

## St. Paul Bullying Prevention, Safe and Inclusive School Plan 2019-2020

The St. Paul School Community provides a safe and inclusive learning environment where our faith, the family and individuality are respected and valued; and where our young citizens develop and demonstrate self-worth, appreciation for others, a lifelong love of learning and the ability to contribute productively to society. In partnership with home and parish, our staff is dedicated to promoting a learning environment that encourages excellence and enables all students to reach their potential through the recognition of their God-given gifts. Our school is a safe and nurturing environment that encourages all students to engage meaningfully with one another.

### School Goals:

1. The St. Paul staff are committed to address student engagement through differentiated learning in the classroom and through a variety of leadership opportunities throughout the school year. We will provide activities and clubs for students paying particular focus on promoting our catholic graduate expectations, building self-esteem, empathy, and problem-solving and love for one another. We recognize the importance of using timely interventions and supports with a school-wide approach.
2. While focusing on prevention and working with families and the community, we will 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 experienced.

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	Responsibilities and Actions	Monitoring and Review Process (Include Timelines)
<ul style="list-style-type: none"> <li>• School Survey: Learning Skills Data</li> <li>• Safe Schools Incident Forms/Reports</li> <li>• Special Education Data</li> <li>• School Climate</li> <li>• Suspension Data</li> <li>• Ongoing Staff Monitoring and Discussion</li> <li>• Catholic Council Goals</li> <li>• Office Referrals School – blue slips</li> <li>• Specific Incidents</li> <li>• Achievement Data</li> <li>• Consultation Information collected from various</li> </ul>	<ul style="list-style-type: none"> <li>• Reporting &amp; Responding to Reports</li> <li>• Staff/student/parent debriefs after incidents</li> <li>• Whole school approach</li> <li>• Staff Professional Learning</li> <li>• Conferences/Workshops</li> <li>• Board Training and PD</li> <li>• Police presentations on cyber-safety</li> <li>• Police friendly visits – Jump Rope for Heart</li> <li>• Public Health Resources shared amongst staff</li> <li>• Public Health Nurse support through FOS</li> <li>• Mental Health Presentations</li> <li>• VTRA Training</li> </ul>	<ul style="list-style-type: none"> <li>• Promotion of Mental Health/problem solving strategies</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, agenda, announcements</li> <li>• Teaching in the Classroom</li> <li>• On-going Staff Training</li> <li>• Mentorship/Modeling</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> <li>• Mandatory responding from staff that work directly with students</li> <li>• Providing opportunity for improved behaviour</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, Weekly Memo, weekly Update</li> <li>• Catholic School Council</li> <li>• Staff Meetings</li> <li>• Code of Conduct</li> <li>• School Connects emails</li> <li>• Community Engagement Nights (e.g. Math Night, Community Advent Mass, Movie Nights, Bingo Nights)</li> </ul>	<ul style="list-style-type: none"> <li>• Staff will engage students, through teaching and experiences, in developing understanding around our inclusive goals.</li> <li>• Students will participate in the development of strategies which can be utilized to assist them in understanding what they need to do to be successful in meeting co-constructed goals</li> <li>• Schools Team will review School Survey data related to sense</li> </ul>	<ul style="list-style-type: none"> <li>• Check-ins with Staff, Catholic Council, SPTL’s (monthly)</li> <li>• School Survey Data (Gr. 4-8) (every 2 years)</li> <li>• Primary division surveys</li> <li>• Inclusive Incident data</li> <li>• Learning Skills data (3 times per year)</li> <li>• IEP Data</li> <li>• Suspension data</li> <li>• Number of incidents (blue slips to the office)</li> <li>• Office referrals due to student behaviour</li> <li>• Targeting areas of need based on survey results</li> <li>• SIP Review</li> </ul>

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<p>community partners and agencies</p> <ul style="list-style-type: none"> <li>• Student Voice</li> <li>• SIP Review</li> <li>• School Team Meetings</li> <li>• Classroom Interest Inventories</li> </ul>	<ul style="list-style-type: none"> <li>• First Aid/CPR Training</li> <li>• Suicide Training</li> <li>• Equity and Inclusion PD Opportunities</li> <li>• Review of Board Policy/Procedures</li> <li>• Lunch and Learns</li> <li>• Staff Trauma Training</li> <li>• Engage FoS social worker</li> </ul>	<ul style="list-style-type: none"> <li>• MVP - Recognition awards/announcements and prizes</li> <li>• Roots of Empathy, PALS, Team Unbreakable/Games Club/ Crochet Club</li> <li>• Align supervision with needs assessment</li> <li>• Progressive Discipline</li> <li>• Group sessions with CYC</li> <li>• Behaviour/Recess shaping programs/alternative programs</li> <li>• Christian Meditation</li> <li>• Peer Mentors – student voice</li> <li>• L2L peer tutoring program</li> <li>• Bus Safety Presentations</li> </ul>	<ul style="list-style-type: none"> <li>• Communication with students/staff/parents</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>• Focus on Faith Morning Announcements – student led</li> </ul>	<ul style="list-style-type: none"> <li>• Bully Awareness Week: Presentation &amp; Activities</li> <li>• Catholic Education Week</li> <li>• Community Agency involvement – Woodview, ROCK</li> <li>• We Day Activities</li> </ul>	<p>of belonging, bully-victim, and school safety measures on a yearly basis</p> <ul style="list-style-type: none"> <li>• Review of plan with safe schools team</li> <li>• Review school emergency procedures on an annual basis</li> </ul>	
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### Student Voice – What would help continue to make our school a safe and inclusive environment?

<u>Primary Division – classroom survey data</u>	<u>Junior Division – school climate survey highlights</u>	<u>Intermediate Division – school climate survey highlights</u>
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	<p>-Drop in social engagement team sports (9% lower) and clubs (2% lower)          -feeling safe at school (5% higher)          -moderate bullying (6% lower)</p>	<p>-increase in social engagement School sports 83% (19% higher than FOS avg. and 36% higher than previous year)          -school clubs (9% higher)          -positive sense of belonging (5% higher than FOS avg.)          -institutional engagement (8% higher)          - feeling safe at school (11% higher than FOS avg.)          -severe bullying (12% lower) Zero students reported severe bullying          -moderate bullying (12 % higher)          -High levels of anxiety (4% lower)          -Moderate levels of anxiety (15% lower)</p>
<ul style="list-style-type: none"> <li>• Games Club</li> <li>• Choir</li> <li>• Reading Buddies</li> <li>• Little Jammerz – guitar, ukulele</li> <li>• Intramurals – Assumption Leaders</li> <li>• Mad Science</li> <li>• Lego Club</li> <li>• More recess equipment</li> <li>• Artist of the month</li> <li>• Play day</li> <li>• Morning announcements jokes and riddles</li> </ul>	<ul style="list-style-type: none"> <li>• Games Club</li> <li>• Choir</li> <li>• Rosary Group</li> <li>• Some team sports</li> <li>• Reading Buddies</li> <li>• Little Jammerz – guitar, ukulele</li> <li>• Coding club</li> <li>• Crochet club</li> <li>• Assumption Tournaments – futsal, floor hockey</li> <li>• Intramurals – Assumption Leaders</li> <li>• More recess/sports equipment</li> <li>• Artist of the month</li> <li>• Eco Club</li> <li>• Running club</li> </ul>	<ul style="list-style-type: none"> <li>• Running club</li> <li>• Model UN Team</li> <li>• Games Club (leaders)</li> <li>• L2L – Peer Tutoring Program</li> <li>• Choir</li> <li>• Office Helpers</li> <li>• We day</li> <li>• Rosary group</li> <li>• Reading Buddies</li> <li>• Team Sports – Cross country, basketball, volleyball, track and field, soccer</li> <li>• Assumption Tournaments – volleyball, basketball, flag football</li> <li>• More recess/sports equipment</li> </ul>