

# **ASAP**

Active Shooter Action Plan

*“Seconds Count...Know What to Do **ASAP.**”*

Presented by Peter Volkmann, MSW

# **ASAP** Course Objectives

1. Understand the Importance of “Pre-Crisis” Planning for Active Shooter Response
2. Conceptualize “Situational Awareness Survival Skills in All Phases”
3. Learn “Active Shooting Crisis Phase” Skills
4. Understand the Importance of “Post Crisis Response and Planning”

# ASAP

You are at your workstation on the second floor when you hear gunshots in the parking lot of your building. You look out the window and see a body lying still on the ground. What do you do?



# Active Shooter

## *Definition:*

An individual actively engaged in killing or attempting to kill people in a confined and populated area. This excludes: gang-related shootings, shootings that solely occurred in domestic settings, robberies, drive-by shootings, attacks that did not involve a firearm, and attacks categorized primarily as hostage-taking incidents.

(NYPD 2012 Active Shooter Recommendations and Analysis for Risk Mitigation)

# **ASAP** - Statistics

- \* 97% Male
- \* Median Age 35 Years
- \* 98% Active Shooters Acted Alone
- \* Average Casualties- 3.1
- \* Average Wounded – 3.6
- \* 36% Used More Than 1 Weapon

(NYPD 2012 Active Shooter Recommendations and Analysis for Risk Mitigation)

# **ASAP** Statistics - Attacker's Relationships

- \* Familial- 6%
- \* Academic- 22%
- \* Professional – 38%
- \* No relationship – 26%
- \* Other – 8%

(NYPD 2012 Active Shooter Recommendations and Analysis for Risk Mitigation)



## **ASAP** Statistics- Incidents by Location

- \* School- 24%
- \* Office Building- 11%
- \* Open Commercial – 24%
- \* Factory/Warehouse– 12%
- \* Other – 29%

(NYPD 2012 Active Shooter Recommendations and Analysis for Risk Mitigation)

**Let's Look at "US" in a Crisis**



# PSYCHOLOGICAL CRISIS

An acute **RESPONSE** to a trauma, disaster, or other critical incident wherein:

1. Psychological homeostasis (balance) is disrupted (increased stress)
2. One's usual coping mechanisms have failed
3. There is evidence of significant distress, impairment, dysfunction

(adapted from Caplan, 1964, *Preventive Psychiatry*)

# The “F”s Immediate Survival Response

- Fight or Flight
- Freeze or Flop

# Pre-Crisis Planning



# Situational Awareness Skills

## 5 phases of an active shooter

1. Fantasy Stage
2. Planning Stage
3. Preparation Stage
4. Approach Stage
5. Implementation Stage

(Dan Marcou- Police One Magazine 7/23/2012)

# Situational Awareness Skills

## 5 phases of an active shooter

### Fantasy Stage

The shooter daydreams of the shooting.

He fantasizes of the news coverage.

He idolizes other shooters.

He may draw pictures or make web postings

He may discuss the desires.

(Dan Marcou- Police One Magazine 7/23/2012)

# Situational Awareness Skills

## 5 phases of an active shooter

### Planning Stage

The shooter is deciding on the “who,, what, where, when, and how”.

He puts plans in writing.

He sometimes looks for an accomplice.

He will determine the weapons and where to get them

He will decide how to travel to target areas and how to conceal weapons.

(Dan Marcou- Police One Magazine 7/23/2012)



# Situational Awareness Skills

## 5 phases of an active shooter

### Preparation Stage

The shooter is taking actions to make the plan work.

He will obtain weapons and stockpile.

He may train with the weapons or test explosives.

He may conduct surveillance of target location.

He may contact friends and tell them not to go to the location on the attack day.

(Dan Marcou- Police One Magazine 7/23/2012)

# Situational Awareness Skills

## 5 phases of an active shooter

### Approach Stage

The shooter has made his plans and decided to act.

He will walking, driving or riding toward his target armed with his tools for death.

Contact at this point could come in the form of a traffic stop, a citizen call, or stop and frisk.

(Dan Marcou- Police One Magazine 7/23/2012)

# Situational Awareness Skills

## 5 phases of an active shooter

### Implementation Stage

Once the shooter opens fire, immediate action needs to be taken. The shooter will continue until he runs out of victims, ammunition, or is stopped.

The goal is body count.

The sooner an on or off duty officer or citizen intervenes with effective, efficient act of courage, the fewer casualties there will be.

(Dan Marcou- Police One Magazine 7/23/2012)



# Situational Awareness Skills

## Know Your Territory

- Pre-plan your exits
- Pre-plan your concealment and cover
- Have back-up escape plans
  - not just one plan

# Situational Awareness Skills

## Know Your Communication Process

- Pre-plan reliable sources to activate ASAP
- Pre-plan “ad-hoc” communications such as hand signals or code words

# Situational Awareness Skills

## Observe Others

- Verbal cues of shooters
- Non-verbal cues of shooters
- Characteristics of people with weapons
- “If you see something....say something”



# Situational Awareness Skills

1. Know Your Territory
2. Know Your Communications Process
3. Observe Others

(adapted from Catherine Hartwell with The Christian Regenhard Center for Emergency Response Studies, 2009)

# Active Shooter Crisis Phase

# Concepts for Survival

- Time and Distance
- Concealment and Cover



# Concepts for Survival

Run

Hide

Survive

Recommendations adapted from Department of Homeland Security

# Concepts for Survival

Concepts to Consider if Confronted by  
the Police During Active Shooting

# Concepts for Survival

## Police Response

- Police Primary Goal- End the Threat
- Receive Police Directions-Repeat to Officer
- Provide Information if Requested
- Police Will Bypass Injured Victims if Shooter Still Active
- Let Police See Your Hands, Do Not Point, Wave, or Place Hands in Pockets



# Concepts for Survival

## Police Response

- What to Expect From Off Duty Officers
- Do Not Check on Victims Until Location Is Secured By Police And Given Permission
- Shooter May Have a Booby-Traps
- Do Not Open Your Secured Door Until You Know They Are Police
- It May Take Time to Determine Any Accomplices

# Active Shooter Post Crisis Phase

# Planning After the Crisis

- Designated Meeting Place Within the Building
- Off Grounds Designated Meeting Place
- Informational Crisis Management Briefings
- Buddy Up System



# Planning After the Crisis

- Crime Scene is Determined By Police
- Remember Blood Borne Pathogens Training
- Survivors May Be Required to Write Statements for the Police Investigation
- Media Will Need Information

# Planning After the Crisis

## Warning Signs for Occupational Hazards

- Physical
- Behavioral
- Cognitive
- Emotional
- Spiritual

# Trauma Recovery

Three beliefs must be attained:



1. A sense of mastery
2. Caring attachments
3. A sense of meaning

for

Post Traumatic Growth

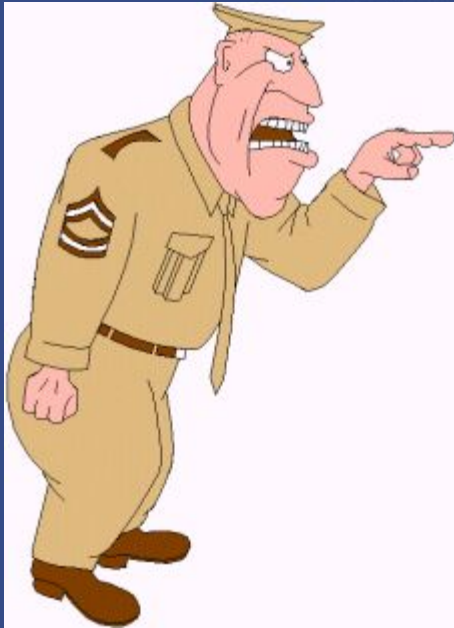


First responders, often resistant to seeking MH treatment, therefore crisis intervention may be their only access to mental health services  
(North, et al., 2002, J. T. Stress)

While ~ 85% of military sampled who served in Iraq/Afghanistan recognized problems, only ~44% were willing to seek assistance  
(Hoge et al., NEJM, 2004)

Less than 50% of civilian disaster workers, who screened + for mental health concerns sought treatment  
(Jayasinghe, et al, 2005, IJEMH)

# Organizational Implications and Issues



**Always**  
Remember to  
Care for Each  
Other

# Post Action Staff Support (PASS)

## Review – Operational Critique

- “How did it go?”
- “How do you think you did?”
- “What ditzy thing did you do?”
- “What themes emerged?”
- “What was the participation level of the group?”

(adapted from Dennis Potter, LMSW and Paul LaBerteaux, PsyD)



# Post Action Staff Support (PASS)

## Response- How You Doin' ?

- "What did you say you wish you had not said?"
- "What didn't you say you wish you had said?"
- "How has this experience affected you?"
- "What is the hardest part of this for you?"

# Post Action Staff Support (PASS)

## Remind – Build Resiliency

- “Is there any follow up to be done?”
- “What are you going to do to take care of yourself in the next 24 hours?”
- “What will it take for you to “let go” of this experience?”

# ASAP

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Questions?

***ASAP***

Active Shooter Action Plan

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