



About me...

- 27 years law enforcement experience
- FEMA Trainer of Trainers - Active Shooter
- Director of Campus Safety at Wilmington College
- D.A.R.E.
- SRO Administrator
- Safe Dates
- Peaceful Classrooms
- CIT Crisis Intervention Trainer - Youth
- Domestic Violence Prevention instructor
- Certified Title IX Investigator
- Father of (2) daughters

**ai ACADEMIC
IMPRESSIONS** 2



LEARNING OUTCOME

After participating...

...you will be able to train faculty and staff more effectively on how to respond to an active shooter situation.



AGENDA

- Essential components to include in your training
- Best methods for training faculty & staff
- Proven protocols for active shooter scenarios
- How to overcome fear/resistance



#Altraining

ESSENTIAL COMPONENTS TO INCLUDE IN YOUR TRAINING



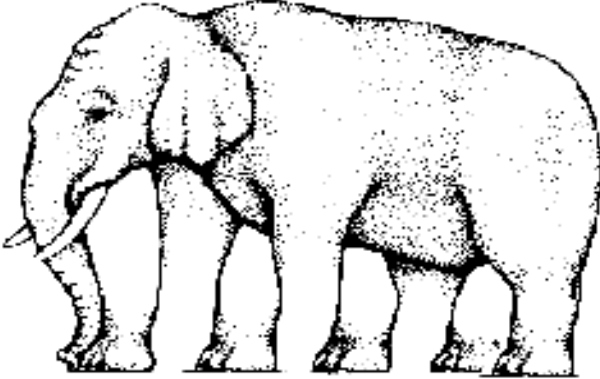
Where do these incidents happen?




- Where we shop
- Exercise Free Speech
- Learn
- Work



■ Perceptions



ai ACADEMIC
IMPRESSIONS 7

 CHAT

What do you think might be
indicators of potential
workplace violence?

ai ACADEMIC
IMPRESSIONS 8

■ What Should I Watch For?

An active shooter is an individual actively engaged in killing or attempting to kill people in a confined and other populated area. In most cases, active shooters use firearms and there is no pattern or method to their selection of victims. Active shooter situations are unpredictable and evolve quickly.

(FEMA.gov | Federal Emergency Management Agency, 2015)




■ What to Watch for...

- In only 13% of school shooting cases did the subject make verbal and/or written threats to cause harm to the target
- These threats were veiled and direct, and were conveyed to the target or a third party about the target



■ What to Watch for...

- In 19% of the cases stalking or harassing behavior was reported prior to the attack
- In only 10 percent of the cases did the subject engage in physically aggressive acts toward the targets.
- Concerning behaviors were observed by friends, family, associates, professors, or law enforcement in 31 percent of the cases


 **ai** ACADEMIC
IMPRESSIONS 11

■ What to Watch For...

- Development of a personal grievance
- Contextually inappropriate and recent acquisitions of multiple weapons

Contextually inappropriate and recent escalation in target practice and weapons training

(Preventing an Active Shooter Situation - REMS TA Center Website, n.d.)

 **ai** ACADEMIC
IMPRESSIONS 12

Active Shooter Incidents



- Are becoming more frequent
- Anger, revenge, ideology, untreated mental illness

Active Shooter Situations are:

- Unpredictable
- Evolve Quickly
- Continue until stopped by law enforcement, suicide, or intervention

■ What to Watch For...

Educators are the world's most proficient
profilers.


■ History

- The earliest recorded school shooting
was in 1764 (“Timeline of school shootings,” 2017)
- It's important to keep in mind that this
is not a new issue

■ Quote


“Technology is not going to save us. Our computers, our tools, our machines are not enough. We have to rely on our intuition, our true being.”

- Joseph Campbell
(De Becker, 2002, p. 36)

 **ACADEMIC**
IMPRESSIONS 17

#Altraining

**BEST METHODS FOR TRAINING FACULTY
& STAFF**

 **ACADEMIC**
IMPRESSIONS 18

Awareness

- Classroom Awareness
- Situational Awareness
- Student Awareness



CHAT

What actions should you take
to keep yourself safe in an
active shooter situation?

■ Are you
prepared?

- Run
- Hide
- Fight

■ Run!

- Have an escape route and a plan in mind
- Leave your belongings behind
- Help others escape, if possible
- Evacuate regardless of others
- Warn/prevent individuals from entering

Run!

- Do not attempt to move wounded people
- Keep your hands visible
- Follow police instruction
- Call 911 when safe

Hide!



Your hiding spot should:

- Be out of the active shooter's view
- Provide protection if shots are fired
- Not restrict options for movement

■ Keeping Yourself Safe While Hiding



- Lock the door
- Hide behind large item (cabinet or desk)
- Silence cell phone/page
- Remain quiet



■ Important Information



Provide law enforcement or 911 operators with:

- ✓ Location
- ✓ Number
- ✓ Physical description of shooter(s)
- ✓ Number and type of weapons
- ✓ Number of potential victims



Fight!



As an absolute last resort:

- Act as aggressively as possible
- Throw items and use improvised weapons
- Work together to incapacitate the shooter
- Commit to your actions



CHAT

Look around the room. Consider what you would do in an active shooter situation and whether it would be better to run or hide.

- Come up with a list of actions you would take to protect yourself and those around you.
- Share with us





CHAT

What actions should you take
when law enforcement arrives?

■ Law Enforcement's Role



Immediate Purpose:

- Stop the active shooter
- Proceed to area where last shots were heard
- First priority is to eliminate the threat

■ Additional officers & rescue teams

Teams may:

- Wear bulletproof vests, helmets, and other equipment
- Be armed with rifles, shotguns, and/or handguns
- Use pepper spray
- Shout commands
- Push individuals to the ground for their safety



■ Reacting to Law Enforcement

- Remain calm
- Put down any items
- Raise hands and spread fingers
- Avoid quick movements
- Avoid pointing and screaming or yelling
- Proceed in direction from which the officers are entering



Safe Location



Area is controlled by law enforcement until:

- The situation is under control
- All witnesses are identified and questioned

Classroom Awareness

This is your domain, you know it like you know your own home. What can you do to make it, you, and your self safe?

Be Proactive


- Do not place your safety in the hands of others!
- Always keep in mind that YOU are the first responder.

Talk

- Brainstorm
- Write down your observations
- Start small
- K.I.S. (Keep It Simple)


■ **Table Top
Drills**

- Start Small
- Be Creative
- Be Open Minded




■ **Groups**

- Expand your discussions
- Expand your tabletop drills




■ Practice

- Just like homework
- Walk through your plan


 **ACADEMIC**
IMPRESSIONS 39

#Altraining


**PROVEN PROTOCOLS FOR ACTIVE
SHOOTER SCENARIOS**

 **ACADEMIC**
IMPRESSIONS 40


■ Quad




Columbine Response



■ A.L.I.C.E.



Alert
Lockdown
Inform
Counter
Evacuate



■ Run, Hide, Fight



- Evacuate
- Hide Out
- Take Action Against the Shooter

 **ACADEMIC**
IMPRESSIONS 43

#Altraining

HOW TO OVERCOME FEAR/RESISTANCE


 **ACADEMIC**
IMPRESSIONS 44

■ Fear

The Gift of Fear (De Becker, 1997)

ai ACADEMIC IMPRESSIONS 45

■ Resistance to Training



- Comparatively there are many more school related deaths due to violent acts than by fire.
(Satterly Jr., 2014, p. 15)
- Fire Drills vs. Active Shooter Drills

ai ACADEMIC IMPRESSIONS 46

■ Fight, Flight, or Freeze

This anxiety and fear exists for a reason. Humans evolved to have a fight, flight, or freeze response to alert us to danger. It helps us to act in these stressful situations. The physical response can vary – you might escape the situation, act impulsively, or freeze up.



■ Follow Up



Important to:

- Manage Consequences
- Capture lessons learned

Results:

- Promotes well-being of those involved
- Facilitates preparedness for future emergencies



Managing the Consequences



- Determine who is missing or injured
- Determine a method for notifying families
- Assess psychological state of individuals
- Identify and fill critical personnel or operational gaps.

Lessons Learned



- Document response activity
- Identify successes and failures
- Provide analysis of existing plan
- Describe plans for improvements



ACTIVITY

Post-Webcast Activity



CHECKLIST

**Does your institution have an
Emergency Action Plan that
contains everything on the
checklist?**



RESOURCE

Please be sure to download
the resources document



RESOURCE

Bucket List

Classroom Safety Checklist



TAKEAWAYS

An active shooter is an individual actively engaged in killing or attempting to kill people in a confined and other populated area. In most cases, active shooters use firearms and there is no pattern or method to their selection of victims. Active shooter situations are unpredictable and evolve quickly.



TAKEAWAYS

This anxiety and fear exists for a reason. Humans evolved to have a **fight, flight,** or **freeze** response to alert us to danger. It helps us to act in these stressful situations. The physical response can vary – you might escape the situation, act impulsively, or freeze up.



QUESTIONS



EVALUATION

Thank you!

Please remember to complete the event evaluation.
Your comments will help us continually improve the
quality of our programs.

© Copyright 2017 Academic Impressions

Follow us:



58