SCHOOL AND WORKPLACE VIOLENCE: PREPARATION AND RESPONSE

COURSE OVERVIEW AND INSTRUCTIONAL GOALS

COURSE LENGTH: 16 Hours (2 Days)
16 Hours Classroom
0 Hours Practical

COURSE OVERVIEW

This is a special course for law enforcement, school, and business professionals dealing with selected issues in preparing for and responding to incidents of mass violence. All participants will begin classroom instruction together; the law enforcement attendees and the school / business attendees will then separate for continued instruction along tracks suited to the roles of each group. All participants will reunite for the practical application to allow for integration of their respective roles during field exercises. Utilizing both lecture and facilitated learning techniques, the following topics will be among those covered: threat analysis, the application of physical security systems and procedures to incidents of mass violence, emergency plan development and assessment, and law enforcement response issues. It is expected that participants are familiar with basic concepts in these areas. Special emphasis will be given to lessons learned from past incidents.

INSTRUCTIONAL GOALS

Upon completion of this course the attendee will be familiar with:

1. Types of individuals and groups who may perpetrate mass violence
2. Potential methods and weapons / tools utilized by those who perpetrate mass violence
3. The limitations of traditional law enforcement responses
4. Emerging trends in terrorism / mass violence
5. Basic concepts of rapid deployment / immediate action
6. Planning and response issues for patrol, tactical, and off-duty personnel
7. The value of integrated pre-planning
8. Methods of identifying safety and response solutions that are best for the local community / facility
9. Integrated response methods and practical application
SCHOOL AND WORKPLACE VIOLENCE: PREPARATION AND RESPONSE
DAY TO DAY / HOUR TO HOUR AGENDA

DAY ONE

Hours: Instruction:
0800-0900 Introduction / Administrative Issues
(Participants Will Then Break into Groups by Specialty Type Such as School Representatives, Business, Healthcare, Etc.)
0900-1100 Historical Overview of School and Workplace Violence
1100-1200 Small Group Discussion of Lessons Learned Followed by Group Reports
1200-1300 Lunch (not provided)
1300-1400 Incident Characteristics and Dynamics
(Participants Will Then Break into Groups by Type with Law Enforcement Personnel Distributed Throughout Each Group)
1400-1430 Small Group Discussion Followed by Group Reports
1430-1600 Threat Assessment and Management
1600-1700 Small Group Discussion Followed by Group Reports

DAY TWO

Hours: Instruction:
0800-0900  Physical Security Principles and Planning
0900-1000  Small Group Discussion followed by Group Reports
1000-1200  Emergency Planning and Procedures
1200-1300  Lunch (not provided)
1300-1400  Small Group Discussions Followed by Reports
1400-1500  Law enforcement and Public Safety Response
1500-1600  Vulnerability Assessments and Site Surveys
1600-1645  Table Top Exercises
1645-1700  Course Close-out
I. Preface
   A. Course Overview
   B. Instructional Goals
   C. Agenda
   D. Outline
   E. Co-Host Logistics

II. Introduction
   A. Preparation and Response
   B. Definitions
      i. Active Killer
      ii. Active Shooter (Killer) Incidents
      iii. Active Shooter (Killer) Response
   C. Safety Drills
      i. Fire Drills
      ii. Active Shooter Drills

III. List of Past Active Shooter Incidents with Details

IV. Incident Characteristics and Dynamics
   A. Types of Locations
   B. Suspect Characteristics
   C. Weapons
   D. Resolution Trends
   E. OODA Loop
   F. Effects of Fear
      i. Sensory Distortion
         1. Time
         2. Vision
         3. Hearing
      ii. Physical
      iii. Psychological
   G. Actions of Victims
      i. Run
      ii. Freeze
      iii. Hide
      iv. Fight
V. Response

A. Time Considerations
B. Law Enforcement Response
   i. Time
   ii. Contact Mode
   iii. Search Mode
   iv. Rescue Mode
   v. Deadly Force
C. Evacuations

VI. Threat Assessment and Management

A. Definition
B. Attackers and Why
C. What tools used by Attackers
   i. Firearms
   ii. Explosives
   iii. Chemical Agents
   iv. Biological Agents
   v. Vehicles
   vi. Intelligence
   vii. Support Networks
   viii. Others
D. Maximum Credible Threats
E. Threat Streams
F. Threat Assessment Teams
   i. Sources of Information
G. Pre-Attack Indicators
   i. Warning Signs

VII. Security Planning

A. Security System
B. Security Concepts
   i. Physical Protection Systems
      1. Devalue Attractiveness
      2. Detect
      3. Delay
      4. Defend
      5. Mitigate
      6. Recover
      7. Deter
   ii. Limitations
VIII. Emergency Planning

A. Emergency Plan
B. DHS Active Shooter Preparedness Video
C. Procedures
D. Evacuation Plans
E. Reverse Evacuation
F. Lock-Down
G. Shelter in Place

IX. Vulnerability Assessments and Site Surveys

A. Vulnerability Assessment
B. Risk Assessment
   i. Sandia Model
C. Threat Streams
D. Site Surveys

X. Working Groups and Discussion / Reports
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CO-HOST LOGISTIC REQUIREMENTS

CLASSROOM

Adequate seating for up to 34 students with tables, good ventilation
Marker board and markers
Flip chart with paper

AUDIO VISUAL

LCD Projector for computer presentation
Large projection screen (minimum of 6’x6’ screen size)
Speaker system to connect to laptop for audio
Extension cord and power strip
AV table or cart

OTHER

Access to copier
INDIVIDUAL

Note taking supplies