


(Run Hide Fight Trainings)



WHITewater
UNIFIED SCHOOL DISTRICT
Every Graduate an Engaged Lifelong Learner

**COMMUNITY COLLABORATION
IN SCHOOL SAFETY**

INTRODUCTIONS



- **Eric Runez** – WUSD District Administrator
- **Lisa Otterbacher** – Whitewater Police Chief
- **Dan Bradford** – Whitewater PD
- **John Czerwinski** – Walworth County Deputy
- **Bill Dandoy** – Jefferson County Deputy Sheriff
- **David Brokopp** – WUSD Elementary Principal and District Safety Coordinator

WUSD

- This is not a sales pitch.
- We do not have all of the answers.
- The work we have done is tailored to fit our district.
- We are here to share our thoughts and process with others.
- Our intent is to spur reflection and for other districts to consider looking at their own policies and procedures.
- We are here as a resource to other districts.

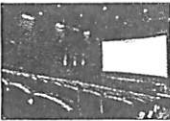

ACTIVE SHOOTER: DEFINITION

- An individual actively engaged in killing or attempting to kill people in a confined and populated area, usually with a firearm.
- Active shooters often do not expect to survive and seek to shoot as many people as possible. **They very seldom negotiate.**
- Many active shooters have studied previous shooting incidents and seek “immortality or spectacle.” Comic book “anti-hero.”

Safety is a Life Skill

- Thinking about your own personal safety is a **life skill** that applies to more environments than just the school setting.
- Talking about personal safety can be difficult, but it is something that we must do to **prepare for the “what-ifs” of life.**
- **Preparation and planning** before an event improves your reaction and response time.

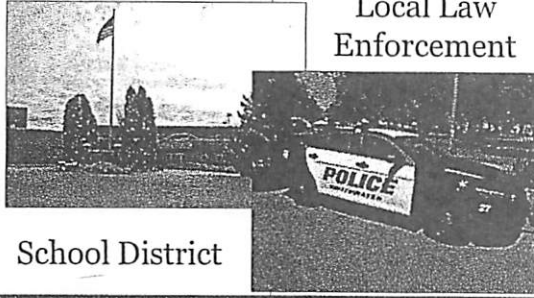



The Challenge Facing Schools

How do we prepare staff, students, and community for the potential of violence in our schools without ...

- increasing fear and anxiety,
- losing the control and order that schools are built on, and
- showing the world how we plan to respond?

Partnerships are Crucial



Local Law Enforcement

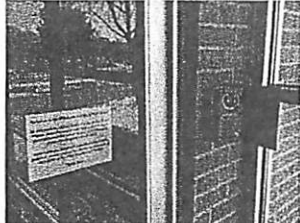

School District

Our Initial Steps

- While policies and procedures have been in place for years....
- December 14, 2012, changed everything.
- Sandy Hook Elementary changed the rules and caused us to look deeply at our level of preparedness.
- We assembled our administration and local law enforcement and began a discussion that was wide open, with no options off the table when it came to keeping our students and staff safe.
- From that list, we began to take strategic steps forward.

Secured Entry into All Buildings


Single entry point in each building during the school day.

Changing Our Mindset

- Gained support from the school board to move away from a structured response to an options-based response.
- Presented to all district staff the change in mindset and response, and explained the reasons for the change.


OPTIONS BASED RESPONSE PROGRAM

- Substitution techniques have expanded beyond lock and hold to... 
- Goal to provide you with the best possible response to an immediate threat.
- Goal: develop a tactical mindset which is able to adapt to what can be brought.

Cognitive Drills

- Cognitive drills facilitated by building principals.
- More-intense cognitive drills facilitated by law enforcement.




You hear what sounds like gunshots down the hall, you have a class... What would you do?



Live-Action Training

Live-action training with all district staff.


- Run, Hide, Fight options
- Verbal de-escalation
- Blanks fired in building

Shots Fired on Campus - (OTube)


Training Outcomes

- The practicing of options enabled staff to feel prepared to **respond more quickly**.
- Staff shared that they felt **empowered**.
- The training instilled a **survivor's mindset**.
- It was an amazing **team-building activity**.



Presenting to Students

- Options-based response was presented to all high school students.



The Key is PREVENTION

If you See Something – Say Something!

Follow district safety protocol


Be aware of the power of technology

Develop a survivor's mindset

SHOTS FIRED ON CAMPUS

Adapting Our Message for All Students

We offered presentations to parents at all levels.




What do we do if something bad does happen?

- Stay calm.
- Listen to and trust your teacher.
- If possible, get as far away from the threat as possible.
- Stay out of sight as much as possible.
- Move quickly and quietly.
- Lock doors, shut off lights, spread out and hide quietly.

Administration and law enforcement shared options-based response with K-12 students.

Full Demonstration at High School Level



First Steps

- We frontloaded the information with our staff and parents.
- We explained the “why.”
- We had to begin to change the mindset.

Here are some examples of what we shared.

The Key is PREVENTION

Follow district **safety protocol**

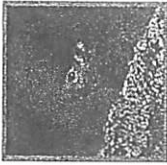
- Building doors are locked during school hours, with instructions to not let people into buildings without going through the main entrance.
- Ensure all visitors check in and check out in the office when entering and exiting the buildings.

Be aware of the power of **technology**

- Often school violence is preceded by comments or activities that take place on the Internet before the event.


TRUST YOUR INSTINCTS

- Instinct (sometimes described as knowing without knowing why) can be startlingly accurate. Civilization has blunted this understanding.
- When we feel fear in a physical situation, there is often a good reason. *Gift of Fear* by Gavin DeBecker
- First impressions of a situation should be heeded. Waiting for someone else to validate your instinct could be fatal in a critical incident. *Blink* by Malcolm Gladwell



The Importance of Collaboration


- A strong relationship with local law enforcement can prevent tragedy.
- It is vital that law enforcement know what to expect when they arrive on the scene.
- District staff has a better understanding of what to expect when law enforcement arrive on the scene.



Self/Save

STUDENTS, TEACHERS, PARENTS Report Suspicious Behavior!

- In 81% of incidents, at least one other person had some prior knowledge of the attacker's plan. (U.S. Secret Service)
- In 59% of incidents, more than one person had some knowledge.
- **A child's report can save lives!**
- Law enforcement can investigate and derail a threat before it happens
- Warning signs and failed joiners



School Safety is Everyone's Responsibility




**HELP KEEP WHITEWATER REPORT
UNIFIED SCHOOL DISTRICT SAFE REPORT
SUSPICIOUS
ACTIVITIES.**

CONTACT YOUR TEACHER, YOUR SCHOOL OFFICE OR
THE WHITEWATER POLICE DEPARTMENT AT 262-473-0555.

ACTIVE SHOOTER: NYPD BASIC STATS

- Over 220 and growing active shooter incidents in the U.S. since 1966.
- 29% occurred in a school setting
- 98% carried out by a single attacker (92% white male).
- 2007 Virginia Tech had the highest number of fatalities (32).




"STOPWATCH OF DEATH" FACTOR

Active shooters have become more focused on killing within a compressed timeframe.


Examples:

- 1966 University of Texas "Tower incident" 1 shooting/2 min
- 1999 Columbine High School, CO 2.1 shootings/1 min
- 2007 Virginia Tech, VA 7.9 shootings/1 min



LAW ENFORCEMENT RESPONSE TIME

- Officers will arrive as fast as possible, but an active shooter can cause great harm *in a very short time.*
- You must buy time until help arrives, or take committed action to stop the shooter.



ACTIVE SHOOTER RESOLUTION

NYPD STATS

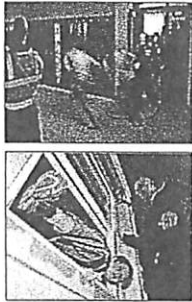
RESOLUTION	NO. OF INCIDENTS	PERCENTAGE
Applied Force	93	46%
No Applied Force	28	14%
Suicide/Attempted Suicide	80	40%
Attacker Fled	1	Less than 1%
TOTAL	202	100%

Hold-Lock and Alert-Deny

- Hold-Lock**
Hallways should be clear, doors should be locked, attendance should be taken, and class should continue in the classroom.
- Alert-Deny**
Used when there is an active threat.
Staff and students are to use the best options that they have available to them to keep themselves and others safe.
Run, Hide, Fight


RUN

- Avoiding contact with the threat is always the best option.
- Look for the best way out to take you away from the threat.
- Once outside, run to any available shelter, staying out of sight if at all possible.
- A moving person is a much more difficult target than a person standing or sitting still.




HIDE

- Lock/secure doors, darken room, move away from windows, and remain quiet.
- Consider barricading the doors if the noise will not alert the threat to your presence.
- Students should remain quiet, low, and spread out.
- Prepare for the event that the threat attempts to enter the room. (back-up plan)



FIGHT

- If you must fight, commit 100% to stopping the threat.**
- Use what you have to throw at or hit the threat.
- Work together as a team to overcome the threat.
- Plan for a surprise attack on the threat with 2-3 people.
- Work first to separate the threat from the weapon or pin the weapon to the ground.
- Restrain the threat with body weight, belts, cords, etc.



Best result

Silence phones

It is an Ongoing Process

- Continued cognitive drills with both staff and students.
- Evolving training model that is sustainable.

Next steps:

- Full-scale simulation with law enforcement, firefighters, EMS, and district personnel.
- Including a level of trauma care in our training.

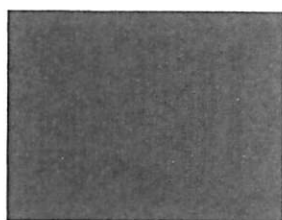
Changing the Mindset

- We must get past the “it won’t happen here” mentality. Take steps to be more prepared.



- Options-based response spreading through Jefferson County.

Oregon 2015 Interview



What does that do?

Key Takeaways

- You do not need to have all of the answers.
- We are proud of our work and are willing to be a resource for others.
- We hope that people reflect and consider looking at their own policies and procedures.
- Preparation and collaboration will support safer schools.

REFERENCES

- Active Shooter: Recommendations and Analysis for Risk Mitigation (paper), New York City Police Department, 2010.
- Shots Fired, When Lightning Strikes (DVD), Center for Personal Protection and Safety, 2007.
- U.S. Department of Homeland Security, Active Shooter: How to Respond (paper), October 2008.
- SURVIVING AN ACTIVE SHOOTER - LA County Sheriff (YouTube video) Mar 17, 2015
- Countless district photos provided by Tom Ganser

Contact Information

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