



ST. MICHAEL'S COLLEGE SCHOOL

Under the direction of the Basilian Fathers

ACTION PLAN

Recent events at St. Michael's College School have shed light on the need to build a more respectful culture at the school. In order to achieve this, we need to understand the truth, even if it is hard, because only then can there be learning, healing, and change.

Our action plan focuses on continuing to ensure the safety and well-being of our students, while putting the mechanisms in place to gather feedback from our community and implement changes that prevent these incidents from happening again.

We are committed to transparency in our journey and take this role with hope, faith, and a determination to continue to earn the trust of our community, while strengthening our culture of positivity and respect. We want every St. Michael's College School experience to be transformational and positive – as it has been for the overwhelming majority of our students and graduates.

St. Michael's College School has taken the following steps:

1. **Independent Respect and Culture review**

Launched the independent, Board-appointed SMCS Respect and Culture Review to examine the school's traditions, social and cultural practices, policies, procedures and compliance. A full report is scheduled for summer 2019. The school is committed to implementing the committee's recommendations in the 2019-20 academic year.

2. **Football and basketball**

Cancelled the Junior and Varsity football seasons for the 2019-20 academic year.
Cancelled the 2018-19 Varsity basketball season.

3. **Co-curricular Winter programme**

The Administration, Faculty, and Students are carefully preparing to resume the co-curricular programme in January 2019 including all events involving external groups, teams, and public performances.

4. **Counselling services**

Introduced a range of support counselling services for students, parents, faculty and staff within 24 hours after incidents were revealed. This includes one-on-one and group services, a 24/7 phone hotline, and online resources.

5. **Community town halls**

Held 13 open forum sessions on campus between November 14 and December 12, where school administration shared information, answered questions, and ensured timely, transparent communication. Audiences have included students, faculty, staff, current parents, alumni, and prospective parents.



ST. MICHAEL'S COLLEGE SCHOOL

Under the direction of the Basilian Fathers

6. Anonymous student reporting tools

Launched an anonymous voicemail tip line and digital app to facilitate student reporting of unacceptable behaviour or incidents. These reporting channels are monitored and reviewed daily.

7. School security

Introduced additional campus supervision both inside and outside of the school.

8. Respect and resiliency workshops

Organized and held mandatory workshops for students, faculty and staff on building awareness, respect, coping and resiliency. These workshops were led by external subject experts.

9. New staff positions

Created and currently hiring for new staff roles: a Student Wellness Officer (social work and safe school expertise) and a Dean of Students (discipline protocols, procedures, and compliance).

10. Curriculum expansion

Introducing more comprehensive instruction across all grades on topics including: healthy masculinities, consent, responsible digital citizenship, gender norms, and bystander behaviour, among other themes. Content on healthy masculinities, gender norms, and consent has been developed with the White Ribbon Campaign, which has collaborated with the school on learning modules since 2014.

11. Daily communication

Delivered daily news updates to the SMCS community through a range of channels including: Edsby (internal communications platform), email, website postings and social media (where applicable) to ensure swift, fact-based communication of new and notable information.

12. Mentorship programme

Continued to expand the school's mentorship programme within grade levels at SMCS and externally, via a vast and varied alumni network as well as through community partnerships.

13. Internal review committee

Established an internal review committee consisting of parents, faculty, staff, and alumni. The committee will focus on identifying possible signs within the general student body that would indicate an unacceptable behaviour is occurring, suggest ways of improving bystander education and engagement by fostering safe, open dialogue and reporting channels, and addressing responsible digital citizenship.



ST. MICHAEL'S COLLEGE SCHOOL

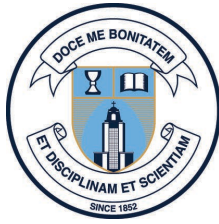
Under the direction of the Basilian Fathers

ACTION PLAN TIMELINE & ACTIVITIES

The following list outlines the activities St. Michael's College School has undertaken during the months of November and December 2018. This document will continue to be updated to reflect ongoing activities. The objectives highlight which aspect of the plan the activity addresses.

November 2018

DATE	ACTIVITY	OBJECTIVE
November 14	Student debrief assembly (Grade 7,8, 9-12)	Community Town Hall
November 14	Mentorship programme (ongoing)	Mentorship Programme
November 15	Cancelled remainder of 2018 Junior football season	Football
November 15	Staff support counsellor	Counselling Services
November 15	Student debrief assembly (Grade 9)	Community Town Hall
November 15	Junior football team meeting	Community Town Hall
November 15	Security presence	School Security
November 16	Current parents town hall #1	Community Town Hall
November 16	Current Parents town hall #2	Community Town Hall
November 18	Respect and Culture Review announced	Independent Respect and Culture review
November 18	Daily online updates	Daily Communication
November 19	Voicemail activation	Anonymous Student Reporting Tools
November 19	Support resources introduced (Student Affairs)	Counselling Services
November 19	Cancellation of mid-year Assessments	
November 20	Co-curriculars suspended	Co-curricular Winter programme
November 20	Student voice town hall 1	Community Town Hall
November 20	Grade 12 parents & student meeting	Community Town Hall
November 20	Alumni town hall	Community Town Hall
November 21	Police classroom visits	School Security
November 21	Student voice town hall 2	Community Town Hall
November 21	Prospective parents town hall	Community Town Hall
November 23	Drop-in, intramural sports introduced	Co-curricular Winter programme
November 26	Digital reporting solution (app)	Anonymous Student Reporting Tools
November 26	Jr. Football team town hall	Community Town Hall
November 26	Jr. Football meeting #2	Community Town Hall
November 27	Grade 12 parents & students town hall	Community Town Hall
November 28	Parent & guardian support hotline	Anonymous Student Reporting Tools
November 28	Classroom support counsellor visits Grades 9 and 10	Counselling Services
November 28	Student support app (My SSP) launched	Counselling Services
November 29	Student workshops – building awareness & respect – Winter Sports	Respect and Resiliency Workshop
November 29	Classroom support counsellor visits Grades 9 and 10	Counselling Services
November 30	Classroom support counsellor visits Grades 7 and 8	Counselling Services



ST. MICHAEL'S COLLEGE SCHOOL

Under the direction of the Basilian Fathers

December 2018

DATE	ACTIVITY	OBJECTIVE
December 3	Student workshop – coping & resiliency	Respect and Resiliency Workshop
December 3	Classroom support counsellor visits (Gr. 11 & 12)	Counselling Services
December 3	Internal Review Committee announced	Internal Review Committee
December 4	Prospective & current parents breakfast	Community Town Hall
December 4	Prospective & current students breakfast	Community Town Hall
December 4	Grade 12 students information session	Community Town Hall
December 4	Job Posting – student wellness officer	New Staff Position
December 5	White Ribbon Campaign education	Curriculum Expansion
December 5	Staff & faculty meeting (co-curriculars)	Community Town Hall
December 6	Job Posting – Dean of Students	New Staff Position
December 7	Staff workshop summary report	Respect and resiliency workshops
December 10	Decision to return to full co-curricular programming in January 2019	Co-curricular Winter programme
December 11	Cancelled Junior and Varsity football seasons for 2019-20 academic year; cancelled 2018-19 Varsity basketball season	Football and Basketball
December 12	Basketball parents meeting	Football and Basketball
December 12	Prospective & current parent breakfast	Community Town Hall
December 12	Prospective & current student breakfast	Community Town Hall
December 17	Student Wellness initiative	Co-curricular Winter programme
December 18	Football parent's town hall	Football and Basketball
December 19	Staff workshop	Respect and resiliency workshops

January 2019

January 7	New Dean of Students starts at SMCS	New Staff Positions
January 16	Reinstatement of Varsity Basketball team	Football and Basketball
January 31	Guest Speaker Alexis Jones addressed students and parents	Curriculum Expansion

February 2019

February 4,5,7	Classroom workshops – positive masculinity, consent and emotional intelligence	Follow-up on key messages delivered by Alexis Jones
February 14	Extension of Fr. Andrew Leung, CSB as Interim President announced (June 2020)	New Staff Positions

March 2019

March 26	Independent Respect and Culture Review Student Assembly	Independent Respect and Culture review
March 26	Student workshops – building awareness & respect – Spring Sports	Respect and Resiliency Workshop

April 2019

April 2	Paul Davis addresses students and parents on social networking safety	Curriculum Expansion
April 9	Independent Respect and Culture Review Student Survey Conducted	Independent Respect and Culture review



ST. MICHAEL'S COLLEGE SCHOOL

Under the direction of the Basilian Fathers

April 11-12	Independent Respect and Culture Review Survey sent to Staff, Faculty, Former Faculty, Parents, and Alumni	Independent Respect and Culture review
April 16	Independent Respect and Culture Review Committee meets with Alumni Executive	Independent Respect and Culture review
April 29 – 30	White Ribbon facilitated workshops for students focusing on bystander intervention training	Respect and Resiliency Workshop

May 2019

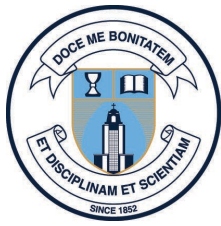
May 1 – May 8	White Ribbon facilitated workshops for students focusing on bystander intervention training	Respect and Resiliency Workshop
May 2	Guest Speaker Dr. Mark Brousenko '07, MD addresses parents (in person and livestream) on supporting their son's mental wellness	Curriculum Expansion
May 9	SMCS Announces the hiring of Principal Mr. James McKinnon effective August 2019.	New Staff Positions
May 29	SMCS Respect and Culture Review Committee holds Town Hall Meeting	Community Town Hall

June 2019

June 5	SMCS Announces the hiring of Student Wellness Officer, Ms. Liat Benzacar	New Staff Positions
June 18	Staff and Faculty participate in athletics professional development workshop 'Coaching in Ontario Schools'.	Respect and Resiliency Workshop
June 19	SMCS announces reinstatement of football programme for the 2019-20 academic year.	Football and Basketball
June 25	Faculty participate in Diversity and Equity Workshop provided by Borden Ladner Gervais LLP	Respect and Resiliency Workshop

August 2019

August 6	SMCS Respect and Culture Review Committee updates Final Report status	Independent Respect and Culture review
August 13	SMCS Respect and Culture Review Committee presents final report to the Board of Directors at a board meeting.	Independent Respect and Culture review
August 15	SMCS releases the Respect and Culture Review Committee Final Report to the public	Independent Respect and Culture review
August 15	SMCS releases statement and video in response to the Respect and Culture Review Committee's Final Report	Independent Respect and Culture review
August 26	Business staff participate in Diversity and Equity Workshop provided by Borden Ladner Gervais LLP	Respect and Resiliency Workshop



ST. MICHAEL'S COLLEGE SCHOOL

Under the direction of the Basilian Fathers

September 2019

September 4	Student workshops – building awareness & respect – Fall Sports	Respect and Resiliency Workshop
September 10	SMCS Implementation Committee holds its first meeting	Independent Respect and Culture review