



Spring Hill

SCHOOL DISTRICT

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Dear Parents/Guardians:

The safety and security of our students is of the utmost importance. We strive to regularly evaluate policies and procedures to help us with this mission. Though we remain hopeful a school safety event, such as an active shooter, is something that we never have to face, we must do our best to prepare and train for such an event to provide the highest level of safety for our students. The Spring Hill School District started implementing a strategy known as the A.L.I.C.E. plan for crisis procedures. A.L.I.C.E. is an acronym for Alert, Lockdown, Inform, Counter, and Evacuate and is endorsed by federal, state, and local law enforcement officials.

The philosophy of A.L.I.C.E. is to use technology and information in a way so staff and students can make informed decisions in a crisis, remove as many people as possible from the danger zone, and provide training so those involved in a crisis will have a better chance of surviving.

Your son or daughter will continue to receive information about this system while in their classroom.

For the A.L.I.C.E. plan to be successful, it will be implemented in phases, including:

Phase 1 (Completed) – A panel of school principals, teachers, nurses, parents, district administrators, classified staff, and the district’s School Resource Officer provided input into how these concepts will be implemented with staff and students.

Phase 2 (Ongoing) – District staff will be trained, including the school resource officer and key administrators will be trained.

Phase 3 (Ongoing) – Certified staff members have been trained and are prepared to work with students. As with most changes, this plan will take some time to provide additional training and to fully incorporate it into our district. School safety is a top priority, and we want to get it right.

Before drills are conducted with students, we will work with students to help them understand what we are doing. It will be explained that teachers have options, and any decision made will be based on the situation and the best information available. Please note that for elementary students there is not an expectation that they will break windows or throw items. However, they may be asked to help barricade a door or be ready to listen carefully to their teacher and move quickly out of the building.

Please take the opportunity to visit with your children regarding situational awareness, personal safety, and security. Younger students may need constant reminders of safe practices in order for them to make good decisions related to their personal safety.

There is more information on the district website:

If you have any questions, please contact Dr. Wayne Burke or Brad Willson at (913) 592-7200.

Sincerely,
Dr. Wayne Burke

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 intruder's 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 the 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 parts of the school 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 shooter's 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, there are steps that can be taken as an effort to survive an attack. 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 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 the lives of students or employees.