



Written Evaluation
and Certification of School Safety Drills
for the 2025 Calendar Year
at Waterford Union

On January 9, 2025, Waterford Union High School conducted an active shooter drill. Teachers and students were notified in advance. Before the drill, our staff reviewed ALiCE© options-based approach to a violent critical incident, building door numbers, and rally points. The drill was projected and read aloud at 7:25 a.m. as, **“ALiCE Alert! ALiCE Alert! ALiCE Protocol initiated. An active threat/shooter has been reported nearby, exact location unknown. You decide to conduct an Enhanced Lockdown/Barricade but do not have enough time, you decide to prepare for COUNTER.”** The students were in first course class and expected to select the best option in response to the scenario. The focus of this drill was COUNTER. End time for the drill varies among the classes, yet the expected duration is 5-7 minutes.

Successful highlights: Students reacted well to the update in the alert. Feedback showed that the students generated more discussion as a result of more general discussion. The students are very interested in completing a “live” drill at some point. More students are becoming familiar with the exits and still request to visit rally points.

Focus areas for the next drill: Students are unfamiliar with door numbers and rally points. Students raised concerns over potential shooters knowing the rally points - “What if a second shooter is waiting to ambush students at a rally point?” We will explain the importance of using research and statistics to identify and share our rally points. Additionally, law enforcement determined the rally points, and they plan to be present by the time we arrive at the rally points.

On February 19, 2025, Waterford Union High School conducted an active shooter drill. Teachers and students were notified in advance. Before the drill, our staff reviewed ALiCE© options-based approach to a violent critical incident, building door numbers, and rally points. The drill was projected and read aloud at 2:00 p.m. as, **“ALiCE Alert! ALiCE Alert! ALiCE Protocol initiated. Students are informed that the exits are blocked and will need to use the window as an exit. Students must review how to properly break a window and the methods to exit through the window safely. Students on the second floor were instructed to locate the provided ladders in their classrooms and how to properly use them in conjunction with breaking the glass to the window.”** The students were in a sixth course class and expected to select the best option in response to the scenario. End time for the drill varies among the classes, yet the expected duration is 5-7 minutes.

Successful highlights: Students and teachers reacted well to the review of evacuation through windows and the proper methods of safely breaking glass for an evacuation.

Focus areas for the next drill: Students and teachers continue to request review of door numbers and request a “live” evacuation drill to visit rally points. Teachers were able to find and prepare the ladders for the next drill.

On March 5th, 2025, Waterford Union High School conducted an active shooter drill. Teachers and students were notified in advance. Before the drill, our staff reviewed ALiCE© options-based approach to a violent critical incident, building door numbers, and rally points. The drill was projected and read aloud at 2:10 p.m. as, **ALiCE Enhanced Lockdown Exercise. To review the basics of the ALiCE Lockdown Protocol. This month's exercise The WAVE alert system is activated. The only information is the WAVE alert system was activated from Door#1 with a firearm attempting to enter the main entrance. It's unknown how many individuals are involved or their locations.** The students were in their 6thth course and expected to select the best option in response to the scenario. The focus of this exercise was enhanced barricade. End time for the drill varies among the classes, yet the expected duration is 5-7 minutes.

Successful highlights: Students were able to find items found in their classrooms that can be used to barricade and secure their classroom doors. Feedback showed this drill created a discussion on what items worked better than others and helped create a plan if an intruder was able to breach their door.

Focus areas for the next drill: Some students had difficulty finding spare cables and many students don't wear belts. Explanation was used to use existing cables that can be disconnected from items in use in the classroom and how to properly use them on their classroom doors. Some staff requested cables, zip ties, ect. be provided by the district.

On April 24th, 2025, Waterford Union High School conducted an active shooter drill. Teachers and students were notified in advance. Before the drill, our staff reviewed the ALiCE option - based approach to a violent critical incident, building door numbers, and rally points. The drill was projected and read aloud at 9:35 a.m. **ALiCE Counter Exercise." To review the basics of the ALiCE Counter Protocol. This month's exercise is an Active Shooter is located in your hallway and you have decided it's unsafe to evacuate. You decide to conduct an Enhanced Lockdown/Barricade but do not have enough time, you decide to prepare to COUNTER.**

Successful highlights: Students are becoming more comfortable and prepared with locating items in their classrooms that can be utilized to quickly and efficiently be used to counter an active threat.

Focus areas for the next drill: Continue to focus on feedback from both students and teachers for areas that need improvement.

On May 8, 2025, Waterford Union High School conducted an active shooter drill. Teachers and students were notified in advance. Before the drill, our staff reviewed ALiCE© options-based approach to a violent critical incident, building door numbers, and rally points. The drill was projected and read aloud at 2 p.m. **May ALiCE Presentation is the practice of properly breaking windows and evacuating out of a second story.** The students were in sixth course hour class and expected to review the best options for an evacuation. End time for the drill varies among the classes, yet the expected duration is 5-7 minutes.

Successful highlights: Students and teachers found this review useful and are now more familiar with proper techniques to break windows and being prepared to evacuate out of a second story with the ladders provided.

On September 15th, 2025, Waterford Union High School completed initial overview lessons of the school's safety plan with students during advisory period. The lessons area review for returning students and an introduction to protocols, maps, and rally points for incoming students. Additionally, the sessions foreshadowed protocols and procedures for the emergency services coordinated evacuation drill on September 18th. The lessons were 20 minutes in length.

On September 18, 2025 Waterford Union High conducted an active shooter evacuation drill. The Wave Alarm was activated at 10:31 a.m. 1000 students and staff arrived at rally points in under 7 minutes (10:38). Attendance for all students and staff was completed in 24 minutes (10:55). An adult was at each rally point and announced 9-1-1. The WAVE notification system worked and was operational. Staff took charge and were helpful throughout the evacuation drill. Students responded well and practiced evacuation protocols. Emergency Services, Waterford Police and Waterford Fire and Rescue responded and provided their support and feedback. All staff and students returned at 11:02 for a total of 31 minutes from the beginning of the evacuation drill to the end.

Focus areas for the next drill: Gather data from students and staff and review data in order to increase efficiency, effectiveness, and survivability. A follow up message was sent out to families following the Evacuation Drill.

On October 10th, 2025, Waterford Union High School conducted an active shooter drill. Staff and students were notified in advance. Before the drill, our staff reviewed ALiCE option based approach to a violent critical incident, building door numbers and rally points. The drill was projected and read aloud at 9:35 a.m. as, **"ALiCE Alert! ALiCE Alert! ALiCE protocol initiated An Active threat has been reported outside of the school in close proximity to the school grounds. The suspect is armed with a rifle and it's not safe to evacuate. We have very little information of the exact whereabouts of the threat. The decision is made to conduct an Enhanced Barricade/Lockdown.** The students were in the third course and expected to select the best option in response to the scenario. The focus in this exercise was an enhanced barricade/lockdown drill. End time for the drill varies among the classes, yet the expected duration is 5-7 minutes.

Successful highlights: Students responded well to the drill occurring in a different classroom than the previous month. This requires the students to process scenarios differently each month. They are beginning to understand the importance of knowing specific door numbers and rally points.

Focus areas for the next drill: Gather data from the students regarding an approximate number who understand the exits and rally points. Students and staff are requesting more visits to the rally points and better understand the locations and expectations once at the rally points. Questions on rooms that have multiple entry points.

November 18th, 2025, Waterford Union High School conducted an active shooter drill. Teachers and students were notified in advance. Before the drill, our staff reviewed ALiCE© options-based approach to a violent critical incident, building door numbers, and rally points. The drill was projected and read aloud

at 7:25 a.m. as, **“ALiCE Alert! ALiCE Alert! ALiCE protocol initiated. An active shooter has been reported somewhere in our school. The challenge in this month's drill is there are multiple entrances to the classroom. Teachers and students have to find ways to overcome this challenge ”** The students were in second course and expected to select the best option in response to the scenario. The focus in this exercise was an enhanced lockdown drill. End time for the drill varies among the classes, yet the expected duration is 5-7 minutes.

Successful highlights: Students responded well to the drill occurring in a different classroom than the previous month. This requires the students to process scenarios differently each month. They are beginning to understand the importance of knowing specific door numbers and rally points.

Focus areas for the next drill: Gather data from students regarding an approximate number who understand exits and rally points. Students and staff are requesting a visit to the rally points to better understand the locations and expectations once at the rally points. Additionally, collect information from students and staff that will guide the SSIT in future drills.

On December 9th, 2025, Waterford Union High School conducted an active shooter drill. Teachers and students were notified in advance. Before the drill, our staff reviewed ALiCE© options-based approach to a violent critical incident, building door numbers, and rally points. The drill was projected and read aloud at 9:35 a.m. as, **“ALiCE Alert! ALiCE Alert! ALiCE Protocol initiated. An active shooter has been located in your hallway, you have decided it’s unsafe to evacuate. You decide to conduct an Enhanced Lockdown but do not have enough time, you decide to prepare for COUNTER”** The students were in second course and expected to select the best option in response to the scenario. The focus of this exercise was the countering techniques. End time for the drill varies among the classes, yet the expected duration is 5-7 minutes.

Successful highlights: Students work on finding items in the classroom to use as instruments to help counter if they encounter an active threat entering their classroom.

Focus areas for the next drill: More practice with items that can be easily acquired to use to secure doors and have items more readily available and potentially provided to all staff in short notice.

Waterford Union High School adopted(2017) the ALiCE© Response Protocol to a violent critical incident and implements the protocols during all drills. All staff and students are trained to select the best response to a violent critical incident based upon their location, location of the intruder, and other circumstances. The acronym stands for A=Alert, L=Enhanced lockdown/barricade, I=Inform, C=Counter, and E=Evacuate.

After each monthly drill concludes, students and staff debrief the drill. Feedback is submitted through a Google Form. The feedback is reviewed and used to develop lessons for the next month’s drill.

Certifications:

Administration presented the school safety drill report with written evaluation to the Waterford Union High School Board of Education in December 2025.

WUHS administration certifies that school safety drills were conducted on 1/9/25, 2/19/25, 3/5/25, 4/24/25, 5/8/25, 9/18/25, 10/10/25, 11/18/25, 12/9/25.

High School Principal Signature: _____

District Superintendent Signature: _____

School Board President Signature: _____

Note: Please see this guidance regarding the release of safety plan documents, forms, evaluations, and related information under the Wisconsin Public Records Law:
<https://www.doj.state.wi.us/sites/default/files/school-safety/Office-Of-Open-Government-grant-application-records.pdf>.