



Dundee Community Schools

Vision Statement: "Students First" – Inspire, Educate, Innovate, Celebrate
Mission Statement: Dundee Community Schools is setting a course for student success. We will challenge and inspire every student, every day, in every class through innovation and dedication - promoting knowledgeable, responsible, and caring citizens.

Edward Manuszak, Ed. S
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Superintendent

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Monday, March 5, 2018

Dear Dundee Community Schools Students and Families,

I would like to take the time to explain what safety measures our district has had in place and what our plans are to continue to strive to do what we know are the recommended safety measures from law enforcement. At my Sip with the Supt. event on Monday, February 26, I shared the attached sheet with our public. The A.L.I.C.E. (Alert, Lockdown, Inform, Counter, and Evacuate) protocol is a training that each school district in Monroe County follows, when dealing with armed intruders on campus. It is non-sequential and allows us to respond accordingly. Our district staff had this training in December 2016 and will again have this training in April 2018. During the time after and before the training, our staff has spoken about how they would react in certain situations with their students. Each letter of A.L.I.C.E. stands for a different action that could be enacted by staff to keep themselves and their students safe. We have purchased the book, I'm not Scared, I'm Prepared because I know all about ALICE and will have each elementary classroom read this book as it explains in an age appropriate way what do to in the case of an emergency. We have many protocols in place that we will not share publically, due to the nature of our preparedness. We plan to distribute the "go buckets" to our staff soon and you may hear from them regarding request for items. The Counter action is one of the five actions that our students and staff will be prepared to do in case there is an active shooter on campus. Additionally, we are working toward having the Middle School and High School entrances monitored so we can lock these doors. Our November 2017 Bond is paying for our district to enhance these entrances, but this work is expected to be completed over this summer so that by the start of the 2018-19 school year these areas will be locked with video, audio, and remote electronic lock access. On Wednesday, February 28, seven Monroe County Superintendents and I met with Michigan Senator Zorn and Representatives Sheppard and Bellino to discuss our concerns. We have requested more funding so that each school building has a School Resource Officer. Currently we have one Liaison Officer for the entire district. We also have asked for an increase in funding to put toward school counselors and social workers so we can prevent these horrible tragedies before they occur, and we have asked that they allow us to use grant money wisely and if necessary use toward school safety measures. We felt these were successful meetings and are fortunate to have such cooperative legislators. Thank you for your continued support of our school district as student safety is our highest priority. If you should have any questions, please do not hesitate in reaching out to me, at edward.manuszak@dundee.k12.mi.us or 734-529-2350 ext. 11000, or you may reach out to your child's building administrator.

Sincerely,

Edward Manuszak, Ed.S
Superintendent



Site source: <http://www.alicetraining.com/alice-acronym/>

ALICE is not designed to be sequential but rather to be utilized dynamically in each unique situation. ALICE training addresses each component in detail. The ALICE Training Institute provides comprehensive, hands-on instruction on these components as well as access to tools and resources to aid in implementing and maintaining ALICE at your organization.

ALERT: Use plain and specific language to Alert others to the danger. The purpose of the ALERT is to make as many people as possible within the danger zone aware that a potentially life-threatening situation exists. This can be facilitated via many different methods (PA, text, email, personal senses). No matter the method of delivery, the objective should be a conveyance of information, not an issuance of a command. The use of plain language, delivered through as many delivery channels as possible, is the best way to ensure awareness within the danger zone. It will empower as many as possible with the ability to make an informed decision as to their best option that will maximize survival chances. ALICE, along with the Department of Homeland Security (DHS) and Federal Emergency Management Agency (FEMA), recommends plain and specific language. ALICE Training discusses methods for clearly conveying warnings and the ways various communication technologies can facilitate those messages.

LOCKDOWN: Barricade the room. Prepare to Evacuate or Counter if needed. Lockdown is an important response in the event of an active shooter or violent intruder, but there has to be a semi-secure starting point from which survival decisions can be made. The ALICE training program explains scenarios where lockdown is the preferable option and dispels myths about traditional lockdown procedures. Relying on lockdown alone will significantly endanger occupants in a violent intruder situation. Traditional lockdown creates readily identifiable targets and makes a shooter's mission easier, whether that is a hospital, a school, a church, or a business. ALICE trainers instruct on practical techniques for how to better barricade a room, what to do with mobile and electronic devices, how and when to communicate with police, and how to use your time in lockdown to prepare to use other strategies (i.e. Counter or Evacuate) that might come into play should the active shooter gain entry.

INFORM: Communicate the violent intruders location and direction in real time. Inform is a continuation of Alert and uses any means necessary to pass on real-time information. Video surveillance, 911 calls and PA announcements are just a few of the channels that may be used by school employees, safety officers, and other personnel. An emergency response plan should have clear methods outlined for informing school employees, hospital workers, or any other employees of whereabouts of a violent intruder. No one wants to have to deploy such methods, but in the horrible event that an armed intruder would enter a facility, emergency preparedness training could take over. Information should always be clear and direct and, as much as possible, communicate the whereabouts of the intruder. Effective information can keep the shooter off balance, giving people in the school more time to further lockdown, or evacuate to safety. Active shooters work alone 98% of the time. If the shooter is known to be in an isolated section of a building, occupants in other wards can safely evacuate while those in direct danger can perform enhanced lockdown and prepare to counter. Knowledge is the key to survival.

COUNTER: Create Noise, Movement, Distance and Distraction with the intent of reducing the shooters ability to shoot accurately. Counter is NOT fighting. ALICE Training does not believe that actively confronting a violent intruder is the best method for ensuring the safety of all involved, whether in a school, a hospital, a business, or a church. Counter focuses on actions that create noise, movement, distance and distraction with the intent of reducing the shooter's ability to shoot accurately. Creating a dynamic environment decreases the shooter's chance of hitting a target and can provide the precious seconds needed in order to evacuate. ALICE does not endorse civilians fighting an active shooter, but when confronted directly in a life-and-death situation, individuals should use any actions necessary to defend themselves. Counter is a last-ditch and worst-case scenario option. In the horrible event that an active shooter makes his or her way into a school, hospital, church, or business, there are steps that can be taken as an effort to survive an attack. With workplace violence as a rising trend across the United States, this method is not limited to preventing a school shooting. The ALICE Training Program provides examples for real, effective ways to counter an active shooter, when there is no other option left. Counter is about survival, the last barrier between a shooter and a potential victim, and anything a person can do gain control is acceptable. It's the opposite of being a sitting duck, and every action taken is a step towards survival.

EVACUATE: When safe to do so, remove yourself from the danger zone. Our human instinct in the face of danger is to remove ourselves from that threat. ALICE training provides techniques for safer and more strategic evacuations. An active shooter in a building presents a situation like no other. Evacuating to a safe area takes people out of harm's way and hopefully prevents civilians from having to come into any contact with the shooter. By evacuating, citizens can avoid having to employ the techniques learned in ALICE training for how best to Counter an active shooter. Did you know that you should break a window from the top corner as opposed to the center? Many useful techniques that civilians do not know exist and can save your life. ALICE trainers teach strategies for evacuating through windows, from higher floors and under extreme duress. ALICE trainers also give instructions on what to do at rally points, including communicating with law enforcement and administering first aid. Evacuation is the number one goal. Hopefully, evacuating a school, workplace, or church is always an option in the event of an active shooter. The ALICE Training Program provides lessons and information for all facets of a violent intruder gaining access to a building. Safety is our primary focus for this program, and we do not endorse risking lives of students or employees.