

Our Lady of Fatima Catholic School



Promoting Positive School
Climate and Well-being

Preamble

The ALCDSB is dedicated to creating and promoting positive school climate and well-being in all of our schools. Respecting the dignity of all persons by fostering trusting relationships through policies and practices that promote equity, inclusion and diversity are at the core of our Catholic values, the Board's spiritual theme of *Faith in Action* and our provincial *Catholic Graduate Expectations*. A positive school climate is directly linked to student success and well-being ensuring students are motivated to do well and will realize their full potential. We are committed to sustaining healthy and nurturing communities of belonging that are safe, caring and respectful and built on the principles of restorative practice and progressive discipline.

The ALCDSB and its school communities engage in a whole school approach in putting prevention and intervention strategies in place to facilitate a positive relationship between students, staff, parents and community partners.

I. Education, Awareness, and Outreach

Our Lady of Fatima Catholic School proclaims that all people are created in the image and likeness of God and, as such, have the right to be treated with dignity, respect and fairness. The school further recognizes that a whole-school approach to engaging the school community will help the School's efforts to address inappropriate behaviour.

To these ends, the School will utilise the following Ministry of Education definition of bullying in communications with the school community:

In its communication efforts, the School will:

- Make known that a positive school climate is essential for student achievement and well-being
- Identify the factors that contribute to a safe, inclusive caring and accepting school climate.
- Support relationship building and focus on promoting healthy relationships using a variety of strategies
- Educate parents and students regarding the differences between bullying, conflict, aggression and teasing
- Explore and identify the underlying factors that contribute to conflict and/or bullying
- Work in partnership with parents and the broader school community to build awareness about the resources and pathways available.
- Be responsive to parental concerns and continue to build relationships and resiliency.

Our Lady of Fatima Catholic School will communicate and share with the school community, policies and procedures including the Board/school Code of Conduct, equity and inclusive education policy and guidelines for religious accommodations, procedures to address incidents of discrimination, progressive discipline approach, and promoting positive school climate and well-being.”

1. The School will endeavour to increase education, awareness and outreach by using the following best practices:
 - A whole-school approach to creating a safe and caring school;
 - Religious and Family Life Education curriculum focused on building relationships;
 - Build on and continue to promote, pronounce (in daily announcements) and celebrate the philosophy of the student authored Peace Keeper Pledge for Fatima
 - Promote student leadership opportunities in our Intermediate Leadership Teams, our Peer Monitors Program
 - Continue to work on in-school (Child and Youth Worker) and Community based partnerships like Children’s Mental Health, the Food for Learning Program
 - Focusing through the School Improvement Plan on Social Justice Projects and Outreach opportunities (Share Lent Chalice work, Communication with Senior Citizens and Parish work, Relay for Life Anthem Project)

2. The School has identified the following strategies to engage parents in conversations about promoting a positive school climate:
 - Preparing future Parent representations on Caring and Safe Catholic Schools Team - each school has a team;
 - Presentations to School Council on bullying prevention and positive school climate;
 - Sharing information and also planning future presentations about Restorative Justice Practices
 - Communication between home school and parish through newsletters

II. Evaluation of Evidence

Our Lady of Fatima Catholic School recognizes that effective prevention strategies must be evidence-based.

The School will base its interventions, strategies, practices and programs on evidence from the school climate surveys and other relevant information. The school will take the following steps to assess prevention initiatives and strategies:

- Evaluate the evidence to determine the main areas of concern, and identify issues in the physical environment, determine current procedures, and assess the strategies in place based on results of the school climate surveys and other relevant information.
- Identify children and youth involved in bullying (including the bully, the person being bullied, and those who may have witnessed or been affected by the bullying). The School will consider using a risk assessment approach in this process.
- Review and update the School's strategies as a result of gathering new information.
- Share the updated strategies with the school community.

Pre-evaluation strategy

1. The School's main issues of concern raised by students, staff and parents in the school climate surveys and based on other relevant information are the following:
 - Ensuring that students and parents understand the difference between conflict and bullying.
 - Ensuring that students can report incidents of bullying safely and in a way that minimizes the possibility of reprisal;
 - Ensuring that students have an understanding of the expectation and support for reporting bullying and injuries to any and all adult staff.
 - Presenting process information to students multiple times in the year that assures them that once their immediate safety need has been addressed that adults will follow through with investigations, though it may not be immediately visible to students at the time.
 - Having identified that anxiety continues to be a considerable concern at this school as it is throughout the Board and across the country, students and parents will continue to be supported in understanding the importance of talking about feelings through the Health, Religion and Family Life Curriculum. Additionally, the availability of human resources such as access to the Child and Youth Worker within the school and local Children's Mental Health and Emergency Clinics at local hospitals need to be communicated regularly as well as during times of urgent need.
2. The School's areas of focus with respect to the physical environment are:
 - Ensuring supervision of students inside the school and on school property;
 - Ensuring that students understand that every adult is a source of immediate support to them.
 - Ensuring that our whole school community continues to respect the full access to enjoyable use of the school property by all students regardless of personal need.

- Working toward a better feeling of safety on school buses including consideration of the use of the Bus Patroller Program.
Continuing safety programs such as the First Rider Program at Welcome to Kindergarten, Buster the Bus, and Emergency Evacuation Drills
 - Communication with staff and with parents as needed about safety concerns related to the yard or school property or temporary concerns related to access to that property (ex. City road or water maintenance issues) .
3. The School's current processes for reporting on, responding to, supporting, and following up on issues are as follows:
- Use of the Board's *Caring and Safe Catholic School Administrative Procedures*;
 - Use of frequent and ongoing communication between school and home.
 - Grade Specific presentations by administration and staff about:
 - –who can I tell/who will help me
 - “Ratting versus Reporting” for Safety (mine, others, potential situations)
 - Creating a more positive model of discussing good behaviours that lead to fun on the yard, better learning in class etc. (Gotcha, Terrific Kids, Good News Assemblies.
4. Based on a review of the school climate survey results and other relevant information, the following areas have shown success/improvement:
- -More confidence has been expressed about students feeling safe at school.
Many students feel that they do have someone that they can trust to report or confide in.
 - Many students felt that teachers are responsive to their needs and encourage independence.
5. Based on the school climate survey and other relevant data, the School proposes the following action plan to address areas requiring improvement:
- Moving the Child and Youth Worker approach within the school to a wider, class/division presentation and engagement on issues of pertinent concern:
 - social media (increase awareness about the issues related to social media and the internet in accordance with survey results)
 - staff will continue to build awareness about mental wellness and supports to address higher levels of anxiety and depression

-parents will be supported through an upcoming collection of Parent Reading Material on Loan on these topics and repeat evening professional presentations to help parents assist their children in this area.

Post-evaluation Strategy

The School will reassess the results of subsequent school climate surveys to verify the efficacy of the positive initiatives implemented. The “post-evaluation phase gathers evidence to test the efficacy of the prevention, responses, interventions or supports provided in order for changes to be made, where necessary.”

Upon re-evaluation, the School will update the information in this template to reflect the effectiveness of its bullying prevention initiatives.

III. Policies and Procedures

The School recognizes that a whole school approach and the policies and procedures of ALCDSB are important for promoting positive school climate and well-being.

The School also recognizes that the goals of policy initiatives must address the areas of challenge identified in school/Board climate surveys and other relevant data.

1. The School will actively communicate its policies, procedures and guidelines to the school community (including involving the school community in the review and/or development of policies, procedures and guidelines relating to Caring and Safe Catholic Schools, by taking the following steps:

- *Link to school Code of Conduct:* _____ ;
- Ministry of Education Provincial Parent Guide; <http://www.edu.gov.on.ca/eng/safeschools/code.pdf>.
- Engagement of our Catholic School Council (Sharing of School SIPSAW with Catholic School Council)
- Inviting parents to be a part of good news assemblies and masses/liturgies
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- Use of newsletters and school websites to share information with parents.

2. The roles/responsibilities of the school community (students, staff, parents, and community members) are as follows:
 - To follow the standards of behaviour as outlined in the Code of Conduct ([clickable link to school code of conduct](#));
 - To participate in a whole-school approach to positive school climate in order to ensure that schools are safe, inclusive, and accepting. The Ministry of Education Provincial Parent Guide link: <http://www.edu.gov.on.ca/eng/safeschools/code.pdf>.
 - Continue to invite School Council dialogue and recommendations about areas of information needed for parents.

IV. Prevention

The School recognizes that fostering a positive learning environment will help to reduce possible bullying, harassment, and discrimination incidents. The School is committed to taking steps to strengthen prevention measures.

1. The roles and responsibilities of the Caring and Safe Catholic Schools Team (which will be communicated to the school community) are as follows:
 - Team members are responsible for addressing issues identified in the School Climate Surveys and other related data;
 - Team members will communicate the initiatives that are being considered or implemented _____
_____;
 - Engage in conversations with parents and full staff related to complete ongoing discussion about plans that are related to new or short term situations
 - Include other appropriate agencies and local resources that may be available _____
_____.

2. From its evidence-based analysis, the School has identified the following practices and initiatives for promoting positive school climate and well-being:
 - a) Bullying prevention and intervention programs or activities that are evidence-informed and that address the needs identified by the Board or the School:
 - Continue the school wide focus on Peace Keeping
 - Continue student leadership opportunities that maximize students learning great behaviours from other students
 - Collaboratively student authored classroom Behavior Expectations
 - As a staff and Parent Council lead team, continue to focus on team building and partnerships that foster positive and frequent home, parish and school communication _____
_____;
 - Gotcha, _____ Terrific _____ Kids
etc. _____
_____.

 - b) Relationship-building and community-building resources that are present in the school, classroom and in the larger community:

- Promoting connections to caring adults;
 - Peer assistance and mentoring programs;
 - Roots of Empathy, Fun Friends, Restorative Circles
 - Promoting Connections to Caring Adults
 - Pastoral ministry---Youth Ministry
 - Youth Workers;
 - Mental Health Agencies, Occupational and Physio Therapist etc
- c) Activities that promote a positive school climate:
- School-wide focus on gospel values and Catholic Graduate Expectations
 - School-wide social justice and charity initiatives
 - Spirit Weeks
 - Buddy Program; Peer Monitors
 - Coop Placements Students that exemplify student opportunities in secondary school _____ and _____ in college/university_____.
- d) Awareness-raising strategies for students, e.g. social-emotional learning, empathy, developing self-regulation skills:
- Roots of Empathy
 - FRIENDS and Fun FRIENDS
 - Eco Team
 - Youth Group
 - Choir (community performance activities)
- e) Awareness-raising strategies to engage community partners and parents in early and ongoing dialogue:
- Welcome to Kindergarten Meeting
 - Presentation to Caring and Safe Catholic Schools Team and School Council on results from School Climate Surveys;

- Daily Student Ambassadors (Administrative Assistants to welcome and support visitors needs with administrative direction
 - Parent Communication Board and a Student Communication Board
 - Staff presence at parish and community based events that promote concern and compassion outside of the formal school setting
- f) Strategies for linking curriculum and daily learning for promoting positive school climate and well-being:
- School-wide focus on restorative practice as a whole-school approach;
 - World Religions.
 - Terry Fox, Chalice, Christmas Sharing, Toonies for Foundations
 - Constant presence of volunteers---Breakfast Club, Adult Reading Volunteers, Hot Lunch, School Trips, School Council Presence
- g) Strategies to support and encourage role modeling by caring adults and student leaders within the School and school community:
- Catholic Student Council;
 - Peer assistance and mentoring programs;
 - Involvement of any needed community agencies...Children's Safety Village, Emergency Care Responders, Fire Fighters, CAS, Children's Mental Health, Public Health Nurses _____
3. The School has identified the following learning and training opportunities for school staff and the school community that are needed:
- Annual training promoting positive school climate and well-being:
 - Promoting Positive School Climate and Well-being pamphlet for parents (available at the Board's website www.alcdsb.on.ca);
 - _____

V. Interventions and Support Strategies

The School recognizes the importance of using timely interventions and supports with a school-wide approach.

1. To this end, the School will:

- Use teachable moments within a progressive discipline approach to address inappropriate behaviour, and consider mitigating and other factors;
- Have in place processes and strategies to identify and respond to bullying when it happens;
- Restorative Practices are in place to support prevention and intervention practices;
- Communicate the progressive discipline approach to the school community and the procedures in place to support the student.

2. The School supports the use, in a timely manner and using a whole school approach, of the following evidence-informed interventions and support strategies:

- Restorative practices;
- Discussion with Board Social Worker (Mental Health Leader);
- Referral of students to school Youth Worker or out to Mental Health Counsellor (secondary);
- _____.

Bullying - means aggressive and typically repeated behaviour by a pupil where,

- a) the behaviour is intended by the pupil to have the effect of, or the pupil ought to know that the behaviour would be likely to have the effect of,
 - i) causing harm, fear or distress to another individual, including physical, psychological, social or academic harm, harm to the individual's reputation or harm to the individual's property, or
 - ii) creating a negative environment at a school for another individual, and
- b) the behaviour occurs in a context where there is a real or perceived power imbalance between the pupil and the individual based on factors such as size, strength, age, intelligence, peer group power, economic status, social status, religion, ethnic origin, sexual orientation, family circumstances, gender, gender identity, gender expression, race, disability or the receipt of special education ("intimidation")

For the purposes of the definition of "bullying" above, behaviour includes the use of any physical, verbal, electronic, written or other means.

Cyber-bullying

For the purposes of the definition of "bullying" above, bullying includes bullying by electronic means (commonly known as cyber-bullying), including,

- a) creating a web page or a blog in which the creator assumes the identity of another person;
- b) impersonating another person as the author of content or messages posted on the internet; and
- c) communicating material electronically to more than one individual or posting material on a website that may be accessed by one or more individuals.