

Integrated Response to Mass Shootings

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ARIZONA DEPARTMENT
OF HEALTH SERVICES

Health and Wellness for all Arizonans

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.



Barriers to Pre-planning & Exercising

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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