



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



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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



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COURSE OUTLINE

- 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



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STUDENT EQUIPMENT LIST

INDIVIDUAL

Note taking supplies