

Well-Being and Bullying Prevention/Intervention Action Plan 2025/26

Well-Being Team Membership

<p><i>Administrator</i> Aveeta Grewal Kyla Pellerin Karla McEachern</p>	<p><i>Teacher(s) including the Human Rights and Equity advocate(s)</i> Theresa Dal Zotto Derek Lynn Christina Ongley Lauren Gray Anthony Costello</p>	<p><i>Non-Teaching Staff Members</i> YSS - Rabia Alavi CYC - Mike Wolfraim IPL - Katrina</p>
<p><i>Parent/Guardian(s)</i> <i>Hawthorne Village Parent Council</i></p>	<p><i>Community Partner(s)</i> Halton Women's Place SAVIS UNLEARN Public Health</p>	<p><i>Student(s)</i> Student Leadership Team consisting of 19 Grade 8 students Grade 7 leaders will be joining in Spring 2026</p>
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Reflecting on Data

The greatest areas of need for individual schools will be identified through reflecting on 'Have Your Say' data in the categories: **Bullying, Safety,** and **School Climate and Sense of Belonging** as outlined in the [Halton District School Board's Bullying Prevention and Intervention Plan 2025-2027](#)

Bullying:

- 31% of students are unsatisfied with the response to bullying
- 16% do not feel that educators are talking to them after an incident

Safety:

- 13% of students feel unsafe at school
- 23% disagree that all areas of their Mental health are supported

School Climate and Sense of Belonging

- 37% of students do not enjoy being at school
- 24% of students never or rarely feel that they belong and school

Our goal is to create learning environments that are kind and caring, where all students, including those who experience disproportionate outcomes, have their identities affirmed in positive, safe school environments. Students and staff will engage regularly with explicit learning and practicing of well-being strategies provided by educators and student leaders. Students and staff will learn how to identify, interrupt and prevent the seven forms of bullying. This learning will be grounded in anti-racist, anti-colonial and anti-oppressive practices that support students' identities so that all students enjoy being at school, have a strong sense of belonging, and experience positive mental health and well-being.

Well-Being Goals and Measures

The goals and measures for the SIPSA Well-Being Plans have been identified for all schools based on board level data.

SIPSA Goals

- By June 2026, there will be a 5% increase in the percentage of students who enjoy being at school, while engaging students in well-being strategies grounded in anti-racist, anti-colonial, and anti-oppressive practices that support students' identities.
- By June 2026, there will be a 5% increase in the percentage of students who feel accepted by students at school while engaging students in well-being strategies that are grounded in anti-racist, anti-colonial and anti-oppressive practices that support students' identities
- By June 2026, there will be a 5% decrease in the percentage of students who have experienced social and verbal bullying while engaging students in well-being strategies that are grounded in anti-racist, anti-colonial and anti-oppressive practices that support students' identities .

Measures

Board

- Have Your Say Survey System Results
- School Self Assessments
- Administrator and Staff Feedback through Superintendent visits

Schools

- ongoing evidence gathered through classrooms, student focus groups, school surveys
- collection and reflections of observations, conversations and products
- suspension data/safe school incident reporting
- Reflection at end of year on Bullying Prevention and Intervention Plan from the school year
- School Self Assessment

School Actions: Reaching the Goals

Evidence-based actions to engage staff and students - focussing on **what** schools are to implement.

A number of recommendations are made throughout the [PPM No. 144](#) "Bullying Prevention and Intervention" which directly inform the development of the School Improvement Plan for Student Achievement and Well-Being (SIPSA). All schools are required to include the following actions - for staff and students - in their **Well-Being and Bullying Prevention/Intervention Action Plans**.

Preventative Actions We Will Take To Support Reaching The Goals (*select from the list below and add in additional school based items as reflected in your SIPSA*)

- Review the [HDSB Code of Conduct](#) with students at the start of the year, using lessons and resources to support understanding.
- Teach students to identify the [various forms of bullying](#), co-creating developmentally appropriate definitions that clarify the difference between rough play, conflict, and bullying.
- Teach and apply **prevention and intervention strategies**, including:
 - Bias-free progressive discipline (considering mitigating and other factors)

- [The Discriminatory and Harmful Language Protocol](#)
- The Bullying Response Protocol
- Culturally responsive, identity-affirming anti-bullying resources
- Provide supports and regular check-ins for students who have been bullied, engaged in bullying, or witnessed bullying.
- Engage staff in ongoing learning to consistently and immediately interrupt and address acts of racism and discrimination that they witness or have been made aware of, consistent with:
 - [The OCT Advisory on Anti-Black Racism](#) and [The OCT Professional Advisory on Addressing Hate and Discrimination](#)
 - [The Discriminatory and Harmful Language Protocol](#)
 - [The Way Forward – Human Rights, Action and Accountability Plan](#)
- Implement anti-oppression and anti-racism practices
- Adults model **emotional validation** with students regularly and make themselves available for supportive conversations
- Educate staff, students, and families on **Indigenous rights and human rights**, including:
 - The Ontario Human Rights Code
 - UNDRIP (United Nations Declaration on the Rights of Indigenous Peoples)
 - HDSB's Indigenous Education Policy
- Create and support **affinity spaces** (e.g., **GSA**, Black Student Advisory)
- Build **healthy, supportive relationships** (student–student and student–educator) and promote student voice and engagement opportunities (e.g., Well-Being Teams).
- Foster **inclusive learning environments** by:
 - Using anti-colonial and critically conscious approaches to curriculum
 - Reviewing teaching/learning materials for bias, accessibility, and representation
 - Integrating culturally responsive and relevant social-emotional learning (SEL)
- Support overall **student well-being** by:
 - Encouraging daily physical activity, physical education, and outdoor experiential education
 - valuing the strengths, talents and gifts that every student brings to a classroom
 - Helping students strengthen their mental health literacy
 - Strengthen **school-wide accountability and harm-repair** by identifying response protocols and ensuring adults are actively involved.
 - Teach students appropriate use of **reporting tools** and reinforce trusted pathways for reporting concerns to adults.
- Engage parents, caregivers, and families as partners in well-being and bullying prevention.
- Ensure adults know students as **whole people** by learning about their identities, cultures, traditions, strengths, and interests

Intervention Actions We Will Take To Support Reaching The Goals:

- use “teachable moments” within a progressive discipline approach to address inappropriate behaviour and understand that adult intervention is necessary to interrupt bullying
- respond to any student behaviour that is likely to have a negative impact on school climate or learning environments
- staff build their competency in exploring and responding to microaggressions through applying the steps from the [Discriminatory and Harmful Language Protocol](#) and the Bullying Prevention and Intervention Protocol to interrupt different forms of bullying: stop and identify; explain; support; report; and ensure accountability
- engaging in ongoing, meaningful learning about the rights of Indigenous People and the United Nations Declaration on the Rights of Indigenous People (UNDRIP)
- provide supports for students who have been bullied, engaged in bullying or witnessed incidents of bullying
- work with school and board supports to identify and reduce barriers to student engagement and success
- adults reach out to students and their parents/caregivers when they are concerned about the student’s physical social or emotional safety and well-being
- engage parents/caregivers in the [Circle of Support](#) by listening and valuing their expertise and knowledge of their child, sharing strategies and developing collaborative goals
- identify and connect students to culturally relevant school supports, inclusive clubs and safe spaces
- provide ongoing intervention and support to promote and sustain student well-being
- employ HDSB Bullying Response Protocol
- provide a variety of asset based, anti-oppressive supports and resources for students - from early prevention to more intensive interventions (in cases of persistent bullying)
- follow up after bullying incidents with students, parents, teachers, and other school staff as per HDSB Bullying Response Protocol

- participate in ongoing staff professional learning to build capacity and critical consciousness when addressing bullying
- understand the roles and responsibilities of principals, teachers and students

Planning School Strategies: Instruction

Schools **select** a **manageable balance** of instructional strategies that are **developmentally appropriate** and focus on bullying prevention and intervention to be implemented by **all** staff.

Prevention Strategies include:

- co-creating developmentally appropriate definitions of the **various forms of bullying**
- explicitly teaching the five steps from the [Discriminatory and Harmful Language Protocol](#) and the [HDSB Bullying Response Protocol](#) to interrupt different forms of bullying: stop and identify; explain; support; report; and ensure accountability
- including students in decision making and creating opportunities for student engagement (e.g., students on the Well-Being Team, student consultation, ongoing collaboration, etc.)
- affirming student identity, voice, and choice
- using proactive measures to intentionally create inclusive learning spaces for every student
- creating affinity (safe and inclusive spaces) within the school (i.e., GSA, Black Student Advisory)
- connecting with historically marginalized and racialized students (consider consultation with the Indigenous Rights and Education team as necessary for Indigenous students)
- knowing and planning for students' strengths, areas for growth and interests
- using an [Inclusive Design](#) approach to planning
- implementing and monitoring inclusive, culturally responsive, and relevant teaching (CRRP) ([The Way Forward: Halton DSB Human Rights Equity Action and Accountability Plan \(2020 - 2024: One Page That Matters: Culturally Responsive and Relevant Pedagogy\)](#))
- highlighting equity and inclusive education principles in daily classroom instruction and school activities
- engaging student groups and other partners to create school-based anti-racism education campaigns to educate all stakeholders on the Human Rights Code
- implementing and monitoring strategies for supportive learning environments and mental health literacy ([Well-Being Expected Practices](#))
- adults model [emotional validation](#) with students regularly and make themselves available for supportive conversations

Intervention Strategies include:

- coaching students how to effectively and intentionally interrupt and report bullying
- providing opportunities for regular check-ins with students who have been bullied, engaged in bullying or witnessed incidents of bullying, as per expectations from the [HDSB Bullying Response Protocol](#)
- ensuring every student can identify one caring adult in their school community
- learning about a [bias-free progressive discipline approach](#) as well as mitigating and other factors that influence behaviour
- using "teachable moments" within a progressive discipline approach to address inappropriate behaviour and understand that adult intervention is necessary to interrupt bullying

- applying the steps from the [Discriminatory and Harmful Language Protocol](#) and the [HDSB Bullying Response Protocol](#) to interrupt different forms of bullying: stop and identify; explain; support; report; and ensure accountability
- addressing any student behaviour that is likely to have a negative impact on school climate or learning environments
- Follow the [HDSB Bullying Response Protocol](#) to repair harm and ensure accountability
- providing supports for students who have been bullied, engaged in bullying or witnessed incidents of bullying, as per the [HDSB Bullying Response Protocol](#)
- adults reaching out to students and their parents/caregivers when they are concerned about the student's physical, social or emotional safety and well-being

Planning School Strategies: Student Engagement and Learning

Schools to **select** a manageable balance of developmentally appropriate strategies that will engage students in to learn about bullying prevention and intervention.

Prevention Strategies include:

- co-creating definitions of the various forms of bullying
- identifying ways to prevent bullying in their class; in their grade; in their school
- learning and applying the five steps from the [Discriminatory and Harmful Language Protocol](#) and the [HDSB Bullying Response Protocol](#) to interrupt different forms of bullying: stop and identify; explain; support; report; and ensure accountability
- everyone understanding and accepting their role and responsibilities as part of bullying prevention
- developing skills for healthy and respectful relationships
- engaging in awareness raising strategies (e.g., social-emotional learning, empathy, development of self regulation skills)
- learning through constructivist approaches (shared meaning and understanding)
- adhering to the [Responsible Use Procedures for Information and Communication Technology \(ICT\)](#) regarding the use of personal electronic devices in school/classrooms
- using mentor texts, social stories and scenarios that align with the [Selection of Instructional and Library Resources Administrative Procedure](#) and the [Bullying Prevention and Intervention Library Resource List](#)
- participating in accountable talk, including CPS
- engaging in inquiry-based, experiential learning opportunities
- participating in Bullying Awareness and Prevention Week activities
- working with student groups and other partners to create school-based anti-racism education campaigns to educate all stakeholders on the Human Rights Code and the United Nations Declaration on the Rights of Indigenous People (UNDRIP)
- engaging in opportunities related to equity and inclusive education, bullying prevention, and leadership initiatives within the school
- other:

Intervention Strategies include:

- explicitly apply the five steps from the [Discriminatory and Harmful Language Protocol](#) and the [HDSB Bullying Response Protocol](#) to interrupt different forms of bullying: stop and identify; explain; support; report; and ensure accountability
- effectively interrupt and report real or perceived bullying incidents to an adult or school staff member
- report activities motivated by bias, prejudice or hate to an adult or school staff member as indicated in the [Discriminatory and Harmful Language Protocol](#) and the Bullying Prevention and Intervention Protocol
- Other:

Planning School Strategies: Professional Learning

A year-long professional learning plan must be developed to ensure staff have the required knowledge and skills to lead the learning with students. Identify topics that will be part of the professional learning plan. **Professional Learning** will occur through staff meetings, professional learning days, system professional learning opportunities, school based release time, self - directed Annual Learning Plans, etc. **Schools to select the activities and learning they will engage in during this learning period.**

Prevention Strategies include:

- strengthening inclusive and culturally responsive and relevant teaching
- participate in professional learning to build capacity and critical consciousness when addressing bullying
- understanding and implementing a whole child approach to learning
- understanding learner profiles (e.g., academic, physical, social, emotional, cognitive, self/spirit) and how to differentiate instruction to meet individual student strengths and needs
- reviewing teaching and learning materials and activities regularly to identify and remove barriers to accessibility, negative bias, and discrimination
- developing the skills to intentionally interrupt racism, oppression, and discrimination
- Implementation of [Culturally Responsive Anti-Bullying Resources](#) that specifically address disproportionalities and support schools in their learning and understanding of ways to engage students in increasing their cultural awareness and inclusive climates
- implementing inclusive design to intentionally plan for ways to challenge existing barriers to student well-being: responding to student voice; designing instruction (CRRP); engaging parents, families, and communities; the environment as the third teacher; analyzing data; building leadership capacity
- creating affinity (safe and inclusive spaces) within the school (i.e., GSA, Black Student Advisory)
- engaging in ongoing learning to consistently and immediately interrupt and address acts of anti-Black racism that they witness or have been made aware of, consistent with the [OCT Advisory](#)
- engaging in ongoing, meaningful learning about [The Way Forward - Human Rights, Action and Accountability Plan](#)
- implementing culturally responsive and relevant practice to guide teaching practice (high expectations, critical consciousness ([Critically Conscious Guiding Questions](#)), and cultural competence)
- framing teaching and learning around the gradual release model/level of support, based on class and student profiles
- learning to engage families to bring an awareness of bullying prevention and intervention strategies and to recognize the signs of bullying behaviour

Intervention Strategies include:

- understanding the Board's comprehensive strategy to address incidents of bullying including reporting protocols (staff and student), and appropriate and timely responses
- learning about a bias-free progressive discipline approach as well as mitigating and other factors that influence behaviour
- using proactive measures to intentionally create inclusive learning spaces for every student
- using 'teachable moments' within a progressive discipline approach to address inappropriate behaviour and understand that adult intervention is necessary to interrupt bullying
- responding to any student behaviour that is likely to have a negative impact on school climate or learning environments
- Staff build their competency in exploring and responding to microaggressions through applying the steps from the Discriminatory and Harmful Language Protocol and the Bullying Response Protocol to interrupt different forms of bullying: stop and identify; explain; support; report; and, ensure accountability. h all stakeholders
- providing supports for students who have been bullied, engaged in bullying or witnessed incidents of bullying
- ensuring that for students with special education needs, interventions, supports and consequences are consistent with the child's strengths and needs, as well as with the program goals and learning expectations documented in their Individual Education Plan (IEP)
- providing a variety of asset based, anti-oppressive supports and resources for students - from early prevention to more intensive interventions (in cases of persistent bullying)
- following up after bullying incidents with students, parents, teachers, and other school staff as appropriate
- participating in ongoing professional learning to build capacity and critical consciousness when addressing bullying
- understanding the roles and responsibilities of principals, teachers and students

Monitoring

Schools will identify ways to monitor student well-being throughout the year by considering what will be monitored, by whom, as well as when and how it will be monitored to ensure this important work takes place. Schools must consider and plan for: **conversations** (e.g., with students, staff, and parents); **observations** (e.g., walk-throughs); and, **products** (e.g., intervention plans, notes). Creating **intervention cycles** to monitor student well-being also supports the identification of students most at risk and provides the opportunity to create intervention plans for these students who may be the bully, the victim, or a witness.

What will be monitored, and by whom?

Through conversations with staff and student leaders we will monitor our progress with our goals.

Conversations and sharing about community circle reflections

What types of evidence will we be collecting from conversations, observations and products throughout the 2025-2026 year?

Conversations:

- Informal and formal conversations between staff on grade teams and among staff members
- CYC class visits
- Class-wide instruction (Discriminatory & Harmful Language Protocol)
- Professional Development - UNLEARN Staff Meeting, PD Day (Equity and Wellbeing -anti-Black racism, anti-colonialism), Get Real Movement
- Explicit lessons and learning around fostering community circle conversations within the class community

Observations:

- Unlearn poster discussions and reflections are posted for visibility in the learning environment
- Diversity and well-being posters around the school, on each floor, are visible to all members of the school community.
- Book displays in the library— reflective of particular celebrations and events (Ramadan, Black History Month, International Women’s Day, etc.).

Products

- Mental health daily affirmation through announcements, classwides, and community circle activities)
- Sharing pictures of cross-divisional activities (e.g., Kindie and Grade 3 wellness chats)
- Student Leadership anti-Bullying classwide lessons

What were the greatest successes with students? What grade level(s) experienced the most success? How do you know?

To Be Determined

What challenges have we encountered in the past? What grade level(s) experienced the most challenges? Why? How could this be improved next year?

- Moving from education (monologuing) with families and community stakeholders across grades, to having a conversation (dialoguing) about wellbeing and equity goals/stances. This has included a balance of honouring and respecting the voices and stories of all members of our community while acknowledging the Human Rights Code and the lived experiences of all our learners, staff, and community members.
- With such a diverse community (cultures, languages, backgrounds), building capacity with many newcomers and new families within the Hawthorne Village community
- Continue building connections among our families, students, and community stakeholders as consistently growing “holding” school.
- Grades 5-8 experienced the most challenges with Harmful Language, social conflict and incidents connected to bullying as reported by: staff, student and parent consultation with admin, School Team Referrals, and recess incidents
- Grades K-4 experienced greater challenges with self-regulation and mindfulness as reported by: staff, students, parents and consultation with admin and School Team data

What are the next steps? Which students need more support? How can they best be supported?

- Continuing the conversation with families and community members
- By connecting our families and community members (e.g., School Council, Chai and Chat) in these goals, we hope to strengthen the conversations and support for all our students
- Empowering our students to lead learning and include their families and community members in our shared equity and well-being goals

- Continue building anti-colonial practices and resources in our classrooms through a posture of practice.
- Work with student leadership to create affinity-affirming spaces (e.g. GSA, BSA, Islamic Heritage Club)
- Bringing in outside lived experiences and voice (e.g. Little Kindness, Get Real Movement)

Monitoring Progress

School administrators and the Well-Being Team will meet on a regular basis to discuss the effectiveness of selected intervention and prevention strategies as well as the use of resources and planned professional development/. The Well-Being Team should determine what strategies are working, what may not be working and what may need adjusting in order to keep the focus on improving student well-being.

When monitoring progress of the School Actions, consider the following questions as a reflection guide:

What evidence of progress towards the goals were collected?

- ongoing evidence gathered through classroom and school surveys
- collection and reflections of observations, conversations and products
- suspension data
- Have Your Say Survey data
- school based surveys/questionnaires
- other:

What successes are expected to occur as a result of the Action Plan? What successes we hope will occur as a result of the teaching and learning of Bullying Prevention and Intervention Strategies?

- As our school is undergoing a shift and transformation, our successes are seen primarily in our ongoing evidence collection and observations. For example, we feel strongly that our accomplishments include: school-wide knowledge and understanding of who we are at Hawthorne Village and what it means to “belong” within our four walls - students and staff using common language and strategies to engage in dialogue around mental health and wellbeing. Secondly, Grades 1-7 students have involved in classwide *Discriminatory and Harmful Language Protocol* conversations and strategies. This included CYC support and Student Success to ensure all classrooms had common language and understanding when identifying harmful language and interrupting harmful language and supporting others who have experienced discrimination and harmful language.

What resources are we planning to use to support teacher and student learning?

- *unlearn* posters and resources
- [Human Rights Code](#)
- [The Way Forward - Human Rights Equity Action and Accountability Plan](#)
- [HDSB Harmful Language Protocol](#)
- [HDSB Code of Conduct](#)
- [HDSB Multi Year Plan](#)
- [HDSB Bullying Prevention and Awareness Resources](#)
- [HDSB Bullying Prevention and Intervention Administrative Procedure](#)
- [HDSB Selection of Instructional and Library Resources Administrative Procedure](#)
- [Bias Free Progressive Discipline](#)
- [Unlearn Poster Pack and Discussion Guides](#)
- [Get Real Movement Presentations for Grades 3-5 and 6-8](#)

- [Supporting Minds](#)
- [Learning for All](#)
- [CPS \(THINK Kids Resources\)](#)
- Restorative Practices
- BMS Training

What professional learning is considered to be the most important and helpful? Why?

- Our school is and continues to change dramatically over the course of the next year.
- All goals continue to be something we will monitor and address, and revise as our “new” school community emerges and settles.
- Additionally, as we continue to strengthen our school community, we want to be mindful and allow ourselves permission to target intentional goals with purpose. In doing so, our hope is to ensure we meet our goals with integrity and intentionality.

What challenges could we encounter when implementing the Action Plan? Why?

- Furthering capacity building in staff development of skills and resources
- Capacity building and community partnerships in educating and engaging families and community stakeholders
- Continuing to monitor and collect data as our new school community settles (e.g., our first Have Your Say results)

What are the next steps? What bullying prevention and intervention strategies need to change?

- Having the team review and analyze *Have Your Say* results and make amendments to our Action Plan that reflect the strengths and needs of these results
- Continue to build relationships and connections between students, families, and community stakeholders
- Further develop both our school’s Staff and Student Leadership Teams

What needs to be included in the next year’s professional learning plan?

Resources

- [**Discriminatory and Harmful Language Protocol**](#)
- [**HDSB Bullying Response Protocol**](#)
- [OCT Professional Advisory Addressing Hate and Discrimination](#)
- [PPM 144](#)
- [Bullying Prevention and Intervention](#)
- [Promoting Positive School Environment](#)
- [Healthy Relationships in a Digital World](#)
- [Supporting Bias-Free Progressive Discipline in Schools](#)
- [Truth and Reconciliation Commissions Calls to Action](#)
- [Ministry of Ontario - Anti-Black Racism Strategy](#)
- [PrevNet](#)
- [Respond and Rebuild](#) (ETFO Resource)