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Dear Menasha Joint School District Family Members,

The safety and security of your children is our highest priority. As a district we are constantly updating and improving our safety and security procedures. One such update involves upcoming changes to our current lockdown procedures.

Lockdown is a useful security practice; however we will be adding additional security practices to keep our children and staff even safer. Security experts across the country, believe, as do we, that enhanced lockdown procedures will greatly improve student and staff safety.

A.L.I.C.E. is an acronym for Alert, Lockdown, Inform, Counter, and Evacuate. It is an enhanced lockdown technique that calls for making active decisions. We believe the A.L.I.C.E protocol provides options to our staff and students in an emergency situation.

A.L.I.C.E.

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| Alert | Get the word out! Use your classroom phone to call an Intruder Alert Lockdown. Use PLAIN language to convey the type and exact location of the situation. |
| Lockdown | Good starting point, we will make lockdown more secure by learning how to barricade/tie down classroom doors whether they open inward into the room or outward into the hall. |
| Inform | Continue to communicate via the all call system. It can keep an intruder off balance and allows for good decision making by other staff members. |
| Counter | Apply skills the staff has learned to distract, confuse and gain control. |
| Evacuate | Reduce the number of potential targets by evacuating students in a controlled manner to pre-established rally points. Rally point practice drills will be held. |

Representatives from each building, members of our Administration team, Police Liaison Security Officers and Menasha Police Department participated in a two day advanced class in A.L.I.C.E. techniques during August of 2014. In the upcoming months we will be providing A.L.I.C.E. training to our teachers and building staff. Staff members will be empowered and taught how to immediately call an Intruder Alert Lockdown if someone threatening the safety of students and staff enters one of our schools. We hope to have all staff members trained by the end of the school year. Training will emphasize that the best way to survive an active shooter is to escape. When that is not possible, being mentally prepared and having been given the authority and ability to act will save lives.

In closing, in **NO WAY** are we asking or teaching our students or staff to make any attempt to subdue an armed gunman outside of their secure area. However, we will provide them the knowledge that if faced with a life or death situation there are methods that can be applied to greatly enhance their chance of survival. The methods that will be taught in the event they are directly confronted by an armed gunman and as a last resort are:

- Cause distractions to interfere with the ability to shoot accurately
- Cause as much chaos in the room as possible to create sensory overload
- Do not be a stationary target
- How to control the attacker using body weight, not strength (staff only)
- How to interact with responding Law Enforcement

We also wanted to let you know that after teachers and building staff have completed training, they will be discussing the new enhanced lockdown techniques with students in an age appropriate manner. Teachers, building staff and students will have the option to evacuate, barricade or use evasive distractions to get away from an armed intruder.

While it is clear that no absolute guarantees for safety exist, know that we are doing everything we can to minimize risk and that we hold the safety of our students - your children - as the single most important responsibility bestowed on us as a school community.

In conclusion, each and every one of us bears responsibility for school and community safety. Please report any suspicious behavior by anyone to local law enforcement agents and school administrators. Additionally, if you have any questions regarding this training, please contact your son/daughter's building principal or myself. Working together, we can best protect ourselves and our loved ones.

Sincerely,



Chris L. VanderHeyden
Superintendent