



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 was delivered in August 2019. The school is committed to implementing the committee's recommendations in the 2019-20 academic year.

2. Co-curricular programme

Cancelled the Junior and Varsity football seasons for the 2019-20 academic year. Cancelled the 2018-19 Varsity basketball season. The Administration, Faculty, and Students carefully prepared to resume the co-curricular programme in January 2019 including all events involving external groups, teams, and public performances. All athletic teams and inter-scholastic clubs complete team culture/bullying awareness/respect in sport workshops with outside facilitators. All coaches complete the "Coaching in Ontario Schools" course developed by the National Coaching Certification Programme. All coaches and mentors receive supervision policies and expectations, and all families of student-athletes receive a booklet reviewing:

- Expectations of the Athletics Department
- Student-Athlete contract
- Spectator conduct expectations
- Hazing and initiations policy
- Co-curricular trips – code of conduct

3. 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.

4. 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.



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5. 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.

6. School security

Introduced additional campus supervision both inside and outside of the school. Hired full-time Safe Officers.

7. Workshops

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

8. 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).

9. 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. Introduced biweekly Teacher Advisory Groups (TAG) across all grade levels.

10. Daily communication

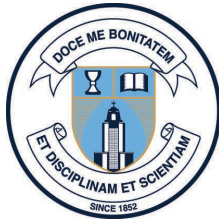
Delivered daily news updates to the SMCS community through a range of channels including: Edsby (internal communications platform), email, website postings and social media (where applicable) to ensure swift, fact-based communication of new and notable information.

11. 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.

12. 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.



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ACTION PLAN TIMELINE & ACTIVITIES

The following list outlines the activities St. Michael's College School has undertaken since November 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	Co-curricular programme
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 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 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	Workshops
November 29	Classroom support counsellor visits Grades 9 and 10	Counselling Services
November 30	Classroom support counsellor visits Grades 7 and 8	Counselling Services



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December 2018

DATE	ACTIVITY	OBJECTIVE
December 3	Student workshop – coping & resiliency	Workshops
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	Workshops
December 10	Decision to return to full co-curricular programming in January 2019	Co-curricular programme
December 11	Cancelled Junior and Varsity football seasons for 2019-20 academic year; cancelled 2018-19 Varsity basketball season	Co-curricular programme
December 12	Basketball parents meeting	Co-curricular programme
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 programme
December 18	Football parent's town hall	Co-curricular programme
December 19	Staff workshop	Workshops

January 2019

January 7	New Dean of Students starts at SMCS	New Staff Positions
January 16	Reinstatement of Varsity Basketball team	Co-curricular programme
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
February 25	New Safe Officer starts at SMCS	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	Workshops

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



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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	Workshops

May 2019

May 1 – May 8	White Ribbon facilitated workshops for students focusing on bystander intervention training	Workshops
May 2	Guest Speaker Dr. Mark Brousenko '07, MD addresses parents (in person and livestream) on supporting their son's mental wellness in our inaugural ParenTalks series.	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'.	Workshops
June 19	SMCS announces reinstatement of football programme for the 2019-20 academic year.	Co-curricular programme
June 25	Faculty participate in Diversity and Equity Workshop provided by Borden Ladner Gervais LLP	Workshops

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	Workshops

September 2019



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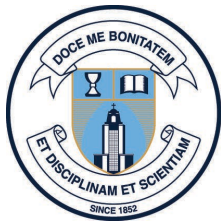
September 4	Student workshops – building awareness & respect – Fall Sports	Workshops
September 5	Karl Subban, author of 'How We Did It', speaks with parents about supporting your son in reaching his potential at our ParenTalks event.	Curriculum Expansion
September 10	SMCS Implementation Team 'A Time for Renewal' holds its first meeting	Independent Respect and Culture review

October 2019

October 1	SMCS students and teachers participate in inaugural Teacher Advisory Group (TAG) sessions	Curriculum Expansion
October 3	SMCS updates parents and community on the status of court cases	Daily communication
October 10	Fr. Andrew Leung, CSB appointed President of St. Michael's College School.	New Staff Positions
October 15	TAG session for students and teachers	Curriculum Expansion
October 15	New Safe Officer starts at SMCS	New Staff Positions
October 15	SMCS Implementation Team 'A Time for Renewal' meeting	Independent Respect and Culture review
October 16	Sheldon Kennedy addresses students during the morning announcements	Curriculum Expansion
October 24	Dr. Mark Broussenko '07, MD and Ms. Liat Benzacar, M.S.W., RSW speak with parents on supporting your son in recognizing and responding to anxiety and stress at our ParenTalks event.	Curriculum Expansion
October 29	TAG session for students and teachers	Curriculum Expansion

November 2019

November 11	New Safe Officer starts at SMCS	New Staff Positions
November 12	TAG session for students and teachers	Curriculum Expansion
November 18 and 21	Winter sports teams participate in 'Giving the Best of Yourself', a sport and culture workshop led by Dan Moynihan.	Workshops
November 19	SMCS Implementation Team 'A Time for Renewal' meeting	Independent Respect and Culture review
November 20	Anthony McLean, motivational speaker and actor, speaks to students on bullying, inclusivity, and bystander behaviour.	Curriculum Expansion
November 21	Dr. Debra Pepler and Dr. Mark Broussenko '07, MD speak with parents on supporting your son to build healthy relationships and positive surroundings at our ParenTalks event.	Curriculum Expansion
November 26	TAG session for students and teachers	Curriculum Expansion
November 26	Grade 9 and 10 students participate in GAME BRAiN, the interactive educational travelling game show. The presentation is designed to teach youth about the risks of gambling.	Curriculum Expansion
November 27	Anthony McLean, motivational speaker and actor, speaks to current parents on bullying, inclusivity, and bystander behaviour.	Curriculum Expansion



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December 2019

December 19	SMCS updates parents and community on the status of court cases	Daily communication
December 20 & 23	SMCS staff took part in the LivingWorks safeTALK workshop and were trained in how to prevent suicide by recognizing signs, engaging someone, and connecting them to an intervention resource for further support.	Workshops

January 2020

January 14	TAG session for students and teachers	Curriculum Expansion
January 15	Grade 7 and 8 students participated in Health Canada's 'Consider the Consequences of Vaping' awareness tour in the theatre. The tour educates and engages students with activities covering topics on how vaping can cause lung damage, alter teen brain development, lead to nicotine addictions, and more.	Curriculum Expansion
January 28	TAG session for students and teachers	Curriculum Expansion

February 2020

February 3	Winter sports teams participate in 'Giving the Best of Yourself', a sport and culture workshop led by Dan Moynihan.	Workshops
February 3, 4, 7, 10	Grades 7 and 8 students participate in <i>PEP Talk Intermediate</i> , a gender-based violence prevention programme run by Boost Child & Youth Advocacy Centre (Boost CYAC).	Curriculum Expansion
February 11	TAG session for students and teachers	Curriculum Expansion
February 13	LivingWorks safeTALK workshop held for SMCS parents	Workshops
February 13	Principal, James McKinnon provides parents with a mid-year update including the school's progress on the implementation of 'A Time for Renewal'.	Daily communication
February 18, 19	Grades 7 and 8 students participate in <i>PEP Talk Intermediate</i> , a gender-based violence prevention programme run by Boost Child & Youth Advocacy Centre (Boost CYAC).	Curriculum Expansion
February 26	TAG session for students and teachers	Curriculum Expansion

March 2020

March 11	WHO declares COVID-19 as a global pandemic.	Daily communication
March 23	SMCS moves to remote learning model complete with live teacher interaction, guidance, spiritual, academic, and social worker support.	Curriculum Expansion