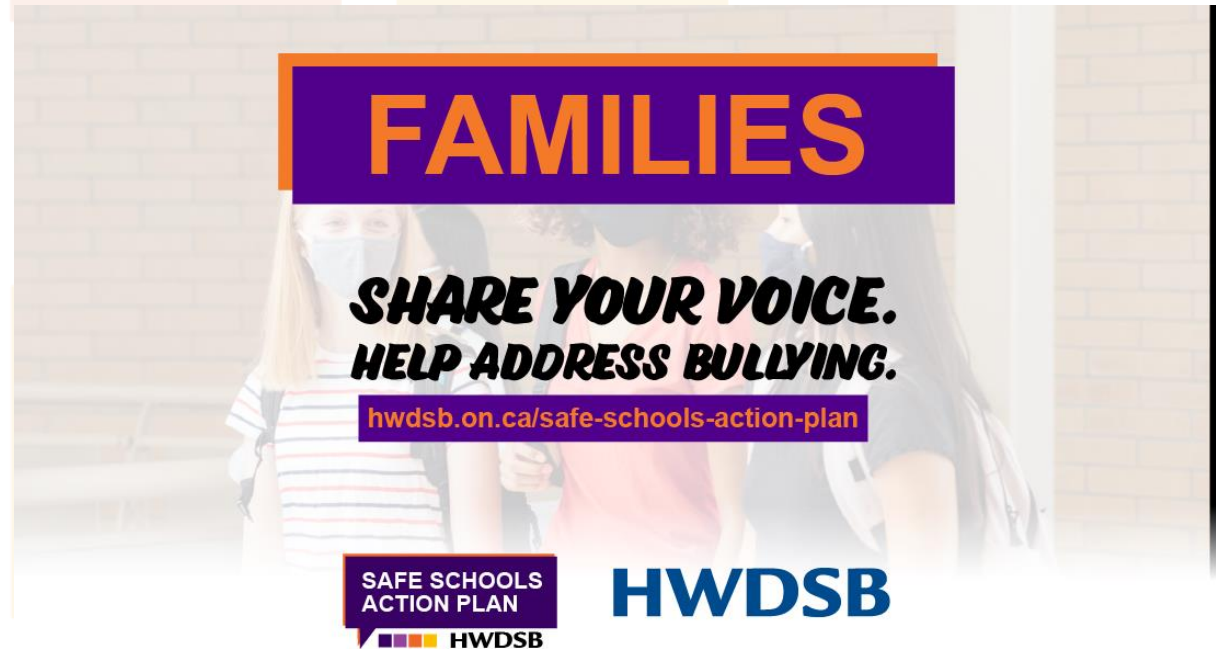


HWDSB – School Council Start up

2021





Time to Share:

- What Was Heard
- When Will Changes Happen?
- What Recommendations Are Being Implemented?
- How Can I Be Involved?

Bullying is a significant problem in HWDSB schools

- 60% of HWDSB students were bullied at any rate & 20% bullied frequently (pre-COVID)
- Students who identify as Two Spirit LGBTQIA+ were particularly vulnerable
- Many children and youth experience bullying because of their race, ethnicity, newcomer status, sexuality, gender identity, (dis)ability, religion or Indigenous identity
- Bullying causes significant harm

Quote from Community Consultation

My child came home crying and angry because someone had called him the 'N word' and nothing had been done. I wasn't called or contacted. They want parents to be partners but we're not treated that way...Less than 3 per cent of the kids in the public board look like me but we are suspended more than any other group. If we fight back, we're the bullies. Our kids aren't encouraged to succeed and my child is pushed to fail.

– Parent

What we learned about bullying in schools

- Areas of low supervision are problematic
- Inconsistent application of existing bullying policies & procedures & poor communication
- Lack of role clarity, transparency & accountability
- Staff want practical, targeted training & knowledge
- Curriculum expectations, competing priorities & inability to effectively utilize community-based expertise & resources were identified as barriers
- Mental health supports are critical

Quote from Community Consultation

When I was young, I experienced verbal, social and physical bullying as the only gay and out student... This included name calling, slurs and being slammed into lockers. 'Caring' adults turned away and told me I have to deal with it, get used to it or ignore it. Only when I took matters into my own hands and responded with physical violence did they pay attention – then they suspended me. —Student

Bullying is a systemic issue

- Instances of a “culture of fear” that prevents people from reporting or taking action
- HWDSB is missing clear & prominently stated commitment to bullying prevention & core organizational values
- Addressing bullying in schools starts with prioritizing & supporting healthy relationships & creating a culture of caring where every adult in every school has the capacity and responsibility to address bullying

Quote from Community Consultation

Move from protecting 'the brand' to protecting 'the student'

– Parent

Positive Culture & Well-Being

We will build student and staff well-being through positive climate strategies and supportive relationships.

Goal: Improve the well-being of all students and staff and close the gap for those historically underserved.

Target #1: At least 80 per cent of students and staff who self-identify as Black, Indigenous, Racialized, Two-Spirit and LGBTQIA+, and people requiring special education supports/services self-report feeling safe, supported, accepted and affirmed in their diverse and distinct identities.

STRATEGIES:

Investing in People:

1. Provide differentiated professional learning on culturally relevant and responsive pedagogy, Indigenous Cultural Safety and Learn. Disrupt. Rebuild @HWDSB with a focus on relationships and conditions impacting learners who are historically underserved.
2. Provide differentiated professional learning to system leaders on human rights, systems of oppression, privilege, and anti-racism and implications within the learning and working environments.

Leveraging Effective Practices:

1. Implement differentiated strategies to provide targeted and enhanced support to Black, Indigenous, Racialized and Two-Spirit and LGBTQIA+ students and students requiring special education supports and/or services.
2. Implement Emotion Coaching (i.e. Validation), to enhance student-staff relationships (i.e. caring adult).
3. Implement Employment Equity Action Plan.

Refining Measures of Progress:

1. Develop and implement the tools required to collect student identity-based data as part of the Student Census, and updated annually.
2. Develop and implement a Safe Schools Action Plan to respond to the recommendations from the Safe Schools: Bullying Prevention and Intervention Review Panel.



Commitments

HWDSB is committed to responding to the voices of students, parents/guardians/caregivers, staff and community as shared within that report. This means:

- a relentless focus on building positive and inclusive cultures in all classrooms and schools – a place where everyone belongs, everyone is safe and everyone achieves;
- creating learning environments where student identity and voice are centered – students' lived experiences are honoured and an essential part of learning;
- relationships are positive, supportive, caring and kind;
- creating structures to gather, listen and respond to student voice – student voice must inform school and board plans;
- safety is paramount and incidents of bullying are addressed with active involvement of students and families – this includes the student who experiences bullying, the student who displays bullying behavior and the student who witnesses bullying.

Commitments

We will do this by:

- being transparent with students, parents/guardians/caregivers, staff and community – Implementation Plans, Outcomes Measures and Timelines related to the *Safe Schools Action Plan*, will be shared and updated regularly;
- creating structures to ensure student, parent/guardian/caregiver, staff and community voice inform school and board plans and that these plans are publicly shared and reported on;
- improved engagement with attention to working with those impacted by decisions;
- building relationships and trust through our actions – listening and responding and
- being accountable at the school and system-level for improvement in student safety and well-being.

When Will Changes Happen?

- Phase 1 March, 2021 to August, 2021
- Phase 2 September, 2021 to August, 2022
- Phase 3 September, 2022 to August, 2023

Detailed Action Plan available at www.hwdsb.on.ca/safeschools

HWDSB Safe Schools Page

Home / Secondary / Supports / Safe Schools

Safe Schools

A+ A-

Safe Schools News: Learn more about the [Outdoor Learning Space](#) at Sir Winston Churchill Secondary School and the connection with Safe Schools. (Photo attached is a rendering of the image.)

Every student deserves to feel and be safe in school, on the school grounds, in school buses and at school events and activities. Everyone from all walks of life in communities across Ontario share this common goal. At HWDSB, we know safety is essential to good learning. Students learn and teachers teach more successfully when schools are safe.

If you have any question, please contact your school Principal, or contact HWDSB to speak with the Superintendent Responsible for Safe Schools.



Safe Schools Action Plan

On April 6, 2021, staff presented the [Safe Schools Action Plan \(pdf\)](#) to the Program Committee as part of the Positive Culture & Well-Being Priority. Work is now underway to shape and implement this action plan through collaboration with students, families and community partners.

Safe Schools Review Panel

On October 28, 2019, the Board of Trustees approved a staff report that calls for the formation of a Safe Schools: Bullying Prevention & Intervention Review Panel to provide the Director of Education, Manny Figueiredo, with independent feedback and recommendations on how to prevent, intervene, report and respond to bullying.

[Click here for updates.](#)

Safe Schools at HWDSB

Bullying Prevention

Code of Conduct

Progressive Discipline

Mental Health

Report bullying

Parent supports



Safe Schools
Action Plan

 HWDSB

Safe Schools Action Plan

2021 - 2023

This action plan flows from recommendations in the final report by the Safe Schools: Bullying Prevention and Intervention Review Panel, which Hamilton-Wentworth District School Board (HWDSB) Trustees approved January 25, 2021. This is a fluid document.

“The next steps are about change – so that we all stay engaged in the issue, bring all of the supports on equity and mental health possible, and provide updates to the Board and community as we make progress.”

– HWDSB Director Manny Figueiredo

Safe Schools Action Plan

 HWDSB

Safe Schools Action Plan

2021 - 2023

STUDENTS

Recommendation #1: Increase student ownership and seek out and listen to student voices.

PARENTS, GUARDIANS, CAREGIVERS

Recommendation #1: Increase student ownership and seek out and listen to student voices.

SCHOOLS

Recommendation #3: Develop multi-tiered supports and programming.

Recommendation #4: Support Schools so they can establish their own bullying prevention and intervention plans.

Recommendation #5: Examine special education practices from a student-centred learning perspective.

Recommendation #6: Review policies and procedures from equity, anti-racism and anti-oppression perspectives.

Recommendation #7: Ensure policies and procedures are followed consistently.

HWDSB ORGANIZATION: SYSTEM LEVEL

Recommendation #8: Set the foundation for a culture of caring.

Recommendation #9: Strengthen the leadership skills needed for culture change.

HAMILTON COMMUNITY

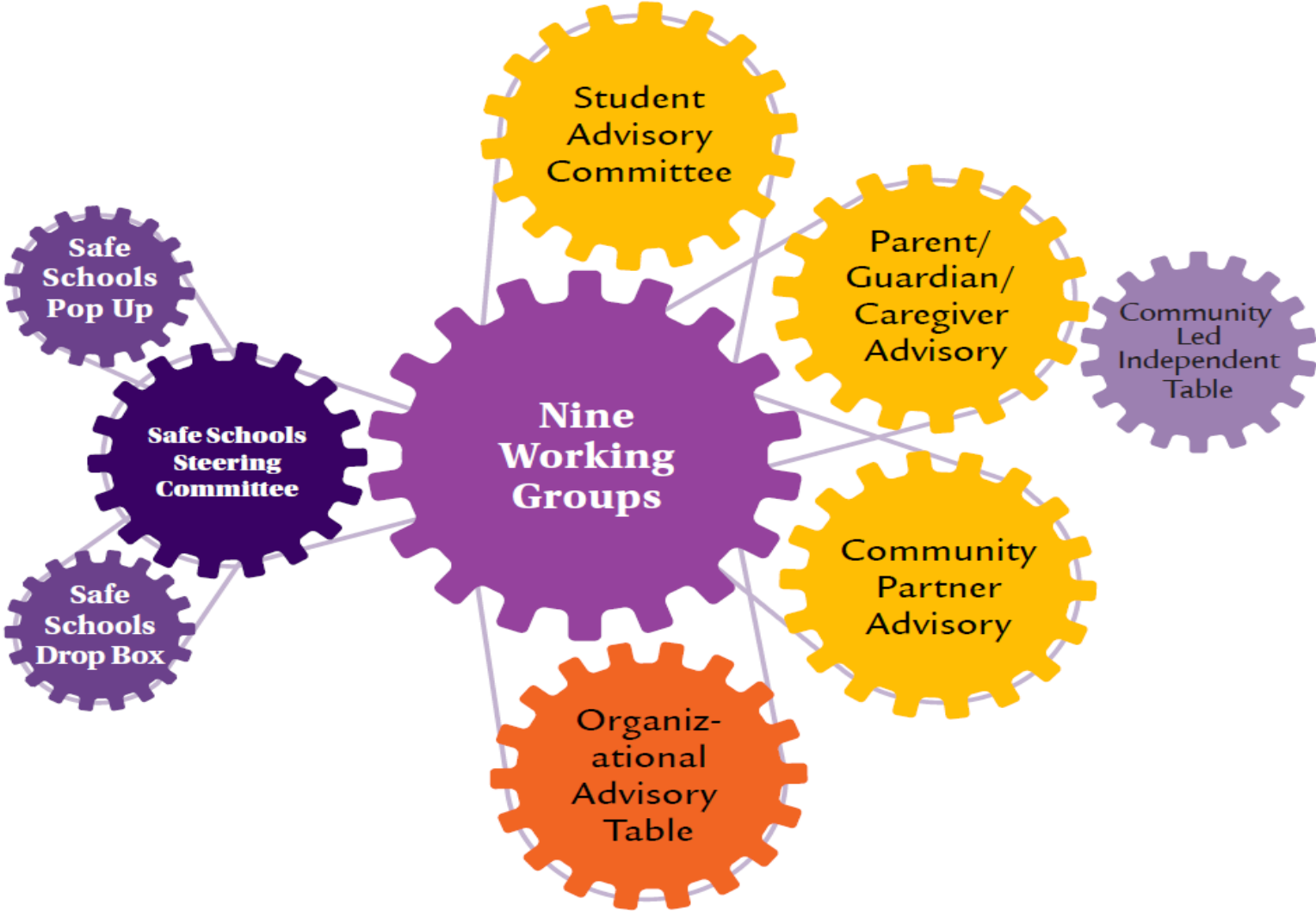
Recommendation #10: Work with a wide range of community partners.

HAMILTON COMMUNITY

Recommendation #11: Ask the Ministry of Education for support.

Learn more at [hwdsb.on.ca/SafeSchoolsActionPlan](https://www.hwdsb.on.ca/SafeSchoolsActionPlan)

Structures to Support our Work



HWDSB invites students, families, and community to shape our Safe Schools Action Plan

- ✓ In our shared journey to build a culture without bullying, HWDSB invites students, families and community partners to join advisory groups that will shape the work within the Safe Schools Action Plan.
- ✓ Healthy relationships between HWDSB and students, families and communities are essential if we are going to make a difference in classrooms and schools. We want to learn and work alongside students, families and community to better address bullying.



There will be three advisory groups, meeting at least once a month (virtually for now):

✓ Student Advisory Group

✓ **Parent/Guardian/Caregiver Advisory Group**

✓ Community Advisory Group

What will the advisory groups do?

The Safe Schools Action Plan notes nine areas to address: Student Voice, School Improvement Planning, Bullying Response, Supervision – Where Bullying Happens, Character Education/Healthy Relationships, Special Education, Bullying Policy and Procedures, Data and Privacy.

We will be forming teams to respond to each of these areas. The three advisory groups will provide input to the teams supporting these areas. The recommendations on Special Education are connected to work already underway through our Specialized Services team and details on that work and approach are still to be finalized.

Our first priority is to create advisory groups to bring student, family and community voice to the planning process. Later, advisory group members may join these nine teams, or the steering committee guiding this work.

How to Join

There is no application to fill out. Please email or call us and provide the following:

Your name

Contact information (**phone or email**)

Advisory Group you wish to join (**Parent/Guardian/Caregiver**)

Deadline: **October 30, 2021**

Contact Us: **SafeSchoolsAdvisory_Parent@hwdsb.on.ca**

905-527-5092 ext. 2911

www.hwdsb.on.ca/safe-schools-action-plan

Thank You

FAMILIES

***SHARE YOUR VOICE.
HELP ADDRESS BULLYING.***

hwdsb.on.ca/safe-schools-action-plan

SAFE SCHOOLS
ACTION PLAN

 HWDSB

HWDSB