- Home School Communication
- School Team (CYC, Admin, Classroom Teacher)
- Community Officer
- Community Agencies e.g. Rock

The bystanders/onlookers

- Direct instruction
- Home School Communication
- School Team (CYC, Admin, Classroom Teacher)
- Community Officer

SIP Goal

School Improvement Plan Goal - Catholic Community Caring and Culture/Belonging:

- ✚ *By the Fall of 2020, 80% of our junior students, and 76% of our intermediate students; as measured by the Our Schools Survey 2019; will report an increase in Feeling Safe at school (an increase of 5% from the 2017 OurSCHOOL Survey), resulting in St. Mary Catholic Elementary School being a safe, accepting and inclusive catholic learning environment.*
- ✚ *By the Fall of 2020, our students will report a decrease in “Bullying & Exclusion” – in Junior 28% to 22% and Intermediate 17% to 12% (a decrease of 5% from the 2017 OurSCHOOL Survey), resulting in St. Mary Catholic Elementary School being a safe, accepting and inclusive catholic learning environment.*
- ✚ *By the Fall of 2020, our students will report an increase in “Advocacy at school”- in Intermediate 3.6 to 5 and increase of 1.4 % from the 2017 OurSCHOOL Survey), resulting in St. Mary Catholic Elementary School which consistently provides encouragement and, when necessary, advice*