

St. Paul Bullying Prevention, Safe and Inclusive School Plan 2021-2022

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"> • School Survey: Learning Skills Data • Safe Schools Incident Forms/Reports • Special Education Data • School Climate • Suspension Data • Ongoing Staff Monitoring and Discussion • Catholic Council Goals • Office Referrals School – blue slips • Specific Incidents • Achievement Data • Consultation Information collected from various 	<ul style="list-style-type: none"> • Reporting & Responding to Reports • Staff/student/parent debriefs after incidents • Whole school approach • Staff Professional Learning • Conferences/Workshops • Board Training and PD • Public Health Resources shared amongst staff • Public Health Nurse support through FOS • Mental Health Presentations • VTRA Training • First Aid/CPR Training • Suicide Training • Equity and Inclusion PD Opportunities 	<ul style="list-style-type: none"> • Promotion of Mental Health/problem solving strategies • Open communication between staff, students, and parents • Modeling equitable and inclusive behavior and language • Engagement of community supports / partners • Code of Conduct virtual assemblies, announcements • Teaching in the Classroom • On-going Staff Training • Mentorship/Modeling 	<ul style="list-style-type: none"> • Timely, Sensitive, Proactive Response to all incidents and reports • Accessing Community Supports • 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 	<ul style="list-style-type: none"> • Communicate policies, procedures and guidelines to all school staff, students, community stakeholders • Website, Agenda, Weekly Memo, weekly Update • Catholic School Council • Staff Meetings • Code of Conduct • School Connects emails • Community Engagement Nights (e.g. Kahoot Night,s Movie Nights, Bingo Nights) 	<ul style="list-style-type: none"> • Staff will engage students, through teaching and experiences, in developing understanding around our inclusive goals. • 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 • Schools Team will review School Survey data related to sense 	<ul style="list-style-type: none"> • Check-ins with Staff, Catholic Council, SPTL’s (monthly) • School Survey Data (Gr. 4-8) (every 2 years) • Primary division surveys • Inclusive Incident data • Learning Skills data (3 times per year) • IEP Data • Suspension data • Number of incidents (blue slips to the office) • Office referrals due to student behaviour • Targeting areas of need based on survey results • SIP Review

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<p>community partners and agencies</p> <ul style="list-style-type: none"> • Student Voice • SIP Review • School Team Meetings • Classroom Interest Inventories 	<ul style="list-style-type: none"> • Review of Board Policy/Procedures • Lunch and Learns • Staff Trauma Training • Engage FoS social worker 	<ul style="list-style-type: none"> • MVP - Recognition awards/announcements and prizes (Ontario Catholic School Graduate Expectations) • Align supervision with needs assessment • Progressive Discipline • Group sessions with CYC • Behaviour/Recess shaping programs/alternative programs • Christian Meditation • Peer Mentors – student voice • Bus Safety Virtual Presentations 	<ul style="list-style-type: none"> • Communication with students/staff/parents • Program modifications • Behaviour and/or Safety plans where appropriate • Daily/Weekly “Check-ins” • Referral to a community partner for support • Focus on Faith Morning Announcements – student led 	<ul style="list-style-type: none"> • Bully Awareness Week: Presentation & Activities • Catholic Education Week • Community Agency involvement – Woodview, ROCK 	<p>of belonging, bully-victim, and school safety measures on a yearly basis</p> <ul style="list-style-type: none"> • Review of plan with safe schools team • Review school emergency procedures on an annual basis 	
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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>
	<ul style="list-style-type: none"> -Drop in social engagement team sports (9% lower) and clubs (2% lower) -feeling safe at school (5% higher) -moderate bullying (6% lower) 	<ul style="list-style-type: none"> -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)

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		<ul style="list-style-type: none"> - 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)
<ul style="list-style-type: none"> • Games Club • Intramurals • Mad Science • Lego Club • More recess equipment • Artist of the month • Morning announcements jokes and riddles 	<ul style="list-style-type: none"> • Games Club • Some team sports • Coding club • Lego club • Intramurals • More recess/sports equipment • Artist of the month • Eco Club 	<ul style="list-style-type: none"> • Running club • Model UN Team • Games Club (leaders) • Intramurals • Team Sports – Cross country, basketball, volleyball, track and field, soccer • More recess/sports equipment