

Report No. 05-08-1279
RTS No. n/a

TORONTO DISTRICT SCHOOL BOARD
RESPONSE TO THE SCHOOL COMMUNITY SAFETY
ADVISORY PANEL'S REPORT

TO Regular Meeting 21 May 2008

RECOMMENDATION IT IS RECOMMENDED:

- 1. That the report of the Leadership Action Team concerning responses to the School Community Safety Advisory Panel be received;**
- 2. That staff proceed with actions described in Phase I recommendations, as set out in Appendix C of this report, (with current resources and by realignment of priorities within existing budgets, and by use of monies provided by the Ministry of Education for implementation to the amendments of the Education Act by Bill 212: Education Amendment Act, *Progressive Discipline and School Safety*, 2007);**
- 3. That staff seek funding through the Ministry of Education's Urban and Priority High Schools Grant and the Province's Student Support Leadership Initiative to obtain funding for all actions in Phase II; and**
- 4. That all other sources of provincial funding and external partnerships to retain and expand direct supports to students in our schools be pursued.**

RATIONALE The School Community Safety Advisory Panel (SCSAP) was established in response to the tragic death of Jordan Manners at C.W. Jefferys Collegiate Institute in May 2007. The Panel provided a report with recommendations to the Toronto District School Board in January 2008.

The Director created the Leadership Action Team with a mandate to develop a comprehensive analysis of the Panel's report, coordinate the overall strategy for addressing the report, develop an implementation plan, recommend priorities and timelines, and oversee the process for responding to the SCSAP report.

The Leadership Action Team consists of staff with responsibilities for program and policy implementation. The team reviewed the

work of the SCSAP as well as other responses and initiatives that address issues of safety in schools in the Toronto District School Board.

The Leadership Action Team was able to identify a significant number of initiatives at the local level in addition to the initiatives in this report.

The Leadership Action Team established six (6) themes based on a comprehensive analysis of the School Community Safety Advisory Panel's recommendations.

1. **Equity:** To ensure programs and supports for a culture of inclusion, respect and regard in all schools and workplaces;
2. **Supports for Marginalized and Vulnerable Youth:** To support students through programs and professional supports that improve outcomes.
3. **Partnerships and Integrated Services:** To establish the internal and external coordination and integration of supports;
4. **Gender-based Harassment and Violence:** To improve a culture of respect in all schools;
5. **Safety:** To reduce risks of violence and other crime in schools, and to foster a culture of kindness and caring in all schools;
6. **Culture of Silence:** To reduce barriers to reporting violence or other crime in schools and foster a culture of open and honest communication.

Some responses were immediate and they have been listed in Appendix A. Other responses have been undertaken as the Leadership Action Team was completing its work.

The Leadership Action Team produced a discussion document to engage staff, community, and trustees in review of the team's direction. Engagement included school staff and administration through Families of Schools; all union and staff association leaderships; communities through various advisory committees such as Equity Policy Advisory Committee (EPAC), Inner City Advisory Committee (ICAC), Safe Schools Work Group (SSWG), Parent Involvement Advisory Committee (PIAC); and trustees. Staff also met with many of the external agencies addressed in the report.

All employees were also invited to comment on the original report through an anonymous on-line survey (Appendix B).

Appendix C sets out the Leadership Action Team's recommendations, for each theme. They are organized with the headings:

- Immediate Actions for Implementation in September 2008 (Phase I);

- Medium Term Actions for Consideration Through 2008-2009 (Phase II); and
- Actions Requiring Additional/ Realignment of Resources or Policy Changes (Phase III).

RESOURCES

Staff will continue to implement actions where they can be completed within existing resources, and realignment of existing resources. Recommendations in Phase I can be implemented through realignment of priorities within existing budgets (including new funding made available from implementation to the amendments to the Education Act by Bill 212: Education Amendment Act, *Progressive Discipline and School Safety*, 2007) and will require no budget increase in 2008-09.

For Phases II additional resources will be identified to retain and expand direct supports to students in our schools. Sources include further realignment of resources in departments' budgets, the Province's recently announced Urban and Priority High Schools Grant and Student Support Leadership Initiative. Work in Phase III will require accessing previously indicated grants as well as other sources of Provincial funding and external partnerships.

**IMPLEMENTATION
AND REVIEW**

- Staff will complete a request to the Provincial Government for funding as soon as possible in partnership with the Trustee Workgroup.
- The Trustee Workgroup led by Trustee Dandy will pursue additional funding and policy change from sources outside the Board.
- Conversations regarding this work will be continued with various community partners through the office of Student & Community Equity.
- Staff will report on the progress of the recommendation in November 2008.

APPENDICES

Appendix A: Immediate Responses to the School Community Safety Advisory Panel's Report
Appendix B: Consultation and Survey Feedback
Appendix C: Leadership Action Team's Recommendations

FROM

For further information please contact Gerry Connelly, Director of Education at 395-8213 or email at gerry.connelly@tdsb.on.ca; Penny Mustin, Executive Officer – Employee Services at 397-3721 or email at penny.mustin@tdsb.on.ca or Uton Robinson, Superintendent of Education, Family of Schools NE4, at 396-9179 or email at uton.robinson@tdsb.on.ca.

ROUTING

Executive Planning and Priorities Ctte
Planning & Priorities
Board

13 May 2008
15 May 2008
21 May 2008

A03(EPP-LAT-SCSAP Report)pm.3408
Last update: 16 May 2008

Appendix A

**Immediate Responses to the
School Community Safety Advisory Panel's Report**

The following actions have been taken to date:

- **The Student Safety Line** launched on January 21, 2008 to provide a proactive and anonymous way for students to report personal and school-related safety concerns.

Operational for the past 16 weeks, the line has averaged over 30 calls a week with more than 47% requiring action/notation/follow up.

Types of:

- Bullying – 12%
- Physical / Verbal Confrontation – 15%
- Harassment (includes sexual/gender based) – 10%
- Extortion, Threat, Drugs – 7%
- Weapons – 1%
- Other (general issues of safety and program suggestions) – 50%

Who is Calling?:

- Elementary students – 40%
- Secondary students – 15%

Of these calls...

- 56% female
- 44% male
- 31% from parents, teachers, community members, other adults in the school
- 3% from parents, students from other boards
- 12% general inquiries

- Three new **Safe and Caring Schools Alternative Programs** for expelled students established in February 2008:

1. Sisterhood Media Project, an experiential learning project where girls 12 years and older earn credits and explore pathways;
2. Habitat for Humanity Project, where students over 16 years earn credits and gain hands-on experience in the home construction industry
3. Business of Sport Project, where students 12 years and over earn credits while designing their own sport-related business enterprises.

- Enhanced and expanded “wrap around” Programs in Fall 2008 to support students facing discipline or needing an alternative “safe space” learning environment:

30 different programs (10 more than what we have in place now)

- 19 Secondary Programs across the board (3 more since February 2008)

- 11 Elementary Programs across the board (7 more than what we have now)

Of the 30, there are four new “Assessment and Support” programs for students who need a “safe space” alternative learning environment, but whom are not suspended nor expelled

- A review of all policies and procedures related to sexual and gender-based violence was initiated by **Gender-based Harassment and Abuse Actions Team Committee**, a cross-functional staff team. This team has prepared a complete report and implementation is underway.
- The **Character Development Program** was launched. Each school community was invited to define what character means to them. A final list of the ten attributes which collectively define what character means for all was announced in February 2008.
- The development of an **Automated Tracking of Safety Incidents** tool continues to be under discussion.
- A **Family of School’s pilot** was established in the North West area (NW7) of the city gathering middle and secondary schools into a Family of Schools to address student achievement and safety issues.
- A **Marginalized Student Action Plan** to improve success for marginalized students will be shared with the system in June 2008 (includes Leadership, Staff Development, Parent Engagement, Inclusive Curriculum, Collection of data and its appropriate use)
- Mandated **Equity training** will begin in Fall 2008 for staff at all levels; a comprehensive implementation model will be shared in September
- **Open Communication Strategy** is under development; this includes:
 - Draft Open Communication Policy has been developed
 - Expansion of the Safety Line Reporting
 - Consistent communication to all students on how to report gender specific concerns
 - Safe “space” structures in all secondary and middle schools
- A new “**Strengthening Partnership Support**” initiative is under discussion and will be in place in our schools in Fall 2008

Toronto Police Service will provide additional “officers in our schools” resources to strengthen safe schools related program delivery in schools, including:

- Student Leadership through Empowered Student Partnerships
 - Traffic Safety and Street Proofing
 - Internet Safety
 - Drug Awareness – Youth and the Law
 - Youth Violence and Gangs
- **Increased Staff Resources**
 - 26 additional School Based Safety Monitors (SBSM) for the 2007 – 08 school year

- 2 additional Student Equity Program Advisors (SEPA)
 - More support staff, including social workers, psychologists, child and youth workers for students attending alternative safe schools student discipline programs
 - Additional supports for Aboriginal students
 - One full time position dedicated to the system wide coordination of staff development for staff at all levels; the role will specifically address “Equity” training and staff development
- **Improved Communication to Communities and Parents**
 - An **Interactive Voice Response System** with multilingual capability to provide information to our communities quickly in a crisis situation is scheduled for implementation in Fall 2008
- Continue to implement the **Model Schools for Inner-Cities** initiatives.

Appendix B

Consultation & Survey Feedback

Consultations

Thoughtful consideration of the draft document has been provided to the Leadership Action Team by the groups listed below, as well as others who continue to respond to the document.

- Unions and Employee Group Discussions
 - Canadian Union of Public Employees (CUPE Local 4400).
 - Maintenance & Construction Skilled Trades Council (MCSTC).
 - The Ontario Secondary School Teachers' Federation (OSSTF).
 - The Elementary Teachers' Federation of Ontario (ETFO).
 - Professional Student Services Personnel Unit A, (PSSP-OSSTF, District 12).
 - Toronto School Administrators' Association (TSAA).
 - Toronto Supervisory Officials' Association (TSOA).
 - Elementary Occasional Teachers of Toronto (EOTT).
 - Ontario Secondary School Teachers' Federation representing Secondary Occasional Teachers.

- Presentations
 - Ontario Public Supervisory Officials Association (OPSOA).
 - Equity Policy Advisory Committee (EPAC).
 - Inner City Advisory Committee (ICAC).
 - Safe Schools Work Group (SSWG).
 - Parent Involvement Advisory Committee (PIAC).
 - TDSB Trustee Round tables.

- Single Submissions
 - Justice for Children and Youth (JFCY).
 - The Centre for Urban Schooling Department of Curriculum, Teaching and Learning Ontario Institute for Studies in Education, University of Toronto.
 - African Heritage Educators Network (AHEN).
 - Chiefs of Social Work and Attendance TDSB.
 - Lisa Watson, Director, Strategic Initiatives and Community Partnerships for the United Way of Greater Toronto.

- School staffs including that of C.W. Jeffreys Collegiate Institute.

- Senior Team Council.

- Families of Schools (Principals, Teachers, Administrative staffs).

- Individuals (TDSB staff responded to the on-line survey that was launched from March 25 to April 10, 2008).

- Two (2) Trustee Round tables.

The feedback has been used to frame the actions and responses in this report.

Membership in the Leadership Action Team

The Leadership Action Team includes:

Penny Mustin, Executive Officer, Employee Services (Co-chair)
Uton Robinson, Superintendent of Education, School Services [(FOS-NE4) Co-chair]
Annie Appleby, Superintendent of Education, School Services (FOS-NW1)
Janice Currie, Senior Manager, Professional Support Services
Karen Forbes, System Superintendent, Special Education/Support Services
Peter Gooch, Director, Strategy, Policy and Accountability
Kurt McIntosh, Supervising Principal, Equity and Inner City
Donna Quan, System Superintendent, Alternative Programs, Information Management
and Safe Schools
Michael Smith, Superintendent of Education, School Services (FOS-NE6)
Don Stuart, Vice Chairperson, TSAA
Craig Snider, Comptroller of Budget, Revenue and Financial Reporting
Iania Thompson, Assistant, Employee Relations & Contract Implementation
Ami Trefler, Chair, TSAA
Young Um, Communications Officer, Communication & Public Affairs
Christopher Usih, System Superintendent, Learning to 18, Programs & Partnerships
Kate Waters, Associate Counsel, Legal Services