Integrated Response to Mass Shootings

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Considerations for Mass Shootings in School Settings
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Learning Objectives

• Describe national models for school preparedness for mass-shooting

• Describe barriers to pre-planning and exercising for school-based mass shootings with local law enforcement and first response providers

• Describe methods for overcoming those barriers
National Models for School Preparedness

• **Two Different Perspectives:**
  • **Security Director for Scottsdale Unified School District**
    • Infants/pre-school through 12th grade
    • 30 campuses
    • Approximately 25,000 students
  • **Emergency Manager for Arizona State University**
    • Institution of Higher Education (has K12 on campus)
    • 5 residential campuses
    • Approximately 90,000 students (including international)
National Models for School Preparedness

• No national mandates for school preparedness in general, let alone mass casualty events
• US Department of Education
  • REMS – Readiness and Emergency Management for Schools - Technical Assistance Center
  • Guide for Developing High-Quality Emergency Operations Plans
    • Separate guides for K-12 and Institutions of Higher Education
  • EOP Assist – free software application
National Models for School Preparedness

- No national mandates for school preparedness in general, let alone mass casualty events
- FEMA - Comprehensive Preparedness Guide (CPG) 101
- EMI courses

- Resources Specific to Active Shooters
  - Department of Homeland Security’s publication “Active Shooter – How to Respond”
  - FEMA online course IS-907 - Active Shooter: What You Can Do
  - “Run, Hide, Fight” video from Houston
National Models for School Preparedness

• Individual States may have mandates for emergency planning, but they may not include mass casualty events
• Arizona Revised Statutes (ARS), 15-341 (A) (32) requires schools to have an ERP that meets the minimum state requirements
  • The minimum requirements does not specifically address mass casualty events
  • Arizona’s ERP example does recommend planning for various levels of acts of violence, and an Active Shooter Annex is in the works
• Free Multi-Hazard Emergency Planning for Schools course through DEMA
National Models for School Preparedness

• National Debate
  • Is “Run, Hide, Fight” appropriate for K-12
    • K-12 has younger children (hard to run with 26 five year olds) - so K-12 tends to focus on lockdowns
    • Limited exposure to evacuation and fighting back
    • Cultural change, and change is difficult
    • Do we educate students? If so, at what age level?
National Models for School Preparedness

• National Debate
  • Higher Ed is more aligned with Run, Hide, Fight
  • Students are mostly adults – can make their own decisions
  • Multiple buildings, often spread out
  • Facilities may not be equipped to lockdown
    • Individual classrooms may not even have locks
  • Challenge – incoming students may only know lockdown from previous training in K-12
    • How do we train them to Run, Hide, Fight?
National Models for School Preparedness

• Numerous private companies sell products and training
  • Quality of companies may vary - No regulations
  • Little funding available in public schools (especially in Arizona)
  • Not always a priority (It will never happen here)
• Integration with police, fire, and hospitals
  • Varies by location
  • Varies by personality
  • Varies by politics
Barriers to Pre-planning & Exercising

In a perfect world... there would be no barriers

• In both K-12 and Higher Ed...
  • Fear / sensitivity to the topic
  • Politics
  • Personalities and egos
  • Time limitations – we are all doing “more with less”
  • Funding challenges – Personnel costs – no overtime available
  • Fear that After Action Reports = more work and expenses
  • “It will never happen here”...
Barriers to Pre-planning & Exercising

In a perfect world... there would be no barriers

- Different response models – so what do we train?
  - Fire Department - warm zone entry
  - Police Department – contact teams
  - Schools – lockdown or evacuate
    - Difference between K-12 and High Ed
- Difficulty working together –
  - Command and Control – police, fire, and schools... Who’s in charge? Egos, competition, politics, etc.
In a perfect world... there would be no barriers

- Who's job is it? Reunification - Schools? Police? Fire? Hospitals?
- Nuances of reunification – differences between K12 and higher education. How do the hospitals get involved?
- Differences between shootings in a classroom vs large special events, like football games
  - Mass Casualty event at a high school football game looks very similar to the same event at the university level
    - Unknown adults in attendance
    - Unattended children
Methods for Overcoming Barriers

• Relationship building is the key to preparedness
  • The first time you meet each other should not be on the worst day of your life
  • SUPPLY FOOD!
• Education reduces fear
  • Reasons for planning in general
  • Reasons for planning for a mass casualty event
  • Reasons for exercising
Methods for Overcoming Barriers

- **Relationship building is the key to preparedness**
- **Exercises – multi agency / multi-discipline**
  - Invite multiple jurisdictions to help out - spread the experience, and the costs
  - Invite appropriate outside stakeholders – they may donate
  - Start small – Tabletops are easy and low cost
    - May only take one staff member from each organization
  - As they get bigger, establish realistic & measurable goals
THANK YOU

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