

The Waterford School District has been in the forefront of school safety and security for a number of years (pre-Columbine) and continues to take proactive measures to protect the safety of all the students and staff members. The District has developed Incident Management Plans which are designed with the help of school security experts, as well as local law enforcement, emergency management, and public health officials. Plans are regularly reviewed and updated. These plans include procedures to respond to a variety of critical incidents.

The actions taken during any type of emergency depend a great deal on the specifics of the incident. For example, one or more schools may evacuate, lock down, or initiate a shelter-in-place response, according to the nature of the threat. School administrators have a variety of "tools" to use and have received training on how to work with each of these. The main objective is the protection of the students and staff members. The ability to remain flexible is a key component of each school's plan and of district-wide preparations

The District has received six federal grants totaling \$6.8 million since 2004. These grants include:

2004	Emergency Response & Crisis Management Grant	\$201,000
2006	Emergency Response & Crisis Management Grant	\$218,999
2008	Safe Schools/Healthy Students Grant	\$5,745,460
2008	COPS (Community Oriented Policing Services) Grant	\$267,410
2010	COPS (Community Oriented Policing Services) Grant	\$176,693
2011	COPS (Community Oriented Policing Services) Grant	\$188,512

(COPS Grants in collaboration with Waterford Police Department)

Funding from these grants included a variety of safety & security initiatives such as interior and exterior surveillance cameras on all school campuses, in which the Waterford Police Department has access; swipe card access in all buildings; purchase of Automated External Defibrillators (AED) for every building; development and implementation of a bio-security and pandemic plan; large scale emergency drills; staff emergency training; mental health services; Alcohol, Tobacco, & Other Drugs (ATOD) prevention; digital bus cameras; alarm upgrades; and an emergency notification system.

All elementary and secondary buildings utilize our "Safe Welcome" process. This process includes the locking of school main entrance doors throughout the school day, in addition to all building exterior doors. Parents and visitors will press the buzzer installed near the main entrance exterior door to alert office staff of their arrival. In addition to the buzzer, the audio/visual component will allow office staff to greet the individual, verify identify, and allow access.

The Waterford School District implemented *Blackboard Connect* , an emergency notification and communication system, which allows school staff the ability to schedule and send messages to thousands of parents and staff in just minutes. This service enables the sender to distribute personalized voice messages to all Waterford School District parent and staff member's telephones, text messages to cell phones, email address, PDAs/text receiving devices, and to TTY/TDD receiving devices for the hearing and speech impaired.

The Waterford School District's new time-sensitive mass notification service plays a key role in Waterford School District emergency preparedness and response is used for other time-sensitive issues of public interest. The comprehensive communication system is the most effective way to quickly communicate across the district and notify parents and staff about important information. There are four standing Safety & Security committees within the Waterford School District:

1. The Waterford School District's **Safety and Security Cabinet**, which consists of District administrators. The cabinet meets monthly to review and discuss safety and security protocols.
2. The **District's Safety and Security Committee**, consisting of local police and fire responders and District administrators. The committee meets quarterly to review and plan our community's response to potential threats. Plans are made in concert with all other local emergency preparedness plans.
3. The District's **Safety and Security Secondary Committee**, consisting of secondary school administrators, school safety coordinators, and police liaisons, meet to discuss preventative measures to enhance school safety.
4. Each school's **Building & Incident Response Team (BIRT)**, consisting of the building principal, teachers, custodian, and other key staff, is required to meet quarterly to discuss safety and security matters at the building level.

Each secondary building has a school safety coordinator and have full-time police liaison officers in each building daily. The Waterford School District's Incident Management Team is NIMS certified and have been trained to respond to incidents.

The Waterford School District boasts highly collaborative relationships with the Waterford Police Department, Waterford Fire Department, and White Lake Police and Fire Departments (Houghton Elementary School is located in White Lake). The Waterford Police Department's street patrol has begun to visit all of the school buildings and conduct a walk-through visit while at each building.

The Waterford School District, in partnership with the Waterford Police Department, took a proactive stand by including ALICE procedures in its Incident Management Plan. The Waterford Police Department provided training to staff in 2015. All secondary students received the ALICE training shortly after staff was trained. The purpose of ALICE (Alert, Lockdown, Inform, Counter, Evacuate) training is to prepare staff to handle the threat of a violent intruder. ALICE teaches staff to participate in their own survival while leading others to safety.

In partnership with McLaren Oakland, Waterford School District staff participated in Stop the Bleed training, which teaches individuals to stop severe bleeding before first responders arrive on the scene. In addition, McLaren provided emergency kits to every school to supplement the already existing emergency kits.

The Waterford School District is committed to school-wide safety and all renovations and new construction plans, which are part of the District's master plan, include this focus. The Waterford School District superintendent, assistant superintendent, safety and security director, facilities manager, architect, and independent security consultant conducted security assessments of all District buildings to determine potential threats and recommended enhancements to school security. Master plan enhancements completed included:

1. Ensuring that all main entrances are located near the main office for better access control and to make necessary changes to ensure a secure entrance during school hours.
2. Retrofitting classroom door lock mechanisms, where needed, so doors may be locked from the inside.

