

Campus Safety

CONFERENCE 2019

Making Campuses Safer — TOGETHER

“Staff, This is a Lockdown!” Planning for and Surviving the Active Lethal Threat Event

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Crisis Reality Training, Inc.



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About Me

- Married and my wife and I now raise a small Boston Terrier name Tucker-George! (Kids are now full grown☺)
- Retired Sgt. Pierce County Sheriff's Dept. Washington State/33 years
- 30 years on PCSD S.W.A.T. Team serving as Point Man
- 33 years as a consultant and national trainer
- Trained over 700,000 professionals and students
- I am passionate about schools developing realistic lockdown plans!
- I love to play racquetball!



Course Objectives

- ◆ Understand what a realistic lockdown plan should be and demonstrate how schools are currently planning for comfort...not for crisis.
- ◆ Demonstrate why every school in America needs a lockdown plan regardless if it is K-12, a college or university.
- ◆ Examine the numerous realistic considerations there are in developing a lockdown plan



Course Objectives cont.

- ◆ Various school safety products that are currently on the market and why some of them won't help you during an active lethal threat event.
- ◆ Tools necessary to increase their survival rate based on actual lethal threat events and the empirical evidence gathered from years of research.
- ◆ Educate schools to stop teaching the number one tactic that is the most common denominator that is leading to student and staff deaths!
- ◆ Concept of L.E.A.S.T., Lockdown, Evacuation and Survival Tactics, 8 empirically proven tactics that will become your personal survival tool kit!



The True First Responders

- ◆ For decades we have trained others how to help us during a crisis but there really hasn't been any training that educates the true first responders to help themselves.
- ◆ For those of us in the law enforcement field we know what crisis reality will do to plans that have only been discussed or not practiced...Crisis will take more lives!
- ◆ The field of Education needs to develop and implement Lockdown plans and provide reality training to students, staff & parents.
- ◆ Students account for the highest % of fatalities and injuries in almost all K-12 shootings!



Reality Planning for a Real Crisis

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- ◆ **Two very important realities you must come to grip with before you develop your Lockdown plan**
 - 1. You will most likely never create a perfect plan that protects and accounts for everyone**
 - 2. You must step partially out of the Administrative mindset to make your Lockdown plan reality based!**
 - **Educators are not unrealistic, this is just not their field of expertise**

Active Lethal Threat Definition

- ◆ Any situation where the suspect(s), or Active Killer(s), has entered any work place, school or other facility or institution and is, with intent, actively attempting to cause death by whatever means available, to the occupants present.
- ◆ Means to kill can include but is not limited to the use of firearms, energetic materials such as bombs, IED's, etc..., edged weapons, arson, blunt weapons, explosive gases, liquids, electrical devices or energy, or any other items used by the Active Lethal Threat with the intent to cause death.
- ◆ This type of situation dictates an immediate and possibly lethal response, by law enforcement personnel to either contain, capture or neutralize the Active Lethal Threat.



What Attracts An Active Lethal Threat Towards You?

- ◆ **Sight**
 - If they can see you and you are staying still they will usually see you as the easy target
 - A moving target may be seen but is harder to hit
- ◆ **Sound**
 - If they can hear you it may draw their attention towards you
 - **Silence is truly Golden!**



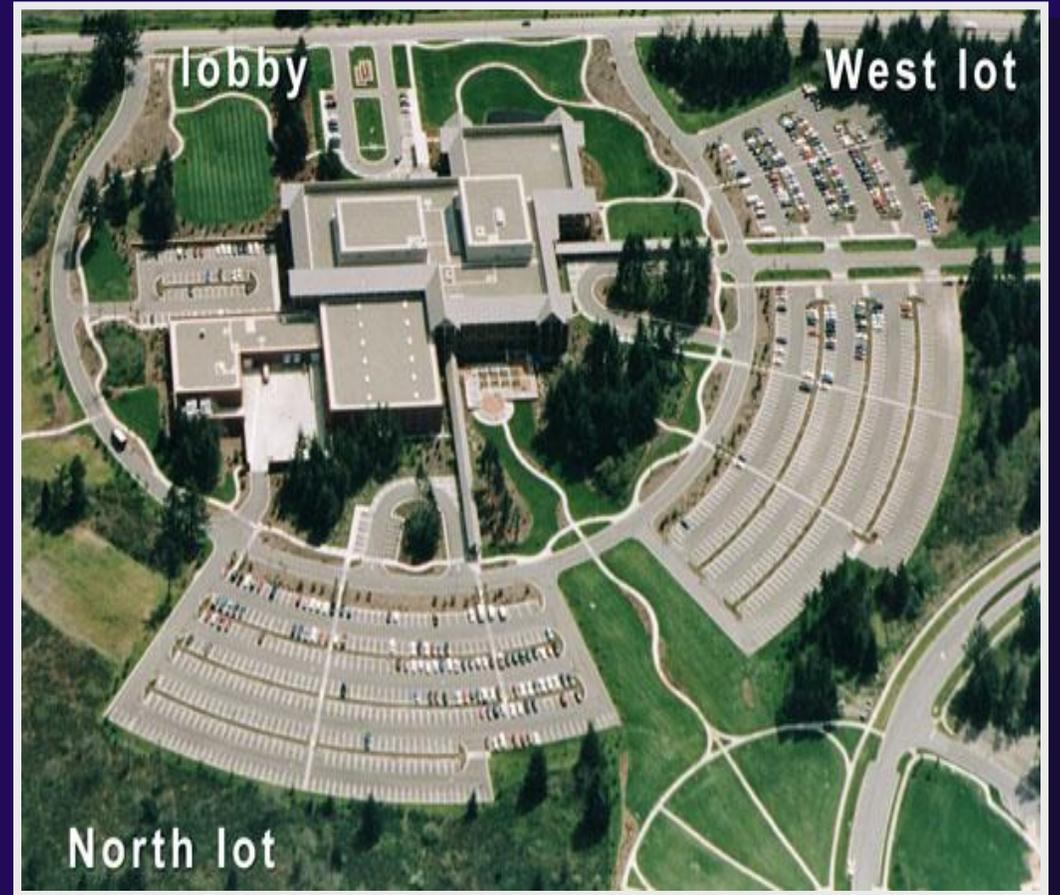
When do school shootings usually occur?



- ◆ During passing periods
- ◆ Lunchtimes
- ◆ Before school as students gather
- ◆ After school as student gather
- ◆ School shootings don't usually occur during classroom time

Lockdown: What Is It?

- ◆ A Lockdown is a pre-set and rehearsed crisis response plan implemented by a K-12 school, college, university or workplace and usually activated once there is an actual or perceived threat of harm to that institution's students, staff, faculty and/or visitors.
- ◆ This plan requires the participation of all employees on the institution's property to implement the plan in order to mitigate the risk of injury or loss of life to those affected by the threat.



What Can Be Locked Down?

- ◆ The area covered by a Lockdown can be vast.
- ◆ Vast does not mean it can't be locked down!
- ◆ Everyone must know the plan
- ◆ During the manhunt for the Boston Marathon Bombers, the City of Boston put 1 Million citizens into lockdown! (Largest lockdown in the history of the U.S.!!)



Lockdown: What Is Its Purpose?



The purpose of a Lockdown is to secure staff, students, and visitors into the nearest secured facility or room to minimize their exposure to a potential threat and/or to allow them other survivable options such as **duck & cover, assess & move, evacuation, hiding, running, crawling, playing dead, the power of the voice or fighting** for their life if necessary, during a potentially lethal threat situation. The Lockdown plan, when implemented, serves to minimize the risk of injury or death to students, staff, faculty and any visitors who are on campus at the time of the threat.

Modified Lockdown/Lockout



- ◆ A modified Lockdown can be utilized when the threat is known to be outside your buildings or property but possibly heading towards your campus
- ◆ Doors stay locked and blinds shut but work continues as usual until an all clear is called

Examples of When a Lockdown Might Occur

- ◆ Threats to Student/Staff/property
- ◆ Police in area looking for a crime suspect
- ◆ Violent crime near your workplace



Examples of When a Lockdown Might Occur

- ◆ Reported weapon in the workplace
- ◆ An active workplace shooting
- ◆ Your plan should cover the best and worse case scenario
- ◆ NIU Active Lethal Threat Training “Saved lives”
- ◆ Why are some administrators reluctant to activate their lockdown protocol?



Mass Emergency Notification Systems

- ◆ Immediate Notification System
 - P.A
- ◆ Delayed Notification Systems
 - Text messaging/pagers
 - Reliant on cell towers
 - E-mail notification
 - The power of your voice!



How Can Technology Simplify L/D Implementation?

- ◆ Automated announcement
- ◆ Activated remotely or by VOIP phone systems
- ◆ Staff may activate if necessary
- ◆ Will eliminate the need for the P.A. to be “manned” continuously which allows more bodies to implement your plan.
- ◆ How did staff alert staff and students at Sandy Hook?/Reynolds HS?



How Can Technology Simplify L/D Implementation?

- ◆ **The combination of three tones followed by the announcement repeatedly will eventually capture everyone's attention**
 - **Blue light special (Visual indicator)**
- ◆ **Allows the Lockdown announcement to continue for a pre-set time or continuously**
 - **Anyone trying to enter the school after the initial announcement will know what is happening**
- ◆ **Don't be afraid to state that the police have been called and are en route to the school in your Lockdown announcement**
- ◆ **Allows for everyone to start locking down immediately!**
 - **A true immediate notification system**

Clearing the Lockdown

- ◆ **Pre-recorded/Manual**
- ◆ **This way staff knows the L/D was cleared as planned. (Drills only)**
 - Have a plan B, C, etc... in case your recording system fails!
 - During a real event only law enforcement can give the directive
 - In a real event you will never clear the school all at once
- ◆ **Start your roll call/accountability procedure through the Incident Command Post or EOC not during the lockdown!**





Lockdown Announcement Stage One

- ◆ ***“Staff, this is a Lockdown. Initiate your Lockdown procedures immediately. Be advised that law enforcement has been notified and will be here shortly. If you are a visitor outside the building, please leave the property immediately, and call 911.”***
- ◆ **Sound Concealment**

Lockdown Announcement Stage Two

- ◆ Once LE has cleared the threat
*“Staff, this Lockdown incident is now secure.
The buildings are now secure but please stay in
your rooms pending an all-clear notification.”*

Lockdown Announcement Stage Three



- ◆ Drills only

“Staff, this Lockdown is now all-clear. I repeat, this Lockdown is all-clear. An announcement will be made shortly to provide staff and students with an update on this Lockdown. Thank you, and congratulations to everyone for doing such a great job on implementing our lock down plan.”

Considerations for a Lockdown Plan

What do you do if, during your Lockdown plan, the fire alarm is activated?

If it is a real Lockdown then it supersedes the fire drill unless smoke or fire is reported

*Jonesboro, AR

*Marysville Pilchuck

*Navy shipyard

*Parkland, FL.

*YouTube, CA.

If you leave the lockdown room do so cautiously!



Other Planning Considerations: Students

- ◆ Prepare the students with a Lockdown explanation video or school assembly
 - Run, Hide, Fight? (Video based training)
 - ASAP/Active Shooter Action Program
 - TFR assemblies
- ◆ Offer student training sessions so that accurate information can be presented regarding your plan
- ◆ Teach them realistic survival options
 - L.E.A.S.T.
- ◆ Answer their questions truthfully and realistically!
 - Based on actual events



Students

- ◆ **Use student observers during the Lockdown drill**
- ◆ **Empower the students with their participation!**
- ◆ **Remind students to report threats against their school or against students/staff/faculty**
 - **Secret Service study**
 - **If you see something say something?
(Idealistic)**



Lockdown Training Has Evolved

- ◆ Schools need to start training their students how to survive these events on their own
 - This is the next evolution in lockdown training and will save lives!
- ◆ Ask yourself this question...Would you want your child to know how to survive on their own during this type of event?



Parent Considerations

- 
- ◆ **Parents need to know that your school has a Lockdown plan**
 - Many parents are now asking schools if they have one
 - ◆ **Educate them about your school's web site and where reunification information will be during an event**
 - You must educate them where to respond should a worse case scenario occur or else they will respond to your school!
 - ◆ **Why their response to the school can endanger lives!**

School Shooters Are Not Always Students



*Amy Bishop 45 YOA
University of Alabama Huntsville
3 dead/3 wounded/In custody
Attempted suicide in jail 06/28
02/10/2010*



*Nathaniel Brown 51 YOA
Ohio State University
2 dead/1 wounded/suicide
03/09/2010*



- ◆ **L**ockdown
- ◆ **E**vacuation
- ◆ **A**nd
- ◆ **S**urvival
- ◆ **T**actics



Lockdown

- ◆ **The #1 life saving response in an Active Lethal Threat event**
 - **The shooter can only be at one location when the shooting starts**
 - **The sooner the lockdown the more lives will be saved**
 - **No shooter to date has breached a locked door!**
 - **A high percentage of staff and students will never even know there is an actual event taking place**



Staff responsibilities during a Lockdown

- ◆ Step out of your offices/classrooms and into the hallways to gather students/staff/faculty/visitors
 - If safe to do so/Virginia Tech Professor
 - Inside door locks are critical!
- ◆ Direct people into your offices as you are locking the door to stay with your students!
- ◆ Shut the door and cover the door window(s) if you have one
- ◆ Cover or close all exterior windows
 - Some have a different philosophy about this
 - Accidental covering at Sandy Hook





Staff responsibilities during a Lockdown

- ◆ **Get everyone in the room to the door wall side sitting or lying down**
 - VT students who barricaded
 - Prepares you to fight closer to the suspect should they breach the door
- ◆ **Lights on or off...your choice**
- ◆ **Keep everyone quiet!**
- ◆ **Who secures the building doors?**
 - Staff nearest the door
 - Custodian
- ◆ **Think about your Plan B!**

Staff responsibilities during a Lockdown

- ◆ **Staff/students must practice the drill!**
 - Repetitiousness causes de-sensitization
- ◆ **The percentage of U.S. public schools that have drilled for an active shooter scenario rose from 40 to 70% from 2004 to 2014, according to the Center for Educational Statistics.**
 - It's already known that lockdown and active shooter drills can "produce anxiety, stress, and traumatic symptoms in some students or staff," according to the National Association of School Psychologists (NASP).
- ◆ **Expect some staff/students to resist**
 - What if someone wants to leave during the lockdown?
 - YMCA incident

The Power of Your Voice!

- ◆ Rarely talked about during training for students, faculty and staff
- ◆ Not only during the violent event but before it
 - 81% of 41 shooters in 37 incidents over a 25 year period told a friend of their intent to commit the act. (Targeted acts)
 - College age shooters do not appear to be following this same trend
- ◆ Every shooter arrested in a foiled school shooting plot in this country, once arrested and intervention provided, has NOT committed a school shooting!



Reality Check: The Power of Your Voice

- ◆ Capable of Involving Speech
- ◆ Used in Paducah, Kentucky by a student
- ◆ Used in Moses Lake, WA by a teacher
- ◆ Taft, CA. Jan. 2013 H.S. Shooting
- ◆ If the shooter is talking and not shooting you are having a good day!
- ◆ Know when to talk and when not to
 - Pierce Transit incident



Reality Check: Running

- ◆ Moving quickly on foot
- ◆ Has been used in almost every Active Lethal Threat situation by victims
- ◆ Typically used by those nearest the shooter
- ◆ Don't run in a straight line! (Phoebe😊)
 - Bullets travel in a straight line
- ◆ Warn others of the impending danger
 - Columbine/NIU/VT
 - The power of the Voice!
- ◆ Call 911 when able to do so



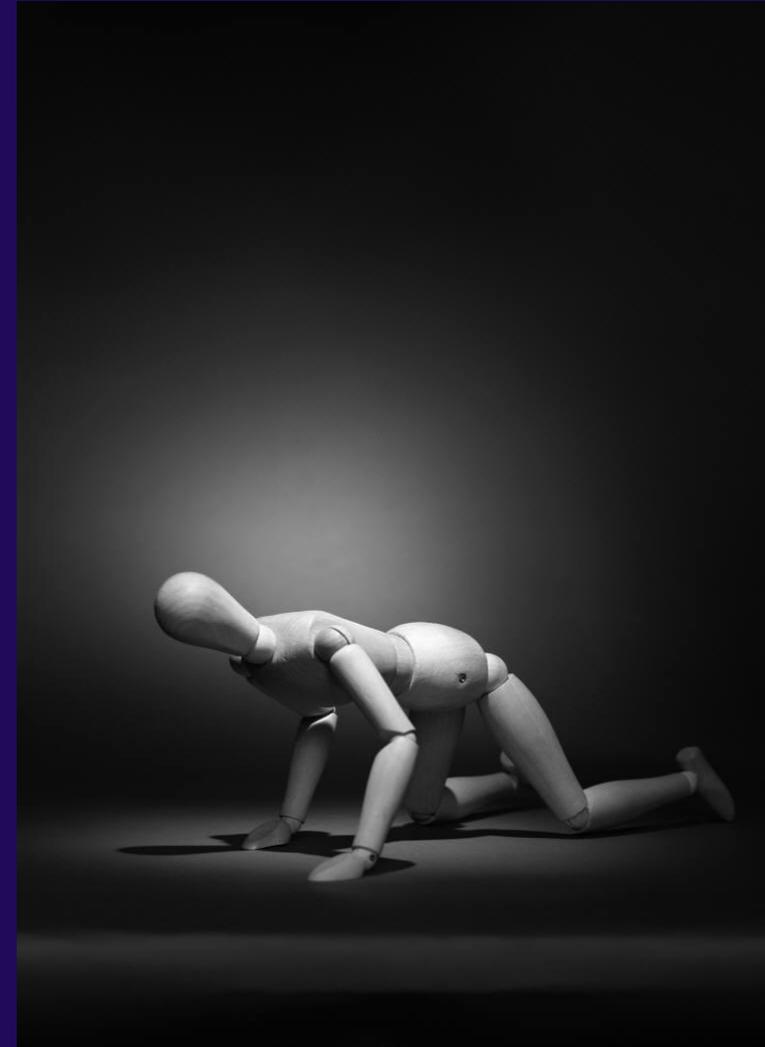
Lockdown/Evacuation

- ◆ Part of your Lockdown plan may also include a partial evacuation of the facility if the threat is a mobile lethal threat
- ◆ Those closest to the lethal threat are most likely to utilize evacuating
- ◆ Think out of the Lockdown box
- ◆ **DO NOT TRAIN STUDENTS TO PULL THE FIRE ALARM!**



Reality Check: Crawling

- ◆ Using your hands and knees, while on the ground, to move in a certain direction
- ◆ Used by numerous students in the NIU shooting
- ◆ Keeps you low allowing the use of cover as you move
- ◆ Greater chance that the shooter will miss
 - Angle shooting
 - Use obstacles



Reality Check: Hiding

- ◆ The activity of keeping something secret
- ◆ Works better if the bad guy doesn't see you as you are hiding 😊
 - Sandy Hook Secretary/Main Office
- ◆ Remember that hiding doesn't mean bulletproof
 - Cover vs. Concealment
- ◆ If you choose this option you have to be quiet

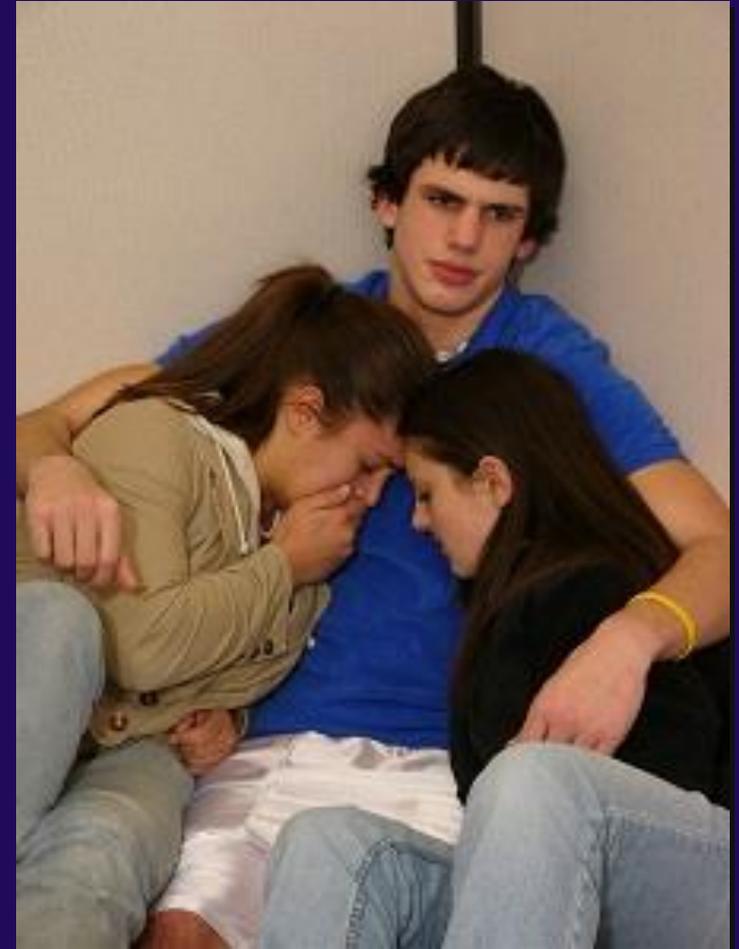


Duck and Cover?



Duck and Cover?

- ◆ Taught in the 50's for earthquakes and the Atomic bomb
- ◆ Common denominator in death in shooting rampages
- ◆ People that duck and cover near the shooter are at greater risk of dying
- ◆ People that are near the shooter and run stand a greater chance of getting away from the shooter
- ◆ Duck, Cover, Assess & Move!



Reality Check: Playing Dead

- ◆ **Appearing to not be alive**
- ◆ **The most famous story of this technique working was Craig Scott in the library at Columbine High School**
- ◆ **Female student, Emily Haas in V.T. shooting**
- ◆ **No guarantee it will work**
- ◆ **Tough to play dead during a crisis situation**
 - **Breathing**
 - **Startle reflex**
 - **The shooter came back into classrooms and shot victims again!**



Fighting

- ◆ Any contest or struggle
- ◆ Can be used at any time during an Active Lethal Threat event
- ◆ Remember that any two or more people, with the same intent to live, can overpower a suspect if they work together
 - Even better if it's a larger group!
 - The suspect isn't expecting anyone to fight him so you have the element of surprise
- ◆ **CHOOSE TO LIVE! It's the L.E.A.S.T. you can do!**
- ◆ SPU Shooting/Seattle WA 2014
- ◆ UNCC/Riley Howell
- ◆ Poway, CO./STEM School Highland Ranch/Kendrick Castillo



Practice for Crisis Before Crisis Occurs



- ◆ It is better to have a plan and not need it than to need a plan and not have it
- ◆ Maximize campus safety by not falling into a complacent mindset or the “I never thought it would happen to me” mentality

Reminders

- Access to the presentation
- Evaluations
- Social Media

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