

Today's Objective: Prepare, Not Scare!

**Preparing for a
Man-Made Disaster:
Violent Intruders**

*How should organizations train their personnel
for this form of danger?*

December 24, 2000. From the NLEO Memorial:

STEPHEN KENDALL HARLA
ERS FRANK JONES JAMES E
COX CARLOS J BORLAND
GIBSON ROBERT F PURCELL
NETH L WIMBERLY SR JOSEPH
ARD AUBREY W HAWKINS T
STEINFELDT III MICHAEL L ST
LESS G KIRBY GEORGE WORK
BRERETON ALLEN MOORE J
S M LINDSEY KEVIN F CARPE



Alert
Lockdown
Inform
Counter
Evacuate

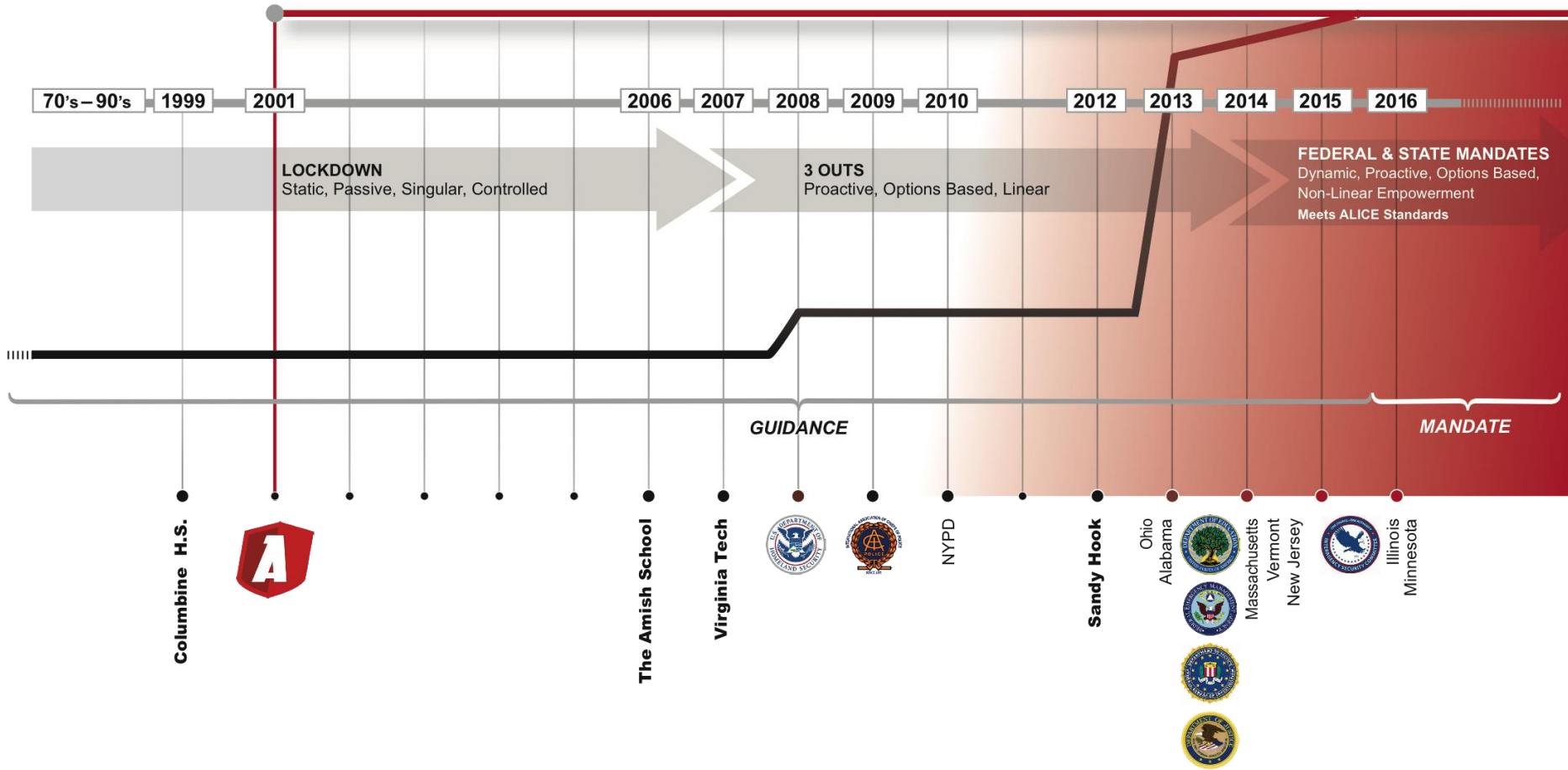
ALICE is a scientific research-based, proactive approach to responding to a Violent Intruder situation which authorizes and empowers those engaged in such an event

to utilize **options (building infrastructure, technology, and human action) to increase their chance of survival.**

www.AliceTraining.com

THE EVOLUTION OF ACTIVE SHOOTER RESPONSE

DYNAMIC, PROACTIVE, OPTIONS BASED, NON-LINEAR EMPOWERMENT



ALICE Current Footprint

50 States

Organizations who we have already Served

3,700



K-12

3,280



LE Agencies

1,700



Business

1,300



Hospitals

310



Worship

900



University

600



Gov't

Millions Educated

Fallacy #1:

“It won’t happen here.”

Happens Everywhere



Business



K-12



Worship



University



Gov't



Hospitals

- | | | | | | |
|---------------------|-------------------|--------------------------|-----------------|----------------------|-------------------|
| ✓ Accent Signage | ✓ Amish School | ✓ Sikh Temple | ✓ Virginia Tech | ✓ Naval Yard | ✓ Pitts Med Ctr. |
| ✓ LA Airport | ✓ Sandy Hook | ✓ Illinois First Baptist | ✓ Oikos Univ. | ✓ Fort Hood | ✓ Parkwest Med |
| ✓ Hartford Beer | ✓ Chardon HS | ✓ New Life Springs | ✓ Santa Monica | ✓ Pentagon | ✓ Pinelake Health |
| ✓ Aurora Theater | ✓ Columbine HS | ✓ Wedgewood Baptist | ✓ Case Western | ✓ Post Offices | |
| ✓ Safeway (Gifford) | ✓ Sparks MS | ✓ Charleston Emanuel | | ✓ Holocaust Memorial | |
| ✓ Cupertino Quarry | ✓ FL School Board | | | | |

Fallacy #2:

“It takes a long time to hurt a lot of people.”

Fact: Shot every 4-15 seconds, 50-70% will hit someone

Ron Borsch, Stopwatch of Death



Columbine High School



Date: 4/20/1999

Injured: 24

Deceased: 13

Duration: 49 minutes



Virginia Tech

Date: 4/16/2007
Injured: 17
Deceased: 32
Duration: 11 minutes





Sandy Hook

Date: 12/14/2012

Injured: 2

Deceased: 26

Duration: 5 minutes

NEWTOWN SHOOTING | THE VICTIMS

<i>Charlotte Bacon, 6</i>	<i>James Mattioli, 6</i>	<i>Rachel Davino, 29</i> Teacher
<i>Daniel Barden, 7</i>	<i>Grace McDonnell, 7</i>	<i>Dawn Hochsprung, 47</i> School principal
<i>Olivia Engel, 6</i>	<i>Emilie Parker, 6</i>	<i>Nancy Lanza, 52</i> Mother of gunman
<i>Josephine Gay, 7</i>	<i>Jack Pinto, 6</i>	<i>Anne Marie Murphy, 52</i> Teacher
<i>Ana Marquez-Greene, 6</i>	<i>Noah Pozner, 6</i>	<i>Lauren Rousseau, 30</i> Teacher
<i>Dylan Hockley, 6</i>	<i>Caroline Previdi, 6</i>	<i>Mary Sherlach, 56</i> School psychologist
<i>Madeleine Hsu, 6</i>	<i>Jessica Rekos, 6</i>	<i>Victoria Soto, 27</i> Teacher
<i>Catherine Hubbard, 6</i>	<i>Avielle Richman, 6</i>	
<i>Chase Kowalski, 7</i>	<i>Benjamin Wheeler, 6</i>	
<i>Jesse Lewis, 6</i>	<i>Allison Wyatt, 6</i>	



Chardon HS

Date: 2/27/2012
Injured: 3
Deceased: 3
Duration: <1 min



Frank Hall →



Gabby Giffords

Date: 1/8/2011

Injured: 13

Deceased: 6

Duration: <2 min





Century 16 Movie Theater

Date: 7/20/2012

Injured: 58

Deceased: 12

Duration: <5 min



Charleston Emanuel AME Church

Date: 6/17/2015

Injured: 1

Deceased: 9

Duration: <6 min



Wedgewood Baptist Church

Date: 9/15/1999

Injured: 7

Deceased: 7

Duration: <5 min



Fallacy #3:

“The Police will get here in time.”

- 25 years of mass shooting events have yielded a national average for the average arrival response time of Law Enforcement to an Active Killer scene.
- How long: **At least 5-6 Minutes!**
- 2015 FBI report states that in the 160 events from 2000-2013, 60% were over before law enforcement arrived to the scene

At-Risk Time: Waiting for the Police

0:01 Shot's Fired

2-3 mins Call 911

+ 1-2 mins Dispatch Time

+ 5-16 mins Officer response

= 9-23 mins Arrival Time

+ ?..? Officer Makes Entry

+ ?..? Officer locates Aggressor

= ?..? Contact Time

Can a Single Strategy Fail???

ALICE is based on the premise that:

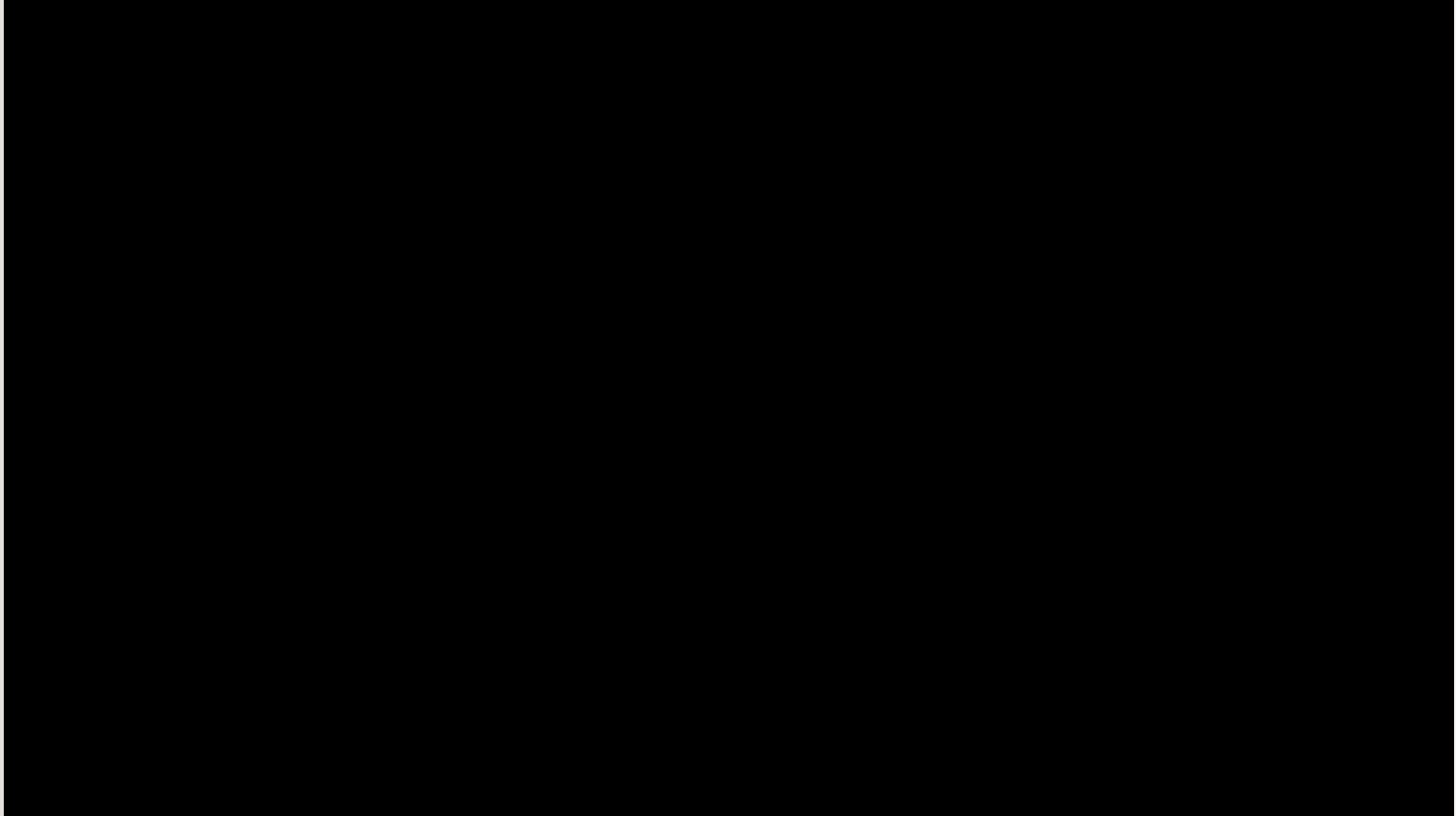
- *information,*
- *authorization,*
- *empowerment,*
- *and training,*

related to **Survival Options,**

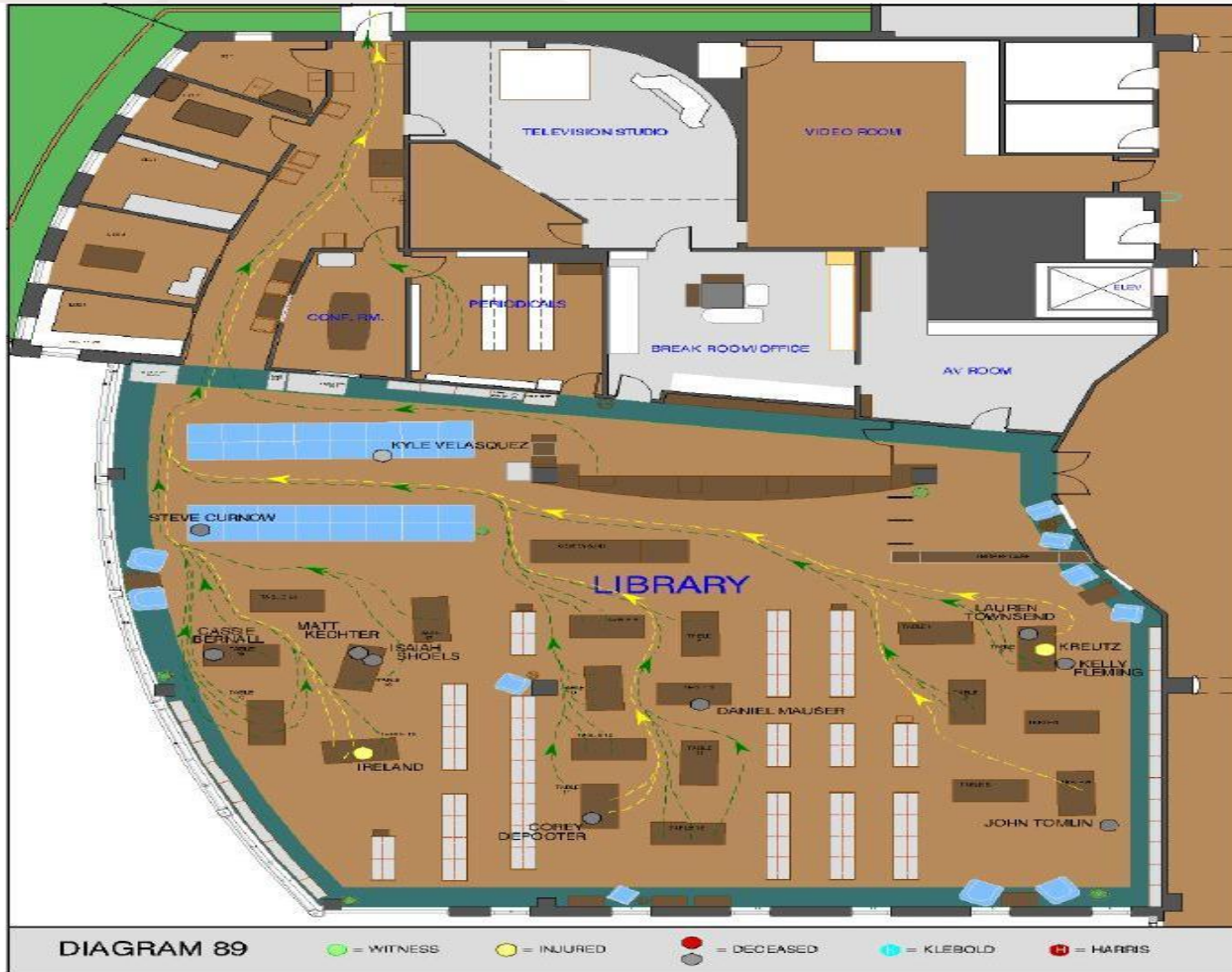
are the key to surviving an
Active Shooter event.

Single Strategy Fail: Columbine High School, April 20, 1999

- **Lessons Learned:** There were many, but the primary one has often been missed...



Why did they STAY?



Why did they STAY?



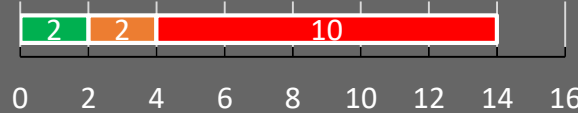
'Get Out' & Barricade vs. Waiting

Room #210

- No Class Scheduled
- Empty Classroom

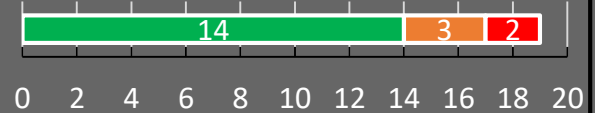
Room #206 (Passive)

- Advanced Hydrology
- Passive, Down on Floor



Room #204 (Proactive)

- Solid Mechanics
- Prof. Librescu (Auschwitz Survivor)
- Jumped 2nd floor window



- :Killed
- :Injured
- :Not Injured

Interior Hallway

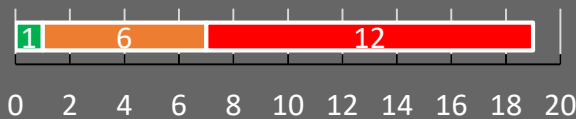


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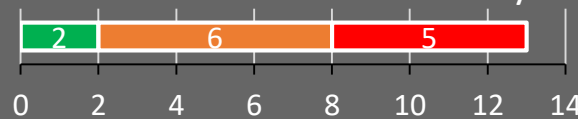
Room #211 (Passive)

- Intermediate French
- Passive, Down on Floor



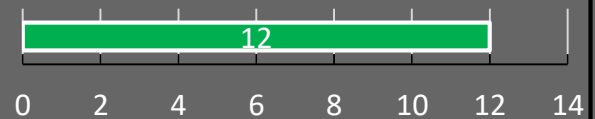
Room #207 (Passive)

- Elementary German
- Initially Passive
- Barricaded after 1st entry



Room #205 (Proactive)

- Scientific Computing
- Door Barricaded



ALICE

- Proactive approach
- Provides additional options beyond traditional lockdown
- Assumes every event is not the same
- ALICE is NOT sequential
- Increases odds of survival
- Research based



ALERT = Initial Awareness

- Gunfire, screaming, loud noises (sensory input)
- PA announcement, (Can be heard external? Are there deaf-spots?)
- Text or emergency notification
- Intelligent Projector

WHO makes and WHO receives?

ALERT: No Code Words



**Homeland
Security**

***National Incident
Management System (NIMS)***

**For schools:
ICS 100. SCa & 360**

Use '**plain English**' that is standard and consistent.

Within your Organization

- Emergency Plan Documents
- Training, documents, drills

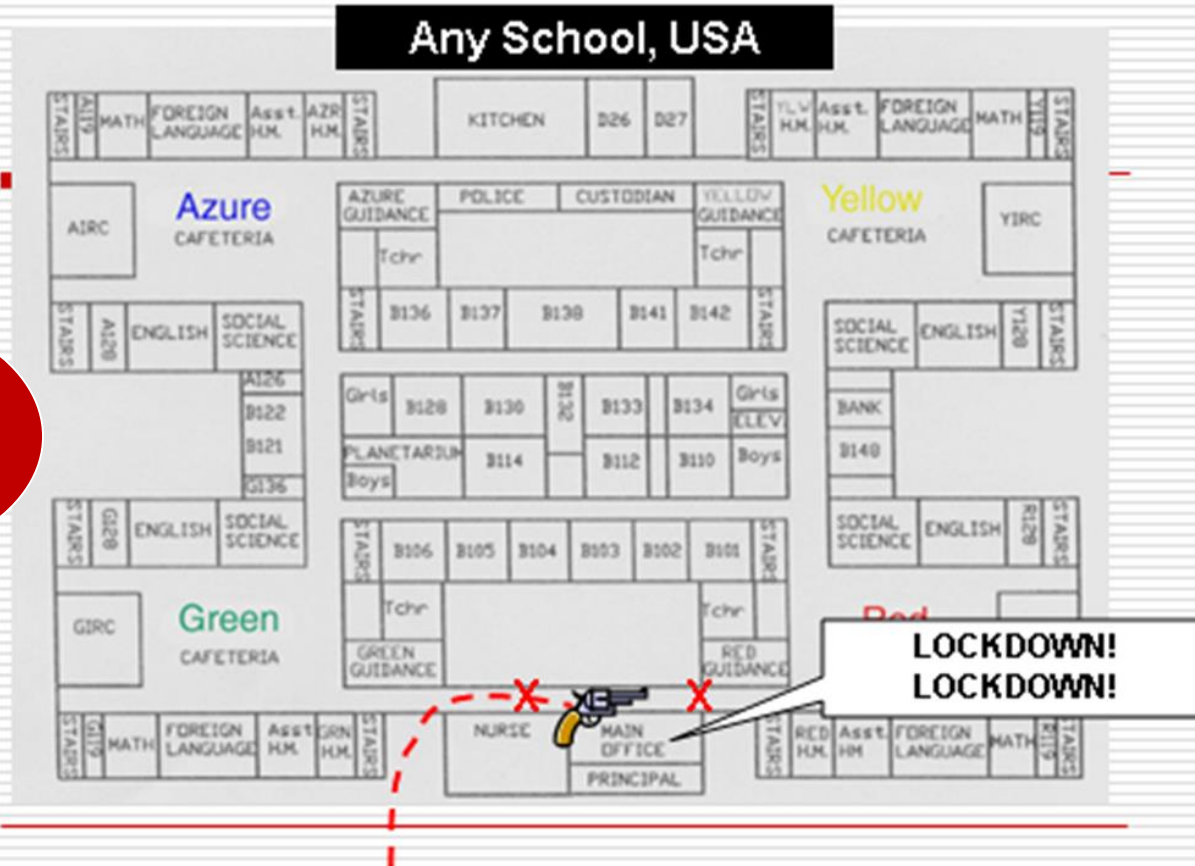
With External partners

- Law Enforcement
- Public safety

ALERT needs to be of benefit to all...

Provide info, don't issue commands.

Change this...



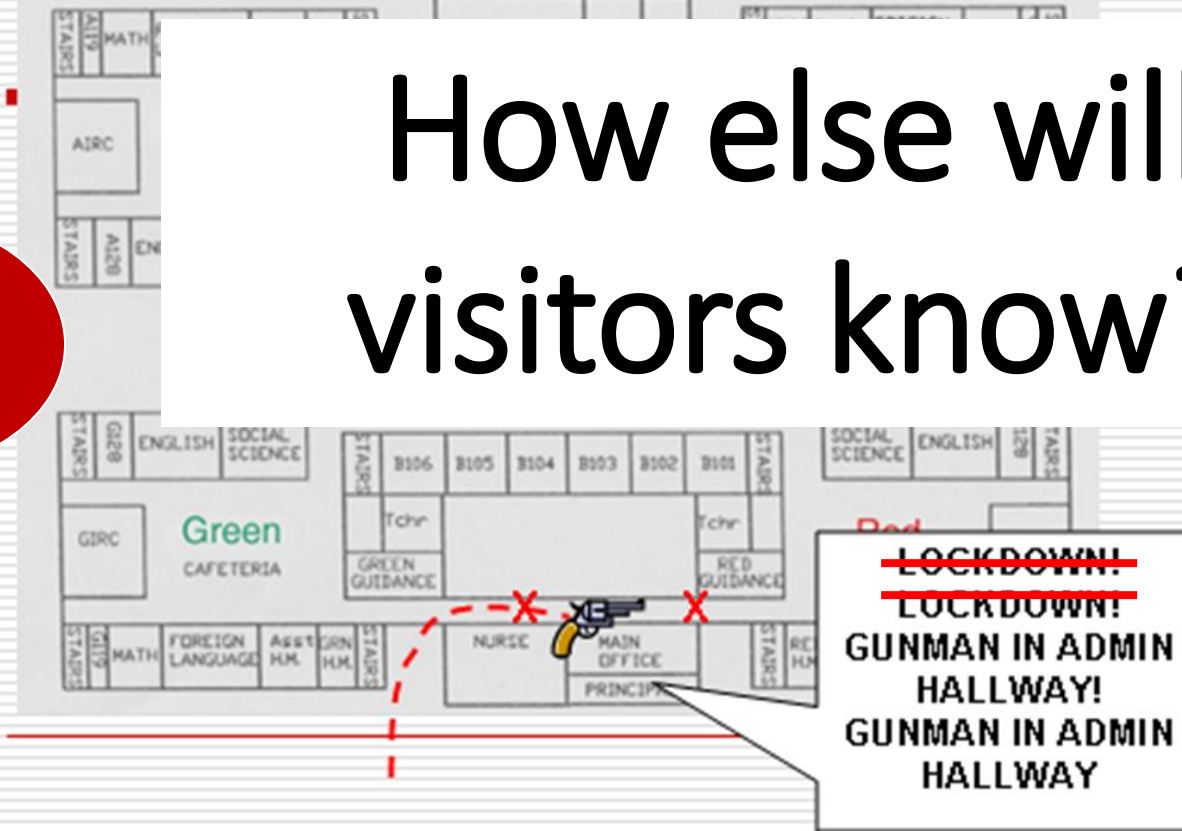
ALERT needs to be of benefit to all...

Provide info, don't issue commands.

Any School, USA

How else will visitors know?

To THIS!

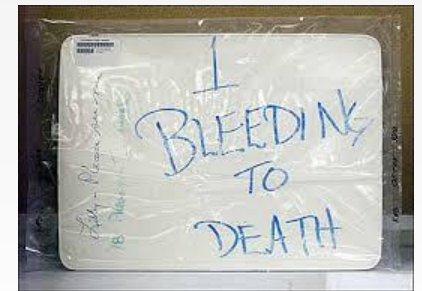




= Lockdown

Traditional lockdown procedure PLUS

- Barricade the door
- Spread out within the room with Counter devices.
- Do not huddle.
- Look for alternate escape routes (another door/window)
- Do NOT open the door for anyone.
- Dial 911 when it is safe to do so
- First Aid supplies



What do your doors look like?



Glass can be and has been defeated!

School Shooting:

- TL – Columbine
 - TR – Sandy Hook
 - BL – Hastings
 - BR – Red Lake
-



Good, but not Great!



Barricade and Fortify

Make it hard to open!



Room Resources:

- Belt
- Extension cord
- Computer cables

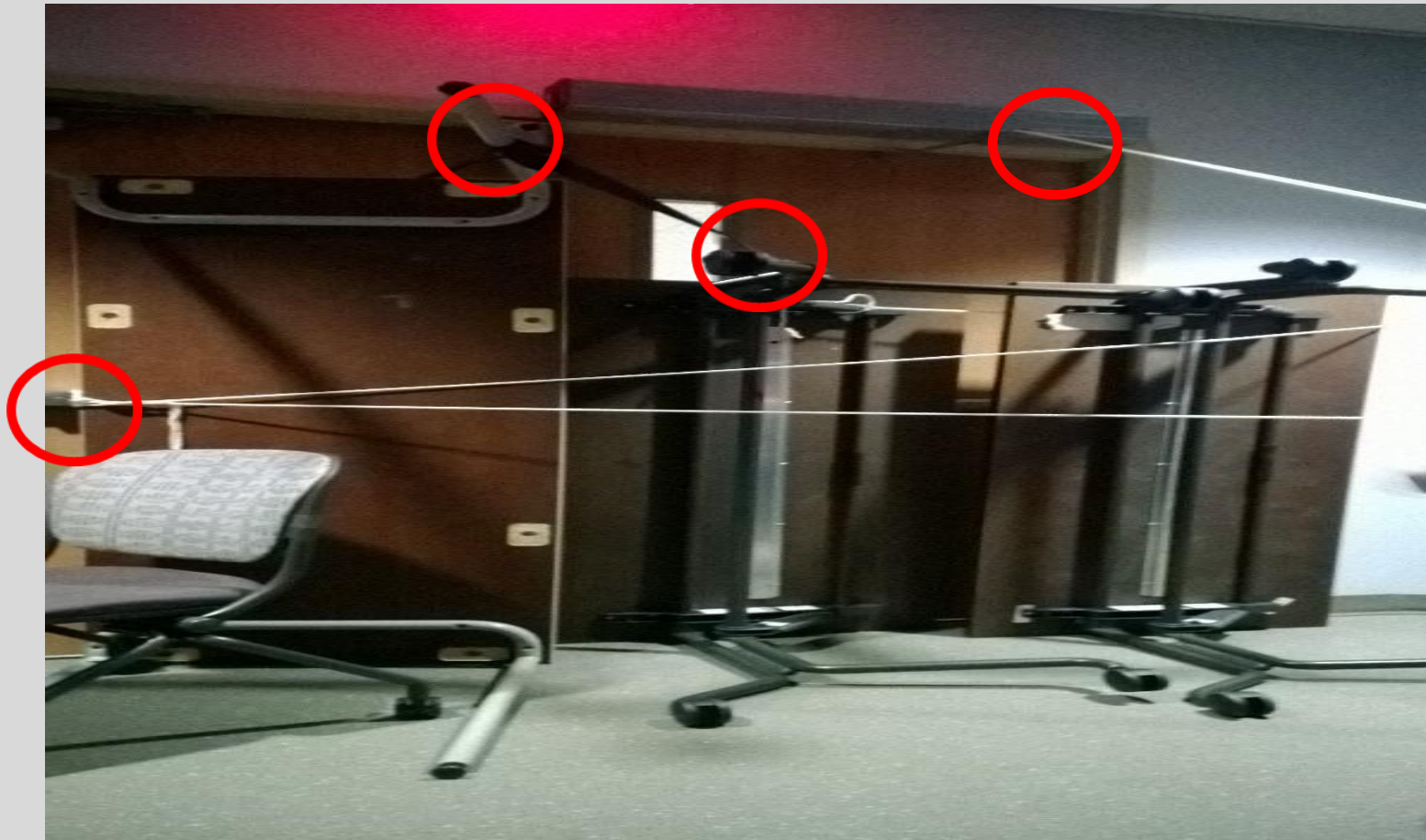


Heavy Objects

Custodian added
locking casters to
heavy furniture for
special needs room.



What training does:



Barricade made by staff and students during an Active Shooter event at Kent State University



= Inform

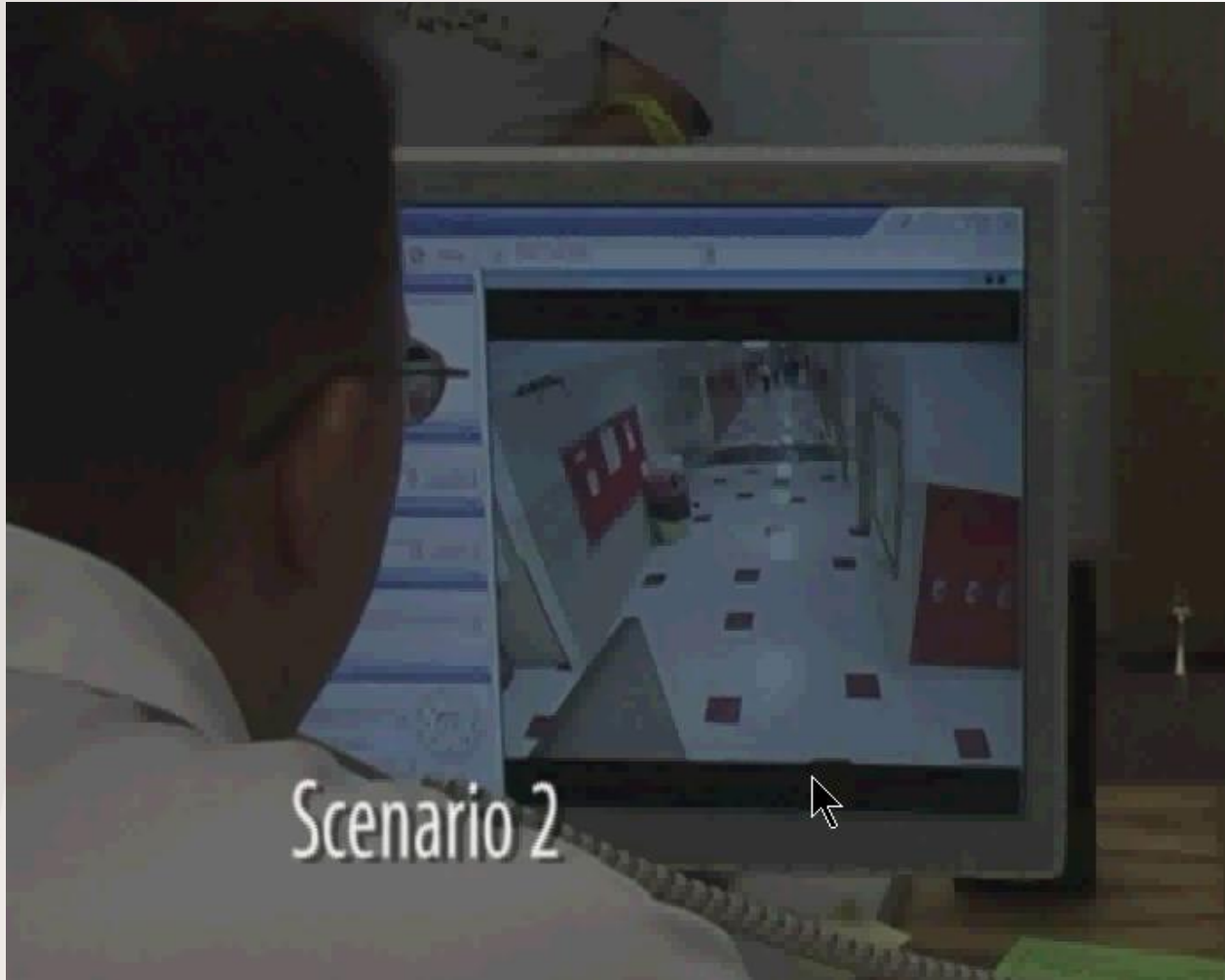
Pass on real time information

- A Continuation of ALERT
- Who, what, where, when, how

Typical Communication Methods

- PA System
- Phones
- Radios
- Text systems

Play-by-Play Announcer



Scenario 2

What is 'COUNTER'?



= Counter

It is **NOT** ...

- Fighting

It is...

- Make it harder
- Take back Control
- Age appropriate
- Last Resort/Personal Choice

*** Must follow KISS principle**

How to COUNTER



= Counter

- **Interrupt process** of shooting accurately:

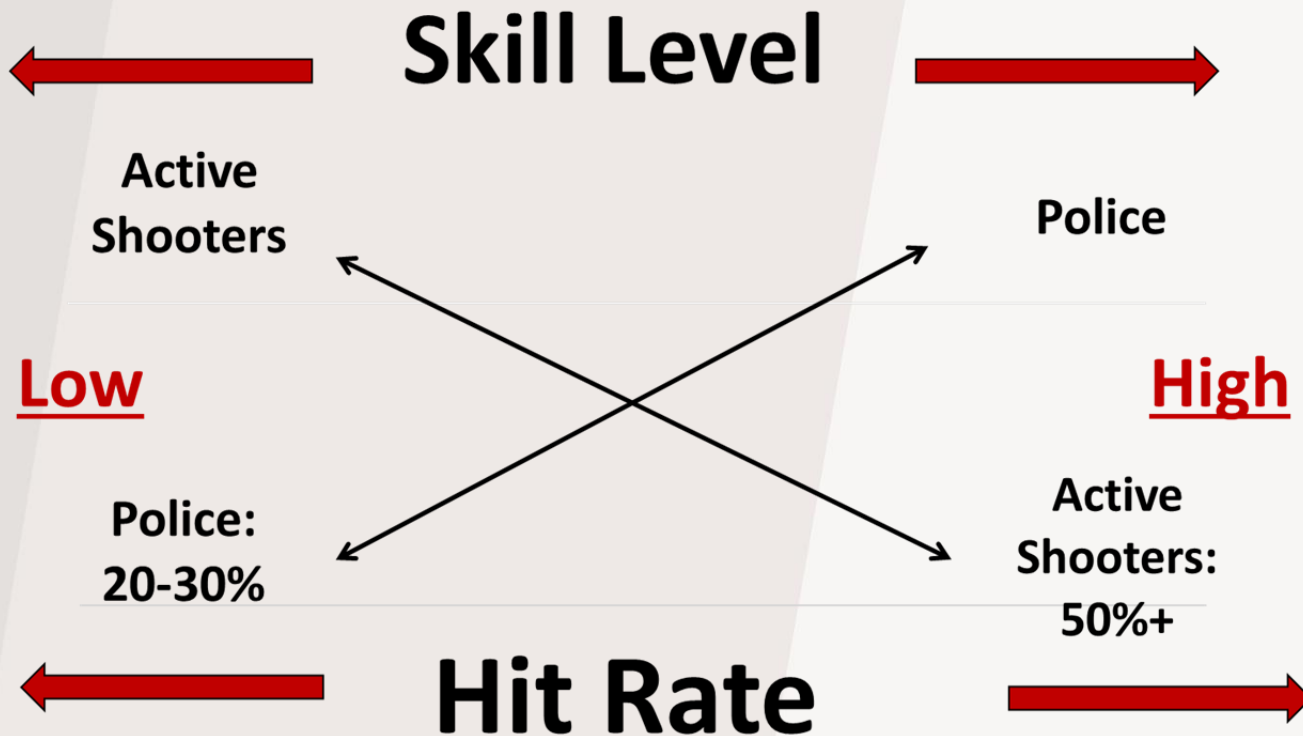
- Target Acquisition
- Sight picture, sight alignment
- Trigger control
- Grip
- Stance
- Breathing

What comes first:

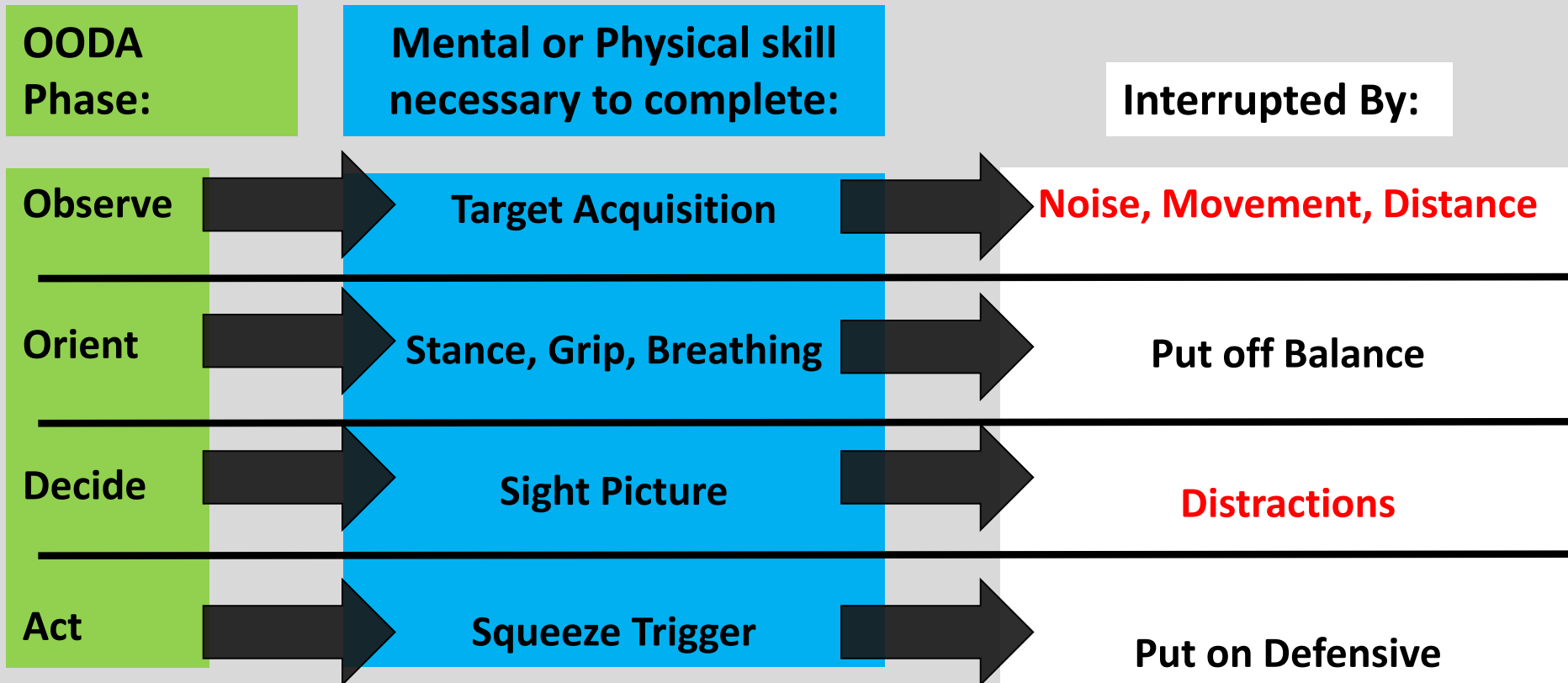
Mental act or Physical act?

Counter: Will it work?

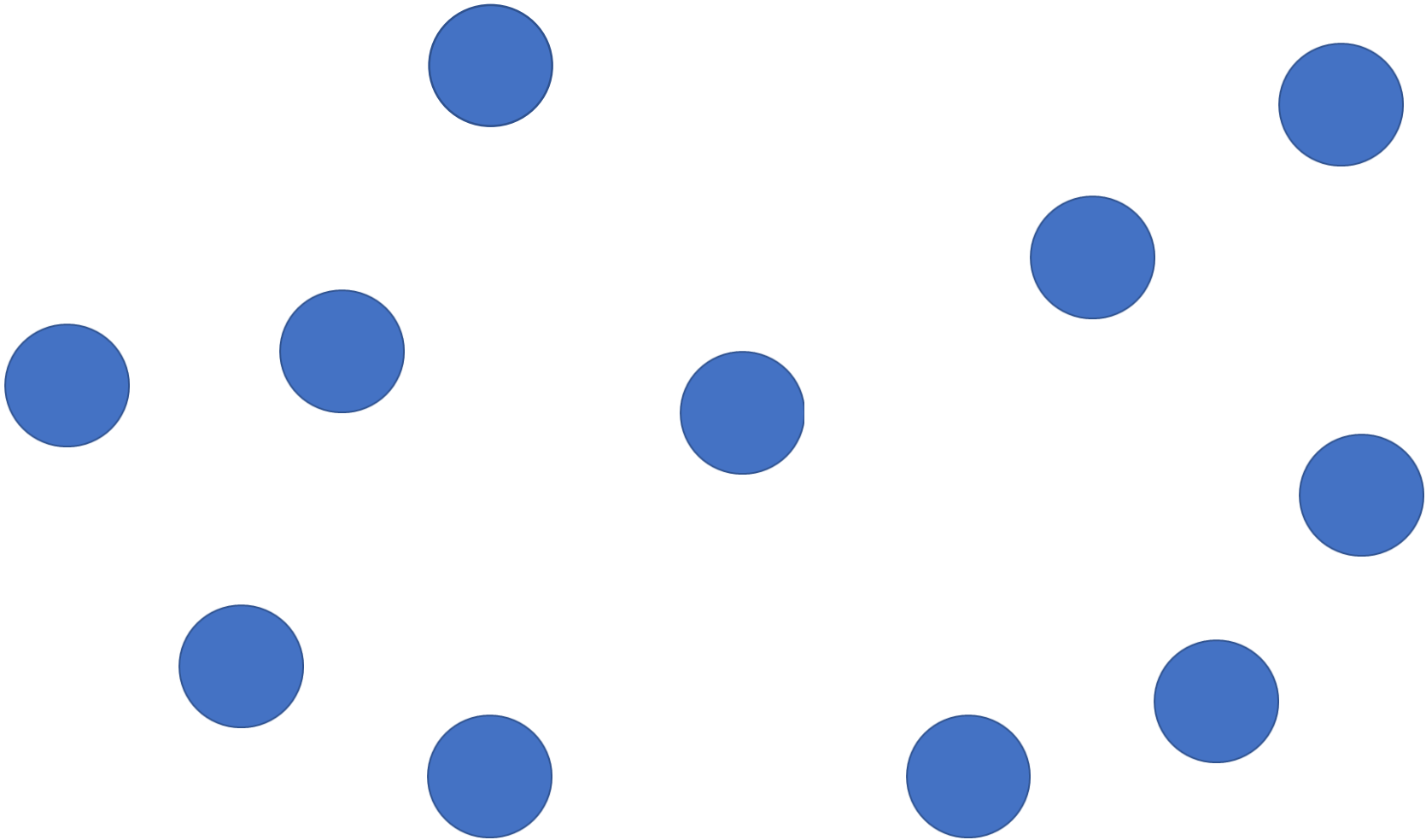
- Is it possible to interrupt the skill set needed to shoot accurately?

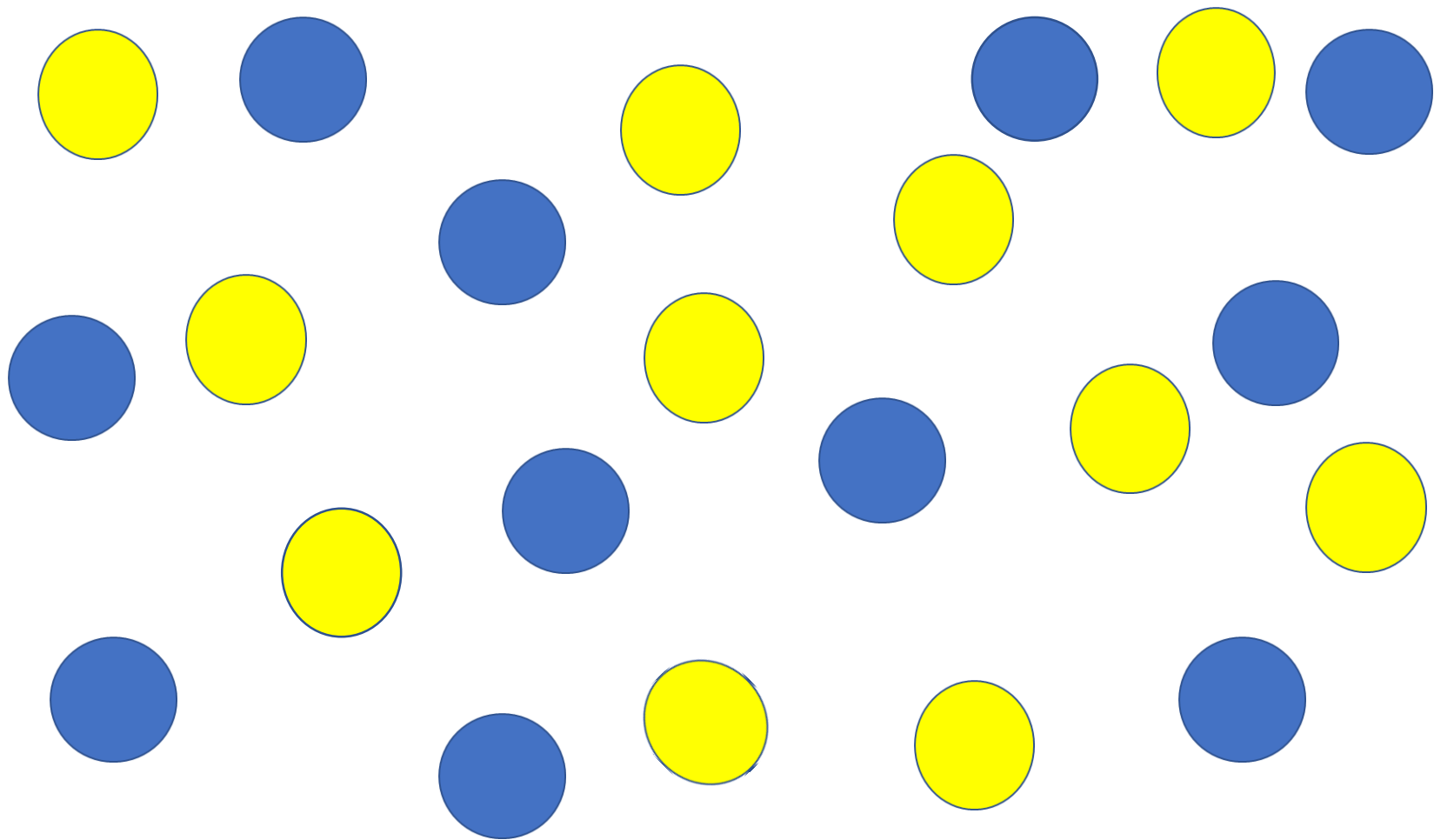


How Counter Works



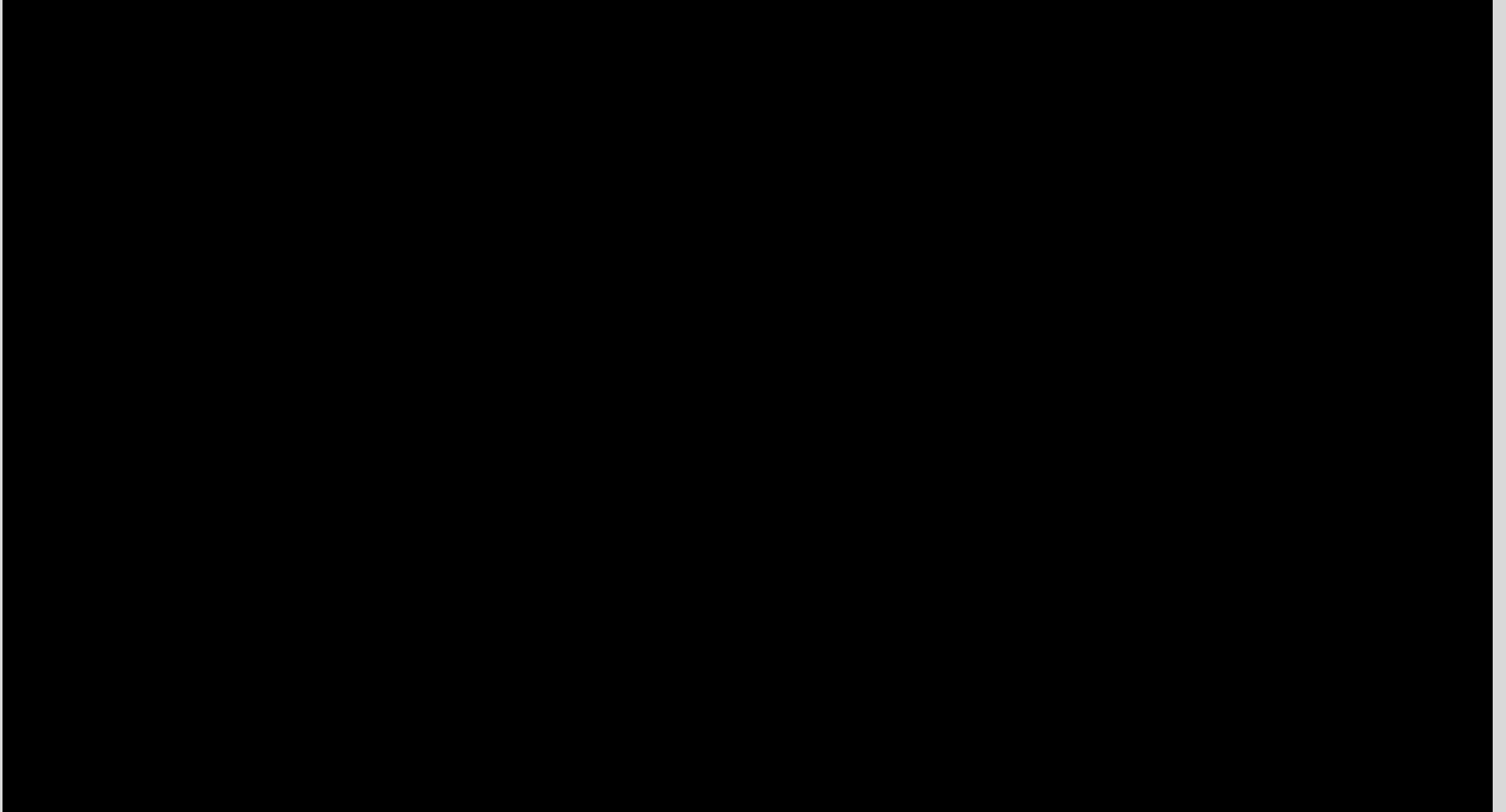
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How Numbers can Stop the Shooting



It's not Fighting, ... it's taking back Control!



=Evacuate

The preferred response

- Occupants must have authority to leave building when they deem appropriate
- Removes as many potential targets as possible
- Evacuate to a pre-determined rally point.
- Removes need for concerned others to come to scene.

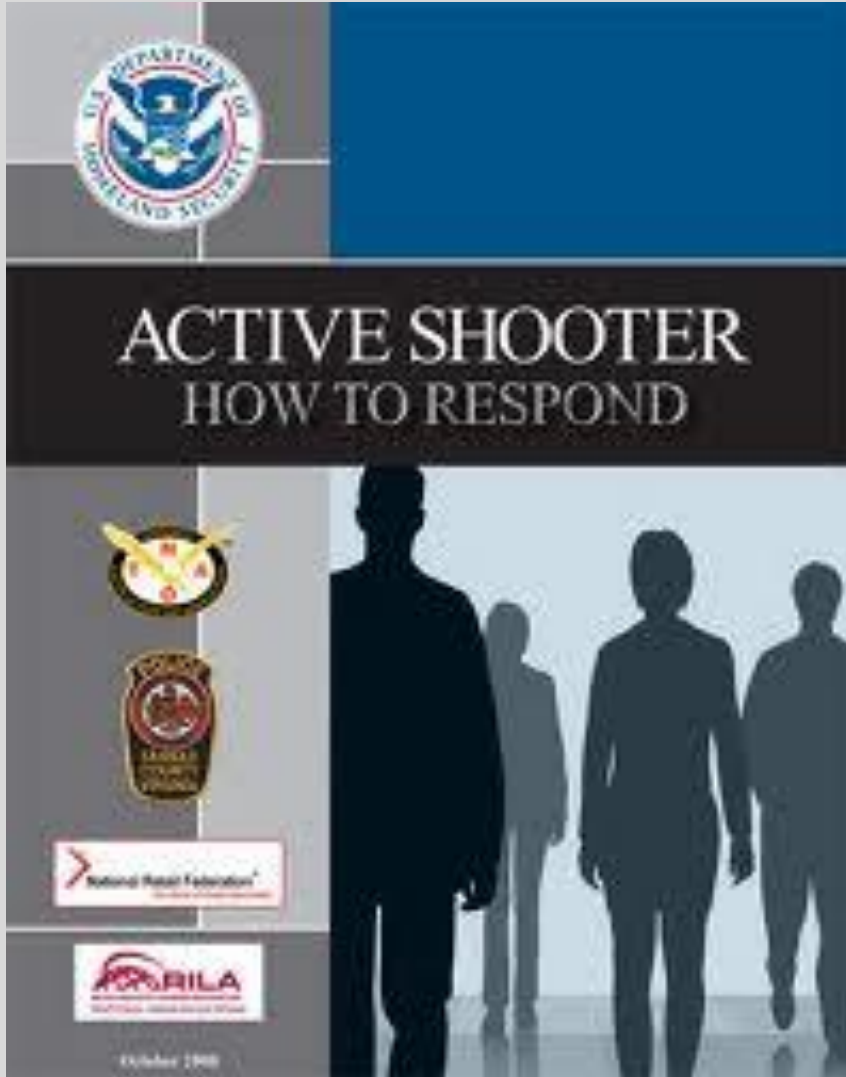
Over 80% did not end until an aggressive act occurred.

Event Resolution

If it's going to take an aggressive act to stop the killing, who do we hope is committing this final act?

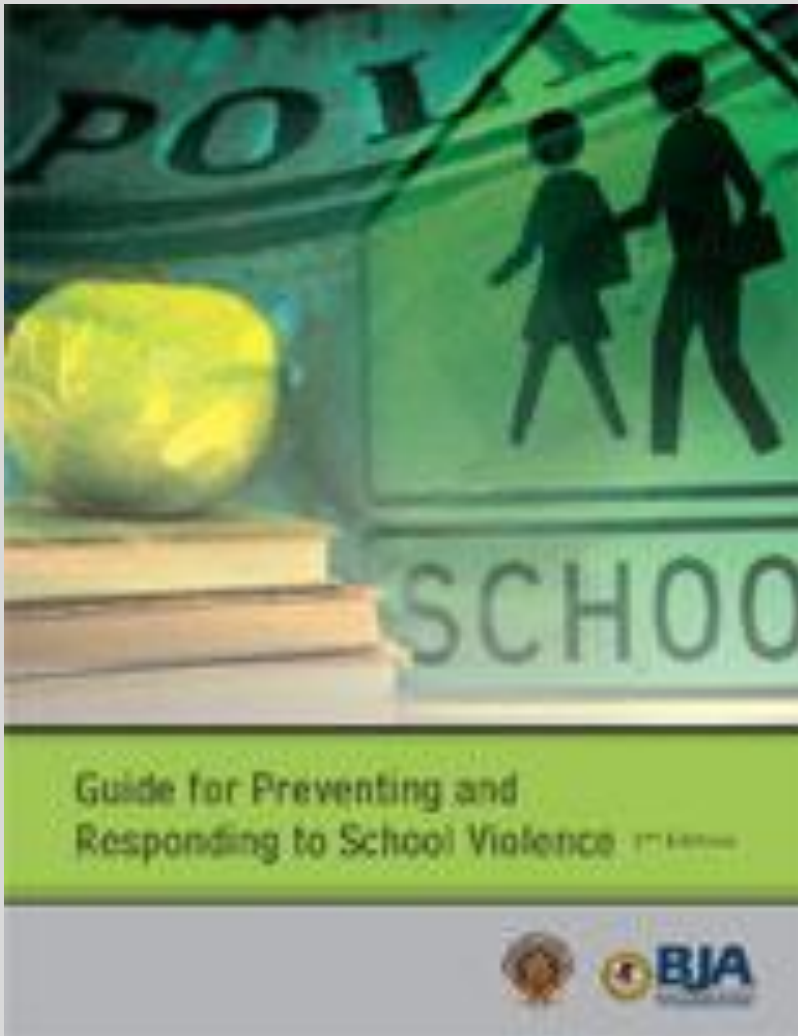
How Active Shooter Events End....	%
Applied Force by Citizens or Police	43%
No Applied Force	16%
Suicide / Attempt Suicide	40%
Attacker Fled	<1%

Support for Proactive Response Strategies and Options



DHS Recommendations

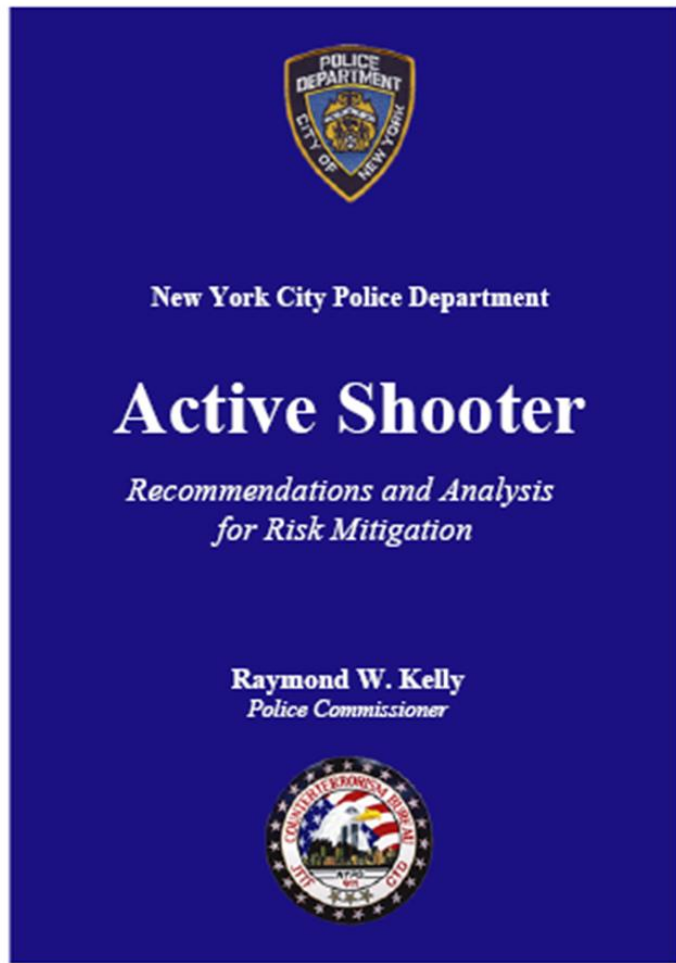
- October 2008
- Known as the 3-Outs Program
 - Get Out
 - Hide Out
 - Take Out



IACP Recommendations

- October 2009
- Do not have a one-size fits all plan.
- Teachers choose to Evacuate or Lockdown
- Authorize decisions to be made
- Active Resistance is an option

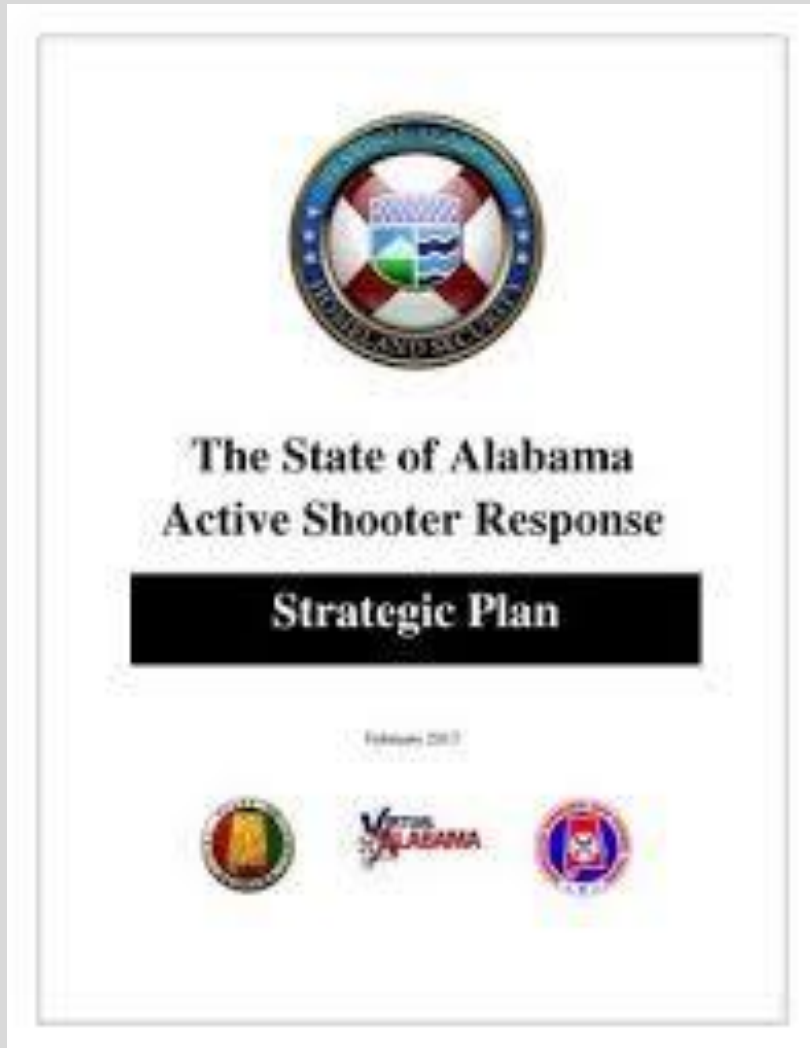
NYPD Recommendations Jan 2012, 2013



Training:

- Train building occupants on response options outlined by the Department of Homeland Security in "Active Shooter: How to Respond" when an active shooter is in the vicinity.⁴
 - **Evacuate:** Building occupants should evacuate the facility if safe to do so; evacuees should leave behind their belongings, visualize their entire escape route before beginning to move, and avoid using elevators or escalators.
 - **Hide:** If evacuating the facility is not possible, building occupants should hide in a secure area (preferably a designated shelter location), lock the door, blockade the door with heavy furniture, cover all windows, turn off all lights, silence any electronic devices, lie on the floor, and remain silent.
 - **Take Action:** If neither evacuating the facility nor seeking shelter is possible, building occupants should attempt to disrupt and/or incapacitate the active shooter by throwing objects, using aggressive force, and yelling.

AL Gov. and Homeland Security



- February 2013
- Specifically names ALICE and Run, Hide, Fight as an official State recommendations for AS response plans.

School Safety Task Force

Recommendations and Resources



Local Partnerships are Vital in Managing School-based Critical Incidents

June 2013

 **MIKE DEWINE**
OHIO ATTORNEY GENERAL

Ohio Attorney General and Safety Task Force Recommendations

- June 2013
- Lockdown does not mean stand-alone defensive strategy of Securing in Place
- Evacuate, Barricading, Counter
- For Staff and Students

GUIDE FOR DEVELOPING HIGH-QUALITY SCHOOL EMERGENCY OPERATIONS PLANS

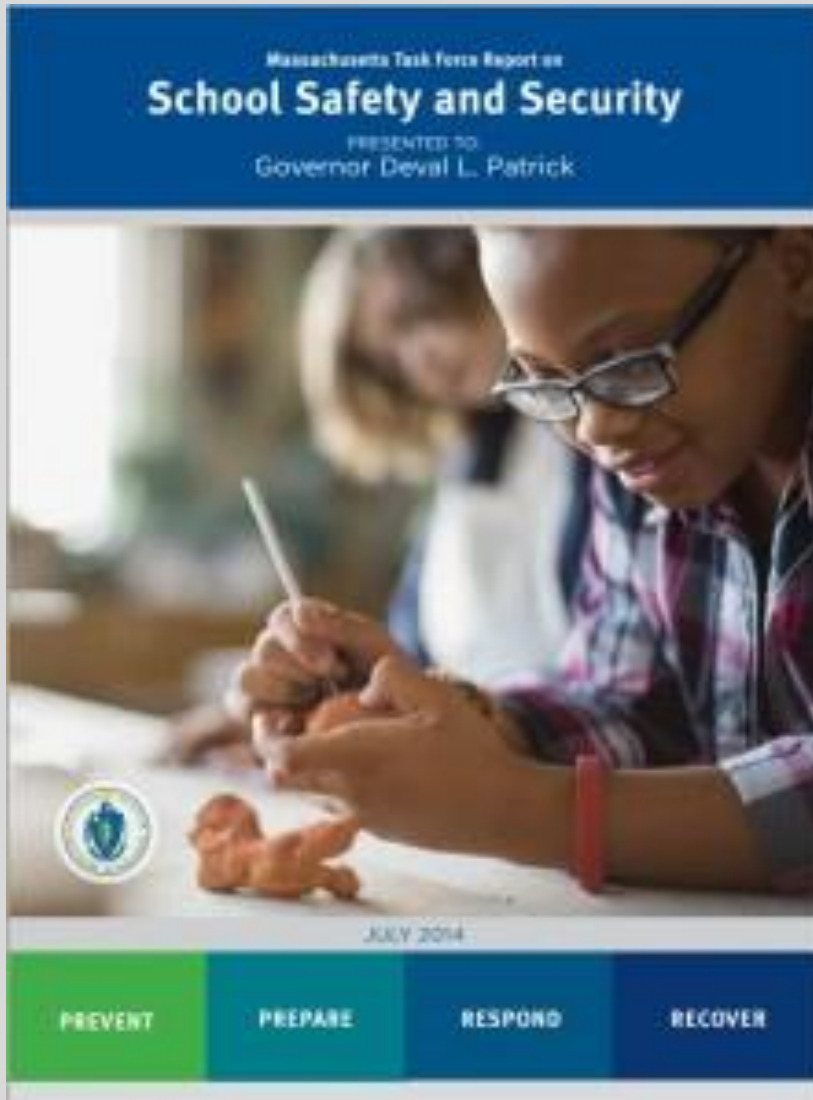


FEMA



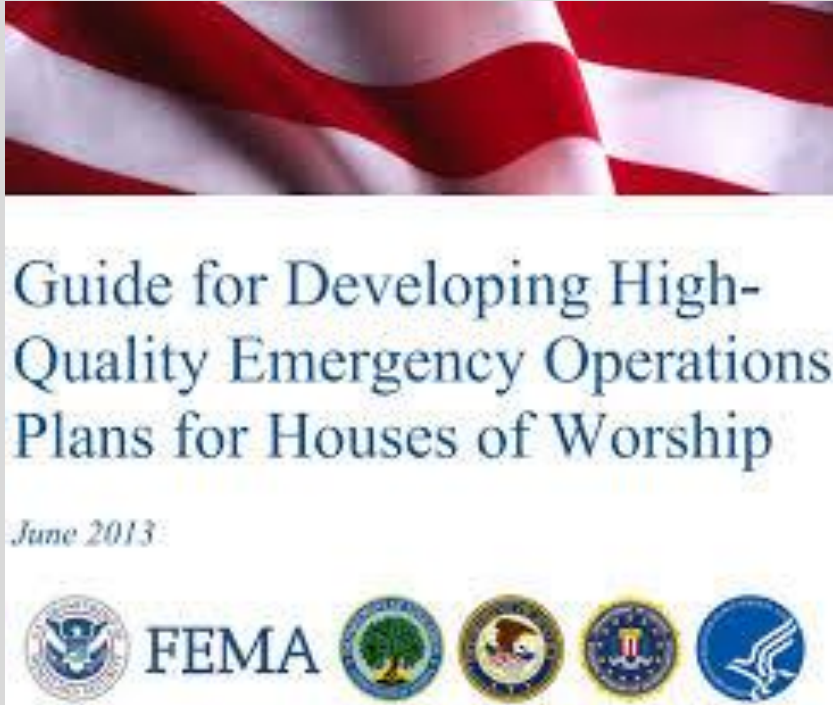
US Dept. of Ed REMS Recommendations

- June 2013
- Has to be the end of LOCKDOWN only as the response plan for schools.



Massachusetts School Safety Task Force

- July 2014
- Names ALICE as a recommended program



Federal Agency Recommendations for Houses of Worship

- June 2013
- Recommends proactive, options-based plans

How do I integrate **ALICE**[®] into my Organization's plans?

ALICE Training e-Learning

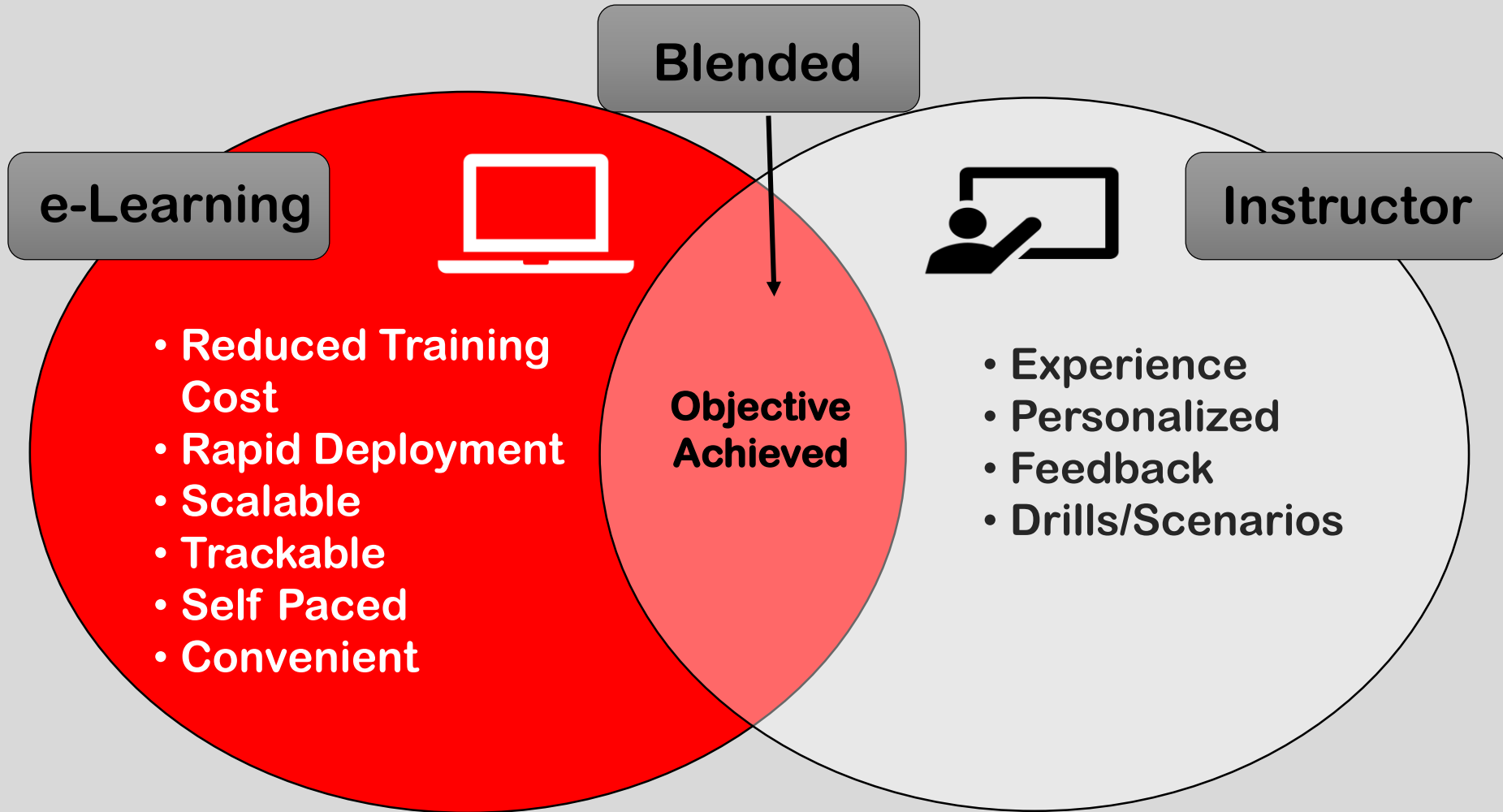


“After conducting training sessions, it is absolutely necessary to reinforce the classroom or on-line instruction with realistic exercises.”

Planning and Response to an Active Shooter, Interagency Security Committee, 2015.

“Blended Learning on average produces stronger student learning outcomes than do classes with solely face-to-face instruction.”

Center for Technology in Learning, U.S. Department of Education, 2010.



Questions?

Thank you and Stay Safe!

**For more information or
host requests:**

330-661-0106

www.ALICetraining.com/phly