



POMS

Responding To Active Violence

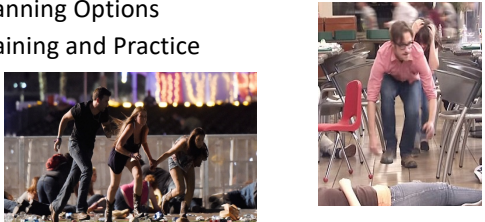
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Today's Agenda

- Background Information You Should Know
- The Importance of Pre-Planning
- Planning Options
- Training and Practice



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Today's Class – Words of Caution

- There are no guarantees during an active violent incident. You must be able to adapt, improvise, and overcome. **KEEP IT SIMPLE!**
- You will be provided with important survival strategies – not just for a school setting, but for anywhere you might be.
- This presentation is just a starting point. Never stop learning and practicing.

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Mission Areas of Emergency Management

Planning should occur in every area of emergency management.

- Equal planning in each area.
- Must include ADA accommodations.

Majority of planning & preparation goes into Response and Mitigation for an event that usually only lasts 5 minutes or less.

Far less time and resources are put into Prevention and Recovery (where effects could last indefinitely).

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First - How Do We Prevent The Violence?

- **Prevention vs. Mitigation?**
- **School Climate?** (Safety, Security, Staff/Student Trust?)
- **Restorative Practices Programs?**
- **Bullying Prevention?** (Policy, and Student Curriculum?)
- **Threat Assessment Process?** (Training for TA teams, staff, students?)
- **Suicide Awareness/Prevention?** (QPR Gatekeeper Training?)
- **Anonymous Reporting Systems?** (Stop-It – Sandy Hook)

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Homicidal or Suicidal?

2022 Violence Project – U.S. Mass Shootings 1966-2019







Of the 172 identified shooters in this study:

- 31% of shooters had experiences of severe childhood trauma.
- Over 80% were in a state of crisis in the days/weeks preceding the shooting.
- 69% were suicidal prior to, and during the shooting.
- 92% of K-12 student shooters were suicidal.
- 100% of Higher Ed shooters were suicidal.
- 58% died by suicide (38.4%) or were killed by police (20.3%).

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Location – It can Happen Anywhere

 <p>Business</p> <ul style="list-style-type: none"> ✓ Accent ✓ Signage ✓ Pulse ✓ Nightclub ✓ Hartford Beer ✓ Aurora Theater ✓ Safeway (Cliford) ✓ Cupertino ✓ Quarry ✓ Atlanta ✓ Massage ✓ Parlors (3) ✓ King Super 	 <p>K-12</p> <ul style="list-style-type: none"> ✓ Sandy Hook ✓ Chardon HS ✓ Columbine HS ✓ Sparks MS ✓ FL School Board ✓ Aztec HS ✓ MSD HS ✓ Santa Fe HS (TX) 	 <p>Houses of Worship</p> <ul style="list-style-type: none"> ✓ Sikh Temple ✓ Illinois First Baptist ✓ New Life Springs ✓ Wedgewood Baptist ✓ Charleston Emanuel ✓ Sutherland Springs 	 <p>University</p> <ul style="list-style-type: none"> ✓ Virginia Tech ✓ Oikos University ✓ Santa Monica ✓ Case Western 	 <p>Government</p> <ul style="list-style-type: none"> ✓ Naval Yard ✓ Fort Hood ✓ Pentagon ✓ Post Offices ✓ Holocaust Memorial ✓ FL Lauderdale Airport 	 <p>Healthcare</p> <ul style="list-style-type: none"> ✓ Pittsburgh Medical Center ✓ Parkwest Med ✓ Pinelake Health
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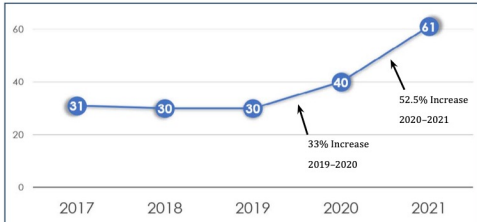
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FBI 2021 U.S. Active Shooter Study

Incident Statistics

Active Shooter Incidents 2017–2021



Year	Active Shooter Incidents
2017	31
2018	30
2019	30
2020	40
2021	61




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What You Need To Know

A person (or persons) **actively engaged** in the killing or attempted killing of innocent people in a populated area and/or confined space, by any means and regardless of motivation.

- Element of Surprise (Ambush)
- Speed
- Violence of Action
- Dynamic
- Chaos/Confusion
- Unpredictable
- High Casualties
- Unknown “Help” Time

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Train based on what HAS happened – Not what COULD Happen

- 97% – 1 Bad Guy
 - Teams of 2 in only 5 – 6 incidents over 90 years – Have never split up to gain a tactical advantage.
- 97% – Male bad guy.
- 95% – Current Student or Employee.
- 83% – Force was required to stop the threat.
- Majority of events occur in populated areas (hallways, classrooms, cafeterias, public events, Worship Centers, areas of commerce).

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Stats to Know
(FBI, Ron Borsch-SEALEA)

- Incident duration: 3-12 minutes or less.
- 60% of incidents are over before police arrive.
- 1 shot was fired every 4-15 seconds!
- 50%-70% Hit Rate (Police – 30%)
- 1:1 Killed/Wounded Ratio

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Managing The “Response Gap”

The 5-Minute Test
(69% of Incidents Over in 5 Minutes or Less)

➤ Minutes to Call 911?	+ 30 Seconds
➤ Minutes to Process 911 call & dispatch officers?	+ 30 Seconds
➤ <u>Police Travel Time (Minutes)?</u>	+ 2 Minutes
➤ Time: From 911 call to police arrival (Parking Lot)?	= 3 Minutes

Now Add...

➤ Officer(s) Building Entry Time (Minutes)?	+ 1 Minute (?)
➤ <u>Officer(s) Locate/Engage/Stop Threat (Minutes)?</u>	+ 1 Minute (?)
➤ Minutes – Contact Time	= 2 Minutes (?)

Is a 5-minute Response Time realistic at your location?

MSDHS: Police enter Bldg. 11:04 after shooting started – 4:48 after killer fled.
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Our Response Plan Is Key

➤ **Two (2) Factors Influencing Casualty Counts:**

1. Police Response Time (Depends on Location & Training)
2. Target Availability (Determined by protective actions taken by people).



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Police Response Times

DATE	LOCATION	EVENT	(EVENT START) 911 CALL	P/L TIME	BLDG ENTRY	EVENT RESOLUTION	CASUALTIES
4/20/99	Littleton, CO	Columbine High School	11:19am (11:19am)	11:24am	1:09pm	Suicide - 12:08pm (3:30pm)	13 Killed - 21 Wounded
4/16/07	Blacksburg, VA	Virginia Tech (Norris Hall)	9:41am (9:35am)	9:45am	9:50am	Suicide - 9:51am	30 Killed - 17 Wounded
12/14/12	Newtown, CT	Sandy Hook	9:36am (12:36am)	9:39am	9:44am	Suicide - 9:40am	26 Killed - 2 Wounded
7/20/12	Aurora, CO	Century 16 Theater	12:39am (10:58am)	12:40am	12:47am	Arrested - 12:45am	12 Killed - 58 Wounded
12/2/15	San Bernardino, CA	Inland Regional Xmas Party	11:01am (10:58am)	11:04am	11:07am	Fled - Later Killed by Police	14 Killed - 24 Wounded

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Plan Your Work and Work Your Plan

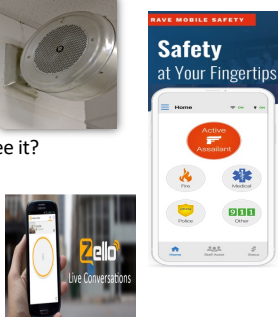


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Emergency Communications Systems

- What is it?
- Where is it?
- How do you access it?
- Who can access it?
- Can everyone hear it AND/OR see it?
- How many Layers (Redundant)?
- What is being communicated?
- Are you communicating to all stakeholders?



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Our Response Plan Is Key

- **Plans Should Be Simple & Options-Based**
 - Easy to Remember (No Critical Thinking)
 - Flexible/Adaptable to any venue (Options-Based)
 - Employs Actions/Movement (Gross Motor Skills)
- **During Violence – The Proximity of the Threat Determines Time, Options, and Actions.**

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Many Options


- **"A.L.I.C.E"** (Alert – Lockdown – Inform – Counter – Evacuate)
- **"RUN – HIDE – FIGHT"** (2012 – DHS & HPD)
- **"AVOID – DENY – DEFEND"** (TSU – "ALERRT" or "CRASE")
- **"AVERT"** (Active Violence Emergency Response Training)
- **"AVOID – BARRICADE – CONFRONT"** (2019 – NYPD)
- **"GET OUT – HIDE OUT – TAKE OUT"** (DHS)
- **"HOLD – SECURE – LOCKDOWN – EVACUATE – SHELTER"** (SRP)

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Movement Increases Safety & Survivability


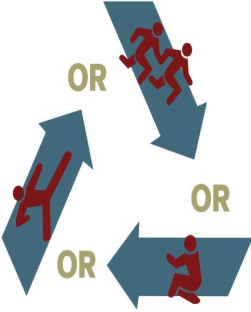
RUN
If a Safe Path is Available



HIDE
If You Can't Get Out Safely



FIGHT
If Your Life Is In Eminent Danger

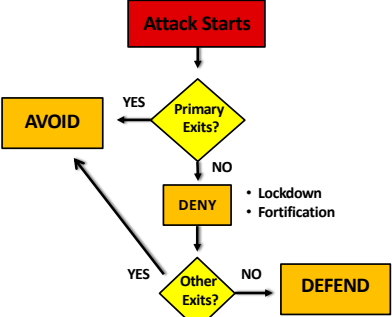



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Movement Increases Safety & Survivability

AVOID (RUN)
DENY (HIDE/LOCKDOWN)
DEFEND (FIGHT)





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RUN: Avoid - Evacuate - Flee - Get Out - Leave

- Must know **all** ways out of a building (doors and/or windows).
- Leave your stuff.
- Move on foot - NO DRIVING!
- Know your Rally Points
- Reunification Location

- Removes potential casualties - *The average hit rate on a moving target is only 4%.*
- Removes the need for parents to come to the school.

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Movement is Key


- > Average distance between shooter and victim is less than 5 feet.
- > 90% of head wounds are lethal.
- > Average hit rate on a moving target is 4% - Therefore: 96% chance of not being shot if you move.
- > 75% - 80% of Gunshot victims survive.

"I don't know what's going on, but let's go ahead and get under the table," Reyes said he told the students. "Get under the table and act like you're asleep." – Teacher from room 111; Rob Elementary

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Robb Elementary – May 24, 2022



11:27 – Teacher at car.
 11:28 /29 – BG Crashes – 22 shots fired at witnesses.
 11:30 – Teachers calls 911 for accident – sees BG approaching w/gun – closes door.
 11:31 – BG jumps fence – enters parking lot – 22 shots fired at west classroom windows.
 PE Coach Announces Shooter via radio.

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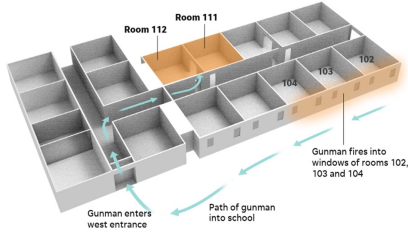
Robb Elementary – May 24, 2022

11:31/32 – Principal initiates lockdown via 'PUSH' app – which is delayed by bad Wi-Fi.

No warning is made via school P/A system.

11:33 – BG enters unlocked west bldg. door. Enters classroom 111 (112) and fires 142 rounds.

11:43 – School website reports Campus – wide lockdown.



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Preliminary Investigation – 7/17/22

INVESTIGATIVE COMMITTEE ON THE ROBB ELEMENTARY SHOOTING

TEXAS HOUSE OF REPRESENTATIVES

- Poor Wi-fi connectivity and unreliable delivery for PUSH System.
- Failure to use the school P/A as a redundant source of communication.
- Over-use of Lockdown procedures for off-campus incidents.
- Faulty classroom door locks and failure to repair.
- Culture of noncompliance with policies requiring locked building and classroom doors.

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Training and Practice

- Written policies/procedures never practiced are doomed to fail.
- Who, how, and what you train will make the difference. (Gradual Stress inoculation is best. PPTs & Table-Tops have limited stress)
- **Everyone** must receive training.
- Training/Practice must be **age-appropriate** (Schools).
- Safety during training is vital – both **physical & psychological**.
- Train consistently and realistically. (Don't train for what "might" happen).
- Limit response options and keep simple – **nothing complex**.
- Movements should be Gross Motor – not Fine Motor.
- Consider "Stop-The-Bleed" training for staff (Possibly older students).

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Follow Official Sources for Accurate Information

- FBI - **U.S. Active Shooter Incident Studies**
<https://www.fbi.gov/resources/libraries>
- NYPD - **Active Shooter: Recommendations & Analysis for Risk Mitigation Studies**
(Studies Available Upon Request)
- U.S. Secret Service - **Mass Attacks Studies**
<https://www.secretservice.gov/protection/ntac/>
- REMS - **Active Shooter Situations: After an Active Shooter Incident**
<https://rems.ed.gov/K12AfterAnActiveShooter.aspx>
- DHS/CISA - **Active Shooter Preparedness**
<https://www.cisa.gov/active-shooter-preparedness>
- FEMA - **IS-907: Active Shooter: What You Can Do**
Independent Study Course
<https://training.fema.gov/is/course/overview.aspx?code=IS-907>

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Thank You! Any Questions?

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- **Supplemental VCI Training** (available upon request)
 - Behavior Threat Assessment
 - Room Fortification (Practical Exercise)
 - "Loud Noise" Training (Practical Exercise)
 - Room Defense Strategies (Practical Exercise)
 - Off-Site Evacuation (Class, T/T or Practical)
 - Family Reunification (Class, T/T or Practical)

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