



ACTIVE SHOOTER TRAINING

Presented by:

[Insert Township Name] Police Department

Revised [Insert Date]

Question 1

How many children have been killed by a fire while at school in the past fifty years, anywhere in North America?

Zero in the past fifty years.

Question 2

How many students and faculty were murdered in school, in the United States, for the year 2006-2007?

Fifty-nine murders, at school, in ONLY one year.

The Difference

After the Our Lady of the Angels school fire disaster, firefighters became **VERY** aggressive towards fire prevention and mitigation.



The Threat

For the first time since 1992, in 2007 the rate for violent crime at school was higher than the rate experienced away from school. The 2007 victimization rates for serious violent crime at school and the rates away from school were not measurably different.*

**Indicators of School Crime and Safety: 2009*

School Violence

School violence is not a new phenomenon, the earliest recorded school shooting in the United States occurred on July 26, 1764, near Greencastle, Pa when Lenape American Indians entered a schoolhouse and shot and killed a schoolmaster and 9 or 10 children (reports vary). Only 3 children survived.

In 2014, there were 24 reported school shootings. 12 of those shootings were in Elementary, Middle, and High School settings.



School Violence

In most American communities the local high school is the most occupied building.

If it can happen in a one room Amish school house, it CAN happen here.



What is an Active Shooter Emergency?

An Active Shooter Emergency involves one or more persons, using a firearm, engaging in a random or systematic shooting spree.

An Active Shooter Emergency may:

- last for minutes or hours
- range over a large and constantly changing area
- threaten everyone within close proximity of the shooter

Restaurants



Movie Theaters



SUN 5:42

Churches



Night Clubs



OCTAGON

KOREA UNDERGROUND
MS-PHOTOGRAPH.CO.KR

Malls



Columbine



FBI Study: 2000 to 2013

- 160 Incidents were studied
- There were an average of 11.4 incidents annually
- 486 killed
- 557 injured
- 60% of the incidents ended before the police arrived

Citizen Preparation is Critical

In the last 25 years, mass shooting events have yielded a national average of 5 to 6 minutes for law enforcement to respond to an Active Shooter scene.

Where are we right now?

- What is the current procedure on a violent intruder?
- Do you have lockdown?
- Do you have any other options?

What is a LOCKDOWN?

- Gather together “shelter in place”
- Lock the doors
- Turn out the lights
- Be quiet
- Developed for prisons



Why change now?

- Data from over 500 school shootings
- Only 20% of school shootings occur when traditional lock down is an option
- Locked doors are failing
- To align ourselves with National and State Standards

How should you respond?

- Traditionally, you would shelter in a certain place and wait for police to arrive
- With an Active Shooter, this makes you a “sitting duck” and causes more casualties
- We choose to follow the “ALICE” response plan in response to an Active Shooter

Before we begin...

We are NOT mandating that this is what you must do. We are simply giving you more **OPTIONS** to choose from, in your moment of need. **YOU** make the decision on which option is best for you and your employees/students at that moment. We are **EMPOWERING** you to save your own life.

A.L.I.C.E.

ALICE is an acronym for 5 steps you can utilize in order to increase your chances of surviving a surprise attack by an Active Shooter.

Alert

Lockdown

Inform

Counter

Evacuate

Alert

Can be anything that alerts you to a possible Active Shooter.

It may be:

- Gunfire
- Witness
- PA Announcement
- Phone alert

Alert

- How is an alert initiated in your building?
- Someone sees a person outside her window with a weapon. Who does she/he call?
 - Main office
 - Police (911)
- How is the alert communicated to the rest of the building?

Lockdown

This is a semi-secure starting point from which to make survival decisions. If you decide to not evacuate, secure the room:

- Lock the door
- Cover any windows in the door if possible
- Tie down the door, if possible, using belts, purse straps, shoe laces, etc.
- Barricade the door with anything available using desks, chairs, etc.
- Look for alternate escape routes (windows, other doors)
- Call 911



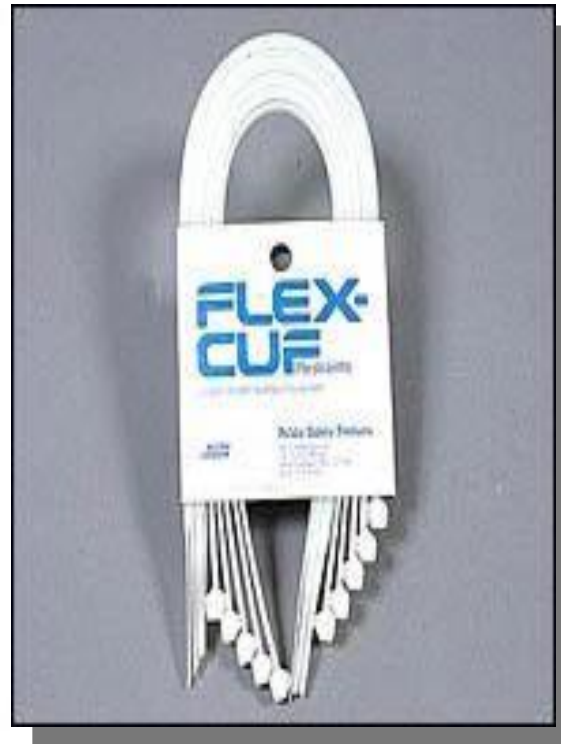
Lockdown

- Move out of the doorway in case gunfire comes through
- Silence or place cell phones on vibrate
- Once secured, do not open the door for anyone. Police will enter the room when the situation is over
- Gather weapons (coffee cups, chairs, books, pens, etc.) and mentally prepare to defend yourself or others
- Put yourself in position to surprise the active shooter should they enter the room

Lockdown

You can easily add to the security of your door by:

- Using plastic ties to secure hydraulic arms
- Installing floor bolts



Inform

Use any means necessary to pass on real time information.

The Information:

- Should be given in plain language
- Can be derived from 911 calls, video surveillance, etc.
- Should be a who, what, where, when and how information
- Can be used by people in the area or who may come into it to make common sense decisions
- Can be given by “Flash Alerts”, PA Announcements or Police Radio speakers

Inform

Remember, the occupants are the ones without that knowledge. They are also the ones with the greatest need to know.



Inform

- Your information center must be in a **VERY** secure location.
- While it is nearly impossible to build a totally secure school, you can easily build one safe room.
- This room will be the information center in the event of a crisis.
- In a crisis pre-selected personnel will report to the secure room.
- They will monitor the violent intruder's actions.
- They will broadcast this information as soon as possible.
- The information will allow people to make informed decisions for their safety.

Counter

This is the use of simple, proactive techniques should you be confronted by the Active Shooter.

Remember:

- Anything can be a weapon
- Throw things at the shooters head to disrupt their aim
- Create as much noise as possible
- Attack in a group (swarm)
- Grab the shooters limbs and head and take them to the ground and hold them there
- Fight dirty – bite, kick, scratch, gouge eyes, etc.
- Run around the room and create chaos

Counter

DISTRACTING the shooter:

- will interrupt the physical act of shooting
- will take him from shooting accurately, to just shooting

If you have control of the shooter, call 911 and tell the police where you are and listen to their commands when officers arrive on scene.

Quick Facts

- According to the NRA, handguns are fatal in only 10% of shootings
- To put it another way, if you are unfortunate enough to be shot by a handgun, you have a 90% chance of survival
- This is **NOT** the case in school shootings
- The reason is because in most school shootings, the victims cooperate in their own murder!

Quick Facts

- By contrast, 80% of the rounds fired by trained Police Officers in a shootout, MISS!
- These are Police Officers who have received hours and hours of formal training with firearms

Why the disparity?

Because police shootings are dynamic. School shooting targets are not.

Counter

- The 2nd most important thing you can do ...
Move! Move! Move!
- DO NOT just sit there and wait to be murdered!
- Scatter!
 - Think about turning on a light in a dark room. Do what bugs do!
 - If it works for bugs, how much better can it work for you?
- As you move, keep throwing things at the violent intruder, yelling and screaming at the same time.

Evacuate

The goal of evacuation during an active shooter attack is to minimize the number of potential victims within the crisis zone.

Moving mass numbers of people during this type of event may seem contrary to conventional wisdom. It is.

Evacuate

Remove yourself from the danger zone as quickly as possible.

- Decide if you can safely evacuate
- Run in a zigzag pattern as fast as you can
- Do not stop running until you are far away from the area
- Bring something to throw with you in case you would encounter the Active Shooter
- Consider if the fall from a window will kill you
- Break out windows and attempt to quickly clear glass from the frame

Evacuate

- Consider using belts, clothing or other items as an improvised rope to shorten the distance you would fall
- Hang by your hands from the window ledge to shorten your drop
- Attempt to drop into shrubs, mulch or grass to lessen the chance of injury
- Do not attempt to drive from the area

Evacuate

- At Columbine High School over 700 kids fled school **ON THEIR OWN INITIATIVE** once the shooting started.
- Over half of the school's students saved their own lives by fleeing the area.
- No authority figure told them to, they just knew instinctively it was safer to run away.



Evacuate

Think about your building. If an active shooter is at one end of the building, and you are at the other end, would it be safer for you to stay where you are until the police arrive or...

Would it be safer for you to leave the area in the opposite direction of the intruder and get behind the police lines as quickly as possible?

Remember

“ALICE” does not follow a set of actions you “shall, must, will” do when confronted with an Active Shooter.

You may use only 1 or 2 parts of the plan or all 5 parts.

Deal with known information and don't worry about unknowns.

How should you respond?

Quickly determine the most reasonable way to protect your own life. Remember that customers are likely to follow the lead of employees during an Active Shooter situation.



Run

If there is an accessible escape path, attempt to evacuate the premises.

- Have an escape route and plan in mind
- Evacuate regardless of whether others agree to follow
- Leave your belongings behind
- Help others escape, if possible
- Prevent individuals from entering an area where the Active Shooter may be
- Keep your hands visible and follow instructions of any Police Officers
- Do not attempt to move wounded people
- Call 911

Hide

If evacuation is not possible, find a place to hide where the Active Shooter is less likely to find you.

Your hiding place should:

- Be out of the Active Shooter's view
- Provide protection if shots are fired in your direction
- Not trap you or restrict your options for movement

To prevent an Active Shooter from entering or locating your hiding place:

- Lock the door
- Block door with heavy furniture
- Silence your cell phone and/or pager
- Turn off any source of noise
- Hide behind large items
- Remain quiet



Fight

Take action against the Shooter as a last resort, and only when your life is in imminent danger, attempt to disrupt.

- Acting as aggressively as possible against the Shooter
- Throwing items and improvising weapons
- Yelling
- Committing to your actions



Countering or Fighting

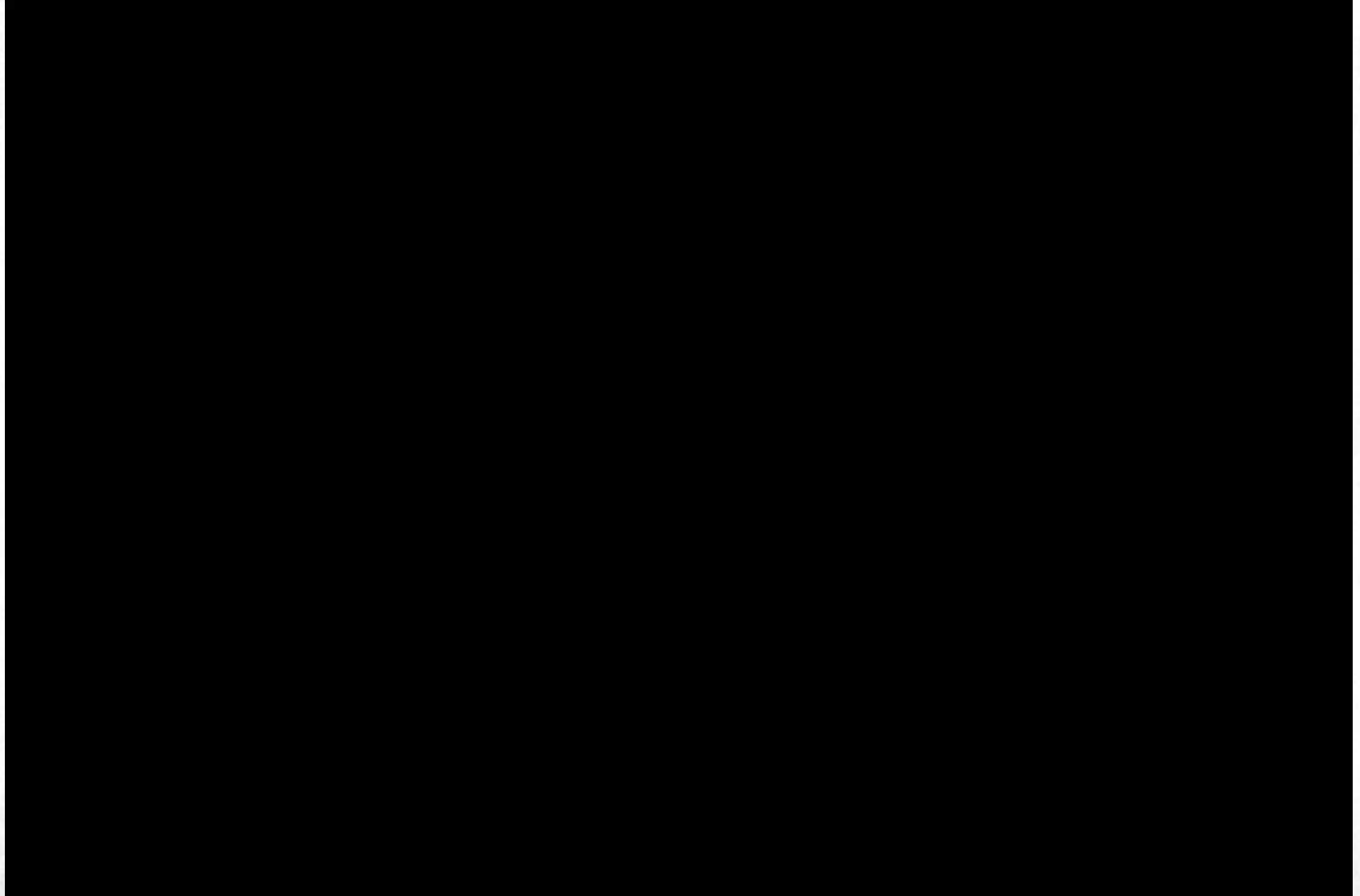
You can survive contact with an armed intruder!

- Police miss **70-80%** of their shots in dynamic events
- The “bad guy” is not usually a highly skilled shooter
- Engage in acts that will require very high skill level
 - Noise
 - Movement
 - Distance
 - Distractions

You Are Not Helpless



Run, Hide, Fight (School)



Run, Hide, Fight (Business)



Hide & Hope



Locking Down Hiding

Barricading



Improvising



Virginia Tech



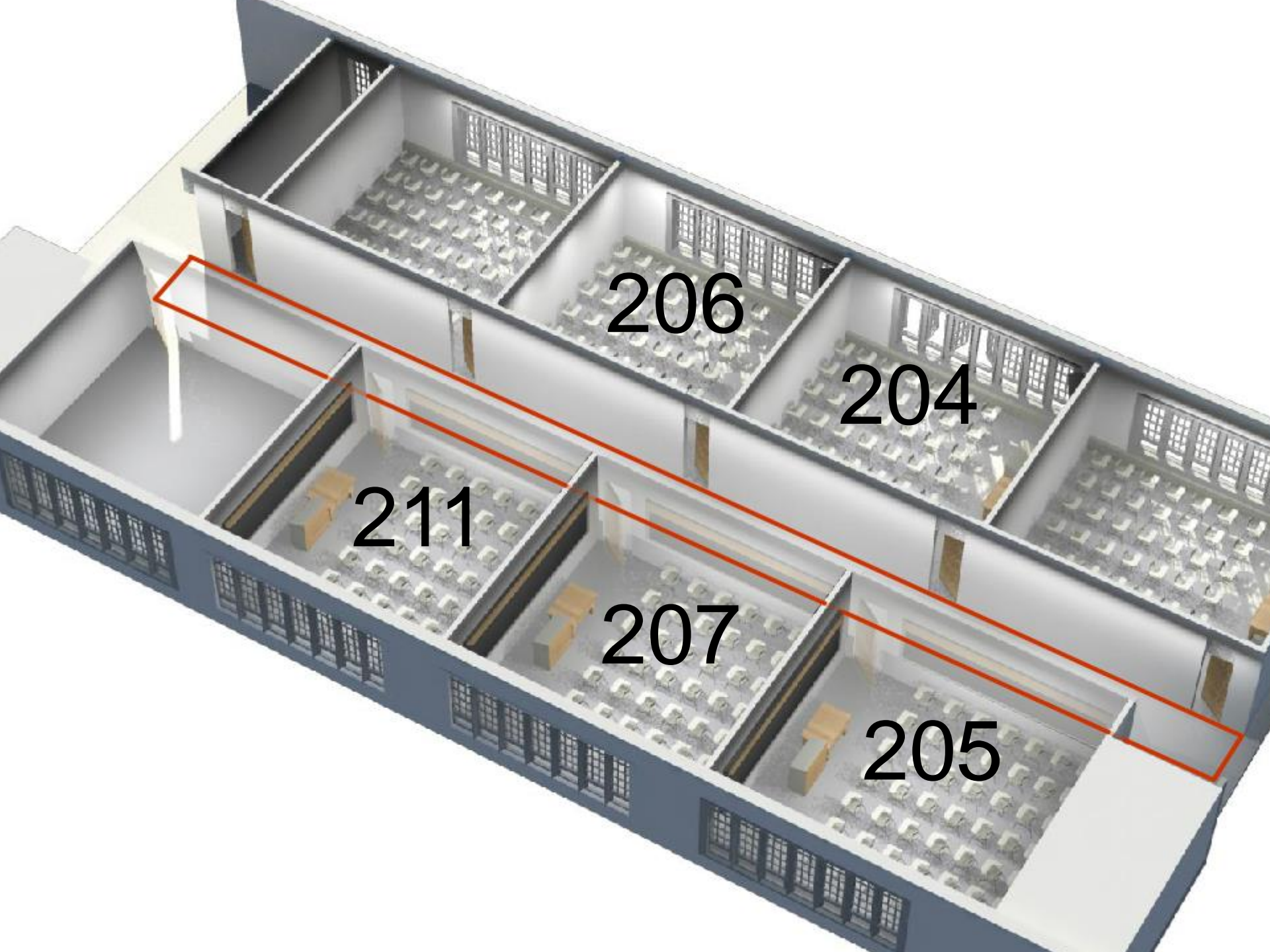
New Media Systems, Inc.
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Norris Hall



2ND Floor





206

204

211

207

205

Playing Dead



Who are these Shooters?



Recognizing Potential Workplace Violence

An Active Shooter in your workplace may be a current or former employee, student, or an acquaintance of a current or former employee. Intuitive managers, teachers and coworkers may notice characteristics of potentially violent behavior in an employee or student. Alert your Human Resources Department (or Principal) if you believe an employee, student or coworker exhibits potentially violent behavior.

Recognizing Potential Workplace Violence

People typically do not just “snap,” but display indicators or potentially violent behavior over time. If these behaviors are recognized, they can often be managed and treated.

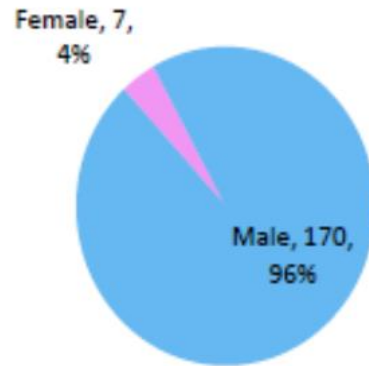
Violent Behaviors & Indicators

Potentially violent behaviors by an employee, student or coworker may include one of the following:

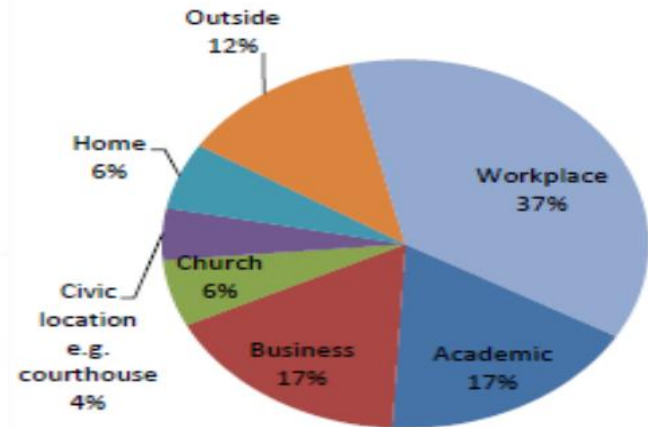
- Increased use of alcohol and / or illegal drugs
- Unexplained increase in absenteeism
- Noticeable decrease in attention to appearance or hygiene
- Depression / withdrawal
- Resistance and overreaction to changes in policy and procedures
- Repeated violations of company (school) policies
- Increased severe mood swings
- Noticeably unstable, emotional responses
- Explosive outburst of anger or rage without provocation
- Suicidal; comments about “putting things in order”
- Behavior which is suspect of paranoia (“everyone is out to get me”)
- Increasingly talks of problems at home
- Escalation of domestic problems into the workplace; talk of severe financial problems
- Talk of previous incidents of violence
- Empathy with individuals committing violence
- Increase in unsolicited comments about firearms, or other dangerous weapons and violent crimes

Active Shooter Demographics

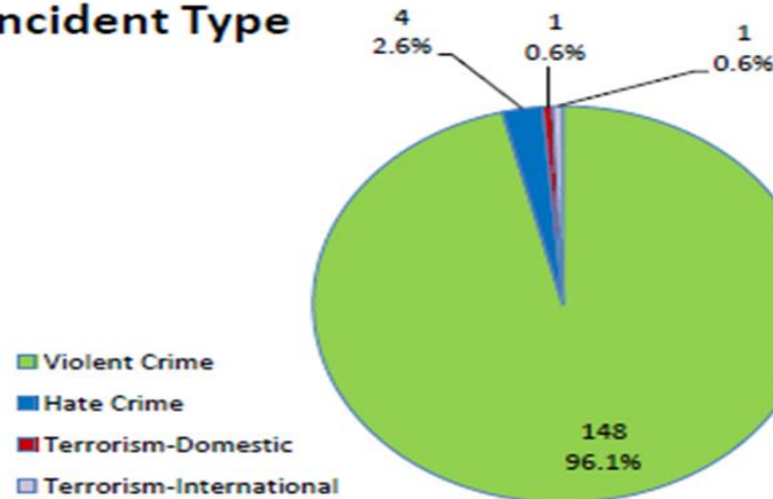
Active Shooter Demographics: Gender



Incident Location



Incident Type



Active Shooter Profile

No Set Profile

- Range in age from young to senior citizens
- Most are male, but some have been female
- Come from all races

Mindset

- Deliberate
- Focused
- Detached
- Bully
- Many kill themselves when confronted by the police

Broadcast

- Some announce their intentions by posting on social media, talking to friends, or other methods

The Role of Law Enforcement

- Law enforcement's purpose is to stop the Active Shooter as soon as possible. Officers will proceed directly to the area in which the last shots were heard.
- The first officers to arrive will not stop to help injured persons. Expect rescue teams comprised of additional officers and emergency medical personnel to follow the initial officers. These rescue teams will treat and remove any injured persons. They may also call upon able-bodied individuals to assist in removing the wounded from the premises.
- Once you have reached a safe location or an assembly point, you will likely be held in that area by law enforcement until the situation is under control and all witnesses have been identified and questioned. Do not leave until law enforcement authorities have instructed you to do so.

When Law Enforcement Arrives

How to react when law enforcement arrives:

- Remain calm, and follow officers' instructions
- Put down any items in your hands
- Immediately raise hands and spread fingers
- Keep hands visible at all times
- Avoid making quick movements toward officers such as holding on to them for safety
- Avoid pointing, screaming / yelling
- Do not stop to ask officers for help or direction when evacuating, just proceed in the direction from which officers are entering the premises

Reunification/Accountability for Employees

This is up to your business and your policies how you want to set up your reunification.



Medical

- EMS Delay
- People Need Help
- Seek Immediate Responder Training



Personnel Issues

- Expect mental trauma
- Develop a critical incident stress management plan

Questions?

Make sure you understand your options

Prepare yourself- make sure you have access to the tools you need to provide you with the most options

Have an awareness of your surroundings

Train individually and as a group

If in doubt - get out. Do not hesitate!