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PART-2: CONT. IDEAS TO MITIGATE SCHOOL & WORKPLACE (GUN) VIOLENCE SCENARIOS

Aaron Littlefield - ATL Prevention Research L.L.C. 12 months ago

CONTENT: (School/Business gun/bomb Violence Mitigation Part-2)

STATISTICS, ANALYSIS, & FACTS=> GUN VS. CELLPHONE VS. ALERT SYSTEM BUTTON

PURPOSE:

This is the second aspect of a series of discussions necessary to find solutions to Mitigate School and Workplace (Gun/Bomb) violence. The content discuss herein contains concise preliminary assessments to identify barriers, reduce errors, and clarify challenges associated with said violent scenarios.

*A concise brief is located at:

<http://uscsrcr.ideascale.com/a/dtd/IDEAS-TO-MITIGATE-SCHOOL-WORKPLACE-GUN-VIOLENCE-SCENARIOS/82728-29117>

VALUE:

This document contains important statistics with references, as well as the evaluation of potential solutions. Also, through diligent presentation to diverse groups, it is hoped that this information will raise awareness, and expedite a solution.

BACKGROUND:

I have identified that violent workplace shooter scenarios at Schools and Government buildings are critically important scenarios to mitigate, because they destabilize the public perception of safety (and because I love kids and want my Government officials kept safe). Special interest groups and other stakeholders seem to have inconclusively stalled on the issue, and/or found little common ground to harmoniously continue to a definitive solution creation phase (or process). Therefore, research then dialogue in the form of an open discussion of ideas must take place to identify best practices, and create a plan to achieve a viable resolution set.

RECAP-PART-1: ALERT SYSTEM BUTTON WITH CODE WORD article is located at FEMA NPC forum here: (Previous Alert system post Part-1)

<http://community.fema.gov/connect.tli/readynpm/view?objectId=109515>

NEW CLARIFICATIONS:

CLARIFICATION-1:

(Alert System Button Remote Transmitter with Code Word <=>Versus<=> a Cellphone)

- => The Alert System Button should be designed to be fail-safe
- =>The Alert System Button would be designed to help officials determine that the threat is real (and is not a "prank call").
- =>The Alert System Button would be easy to conceal, and initiate an emergency response without words.
- =>The Alert System Button would be worn on a small necklace around the neck. In the event that the individual doesn't have access to a phone, or can't use the phone without being caught, they can press their emergency button.

CLARIFICATION-2:

(Alert System Button Remote Transmitter with Code Word <=>Versus<=> a staff member with a gun)

- =>Activating the Alert System Button will call multiple emergency personnel, this is discussed in Section-1.
- =>The challenges a staff member would have with a gun in the event that a shooter is on premises is discussed in Section-2.

CLARIFICATION-3:

(KEEP THESE NUMBERS IN MIND)

1. TOTAL NUMBER OF U.S. SCHOOLS: 139,204 Schools
2. TOTAL ANNUAL INCIDENCES OF SCHOOL (FIREARM+EXPLOSIVE) EVENTS: 7,990 events annually
3. TOTAL NUMBER OF U.S. SECURITY PERSONNEL AVAILABLE TO PROTECT SCHOOLS FROM GUN VIOLENCE: (?)... (To be discussed below in Section-2)

SECTION-2: ALLOW STAFF TO POSSESS GUNS AT SCHOOLS AND BUSINESSES- AN EXAMINATION OF SCENARIOS, CHALLENGES, AND AN IMPORTANT COMPARISON OF THE NUMBER OF SCHOOLS, CRIMES, AND SECURITY PERSONNEL

*****REMEMBER THIS RATIO*****
 (139,204 Schools) : (7,990 School Firearm + Explosive annual crimes) : (? # of Security)

PURPOSE:

The capabilities, availability, and barriers of giving guns to staff members or security personnel to protect said schools or businesses are contemplated below...

SUMMARY STATEMENT:

The following discussion presents facts that point to the difficulties involved in having an violent criminal with a gun on premises at a school or business. Further, the number and quality of personnel required to implement a strategy whereby all schools have equal protection, and the security officer is capable of handling an "Active Shooter on Premises" scenario, would be difficult and costly to implement.

CONCESSION:

I understand and respect the response by some that "having a gun available" could be helpful (SOMETIMES). I am a gun owner, (I am not a member of a gun organization). I participated in hunting activities throughout my youth and young adulthood, and feel that I could protect and/or positively affect (a few scenarios) but the vast majority I could not. A staff member with limited training and a gun will face many serious issues and legal barriers discussed below and will not be able to fulfill a broad range of hypothetical scenarios (e.g. disarm a bomb or do battle against a group of criminals).

BARRIERS TO EQUIPPING STAFF WITH GUNS:

SCENARIOS AND BARRIERS EXIST THAT CHALLENGE THE QUALITY AND ATTRIBUTES OF PERSONNEL GIVEN THE DUTY TO CARRY A GUN ON PREMISES AND PROTECT A FACILITY/SCHOOL: (the assumptions noted here are that the personnel's quality, knowledge, training, experience and other attributes will certainly make a difference during a crisis)

1. LAWS REGULATING STAFF WITH GUNS:

What laws and oaths protect and enable a non-government staff member to function in their protective role with a gun on premises? What constitutional or amended protections do they enjoy? What is their clear line of command and duties for the facility as acting "protector"? Will they use a properly defined system with values, codes of conduct, and uniform communications? Does this new position conflict with any agency? What policies or labor laws apply (e.g. OSHA, drug-free workplace, occupational safety, sex offender, criminal record, service record/discharge status, mental examination, HIPPA/Privacy/Freedom of Info Act)

2. CURRENT AND CONTINUED TRAINING & PROGRAM MAINTANENCE:

What is the level of training of the staff member holding the protective gun in the (e.g. school)? Can they delay or thwart the attack? Can they react well to hostage scenarios? Can they navigate if tear gas were employed? Can they circumvent or handle hostile shooter coercion tactics (e.g. put down your gun or I will start shooting hostages)? Are they prepared to kill the shooter if the shooter turns the gun on them or innocent bystanders? How many times per week will they train, practice scenarios, shoot targets, and prepare?

3. VETTING, PERSONAL CONDITION, AND CAPABILITIES:

How will the "protectors" vetting be conducted, and/or what system will they be confidentially reported to? What capabilities are to be considered "basic or essential" to the position of gun holder and protector. Will they be performing randomized patrols and security checks? What are the health requirements of the staff member with the gun, can they carry a child out of harms way if the child freezes and won't move, (can they be epileptic, or physically impaired). How fast are they? Can they shoot well? Will the staff member with the gun be trained to subdue and detain the threat vector. What if the shooter sets a fire, can a single individual with a gun (protect the innocent, put out a fire, and fight a shooter all at the same time)?

4. KNOWLEDGEBASE:

Are the requirements & qualifications of the personnel clearly defined? What type of criminal justice training will enable them to best recognize the threat as early as possible and initiate early contingencies? Should they receive First Aid, CPR, EPA standard knowledge for containment issues, Personal protective Equipment & Blood Born Pathogen mandatory training as relates to handling the potentially wounded victims? Should they possess gorilla warfare training and tactics to stalk and flank the enemy? When is it critical to take the threat vector "alive" if possible (e.g. is the shooter holding hostages alive in another bunker external to this incident site, or a bomb)?

5. EXPERIENCE:

What are the minimum functional and experiential requirements for the position of protector and possession of a gun on premises? What aspects of a performance work statement (PWS) or (SOW) or objectives will be regarded as "DEMONSTRATED CAPABILITY" or "PROOF" of effective capability and acceptable performance parameters?

6. EQUIPMENT:

What type of weapon will they be issued? Is it fair to give the protective security staff member a 9mm semi-auto pistol when the attacker(s) may have sub-machine guns? What types of equipment should they be able to utilize and/or improvise? What technology and communications systems should they use (e.g. HAM radio) and who would they communicate with (if they are the only one with a protective gun)? What mechanical equipment (property/resources) are available or restricted or "prohibited use" within the facility? What if the phone-lines are cut prior to the attack should they have a cellphone as well?

7. COST:

How are metrics and statistics used to justify costs (e.g. Local Budget, Cost Accounting Standards Administration, GAO)? Are the Supply Chain sources and services for the weapons and resources clearly defined and standardized? Is there a comparable value that could be achieved by hiring external groups (e.g. Pinkerton)? Is the staff member to be contractual with a renewable end of service date (and if so what is the basis for renewal)? Under major emergency circumstances or for socioeconomic reasons is it clearly defined if the school or facility can acquire federal resources to protect themselves and/or procure guns?

8. OVERSIGHT:

Will there be any auditing, quality assurance, research, and development of Facility "protective staff" programs and training? Who will administer the Performance Audit/Assessment of protective staff including general value, strengths, weaknesses, better, faster, or cheaper options? What previous assessments exist regarding application of guns in facilities with (project effectiveness), and what metrics were used? What criteria are used to gauge how personnel quality and quantity at the incident impacts the capabilities at the facility?

9. AFTER ACTION/INCIDENT REPORTING:

Hypothetically, what if the staff member with the gun made the "wrong call" or acted too aggressively (e.g. Dirty Harry) and a child was injured or killed in the process? How would after action reporting be handled if the staff member with the gun does not have associated support staff and Internal Review staff? Who will review the case? How will the line of succession or continuity of operations (staffing) be maintained, (e.g. the individual will be given leave after the incident, then their actions

will be reviewed) who will replace them? What will their capabilities be? How many staff members will be trained (and retained) to assume the role of protector/security guard and keeper of the gun (at least 2)?

UNIQUE STATE, LOCAL, AND SCENARIO SPECIFIC PROBLEM DETERMINATION:

Security staff break up fist-fights at many schools in the U.S. every week, but guns are a different story. I took an obsessive approach to my assessment of the "workplace violence" potential (scenarios, outcomes, and solutions) prior to creating this "Alert System" mitigation option discussed in "Part-1." I also examined a variety of simplified hypothetical scenarios and I've listed several of them below for the reader's considerations. My findings were that utilizing protective staff (whom possess a gun) in school or at a facility, yielded multiple dilemmas. Please consider the following dilemmas and ("shooter" / bad guy / threat vector) scenarios:

1. LEGISLATION:

Hypothetically, if the current State or local legislation prohibits (will not permit) a gun in the school or a given building in question, then a gun at school is not an option until the law is redressed.

SOLUTION=> Plan-B utilize an "alert system" to mitigate violent scenarios.

2. PROFESSIONAL SHOOTER SCENARIO:

Hypothetically, if the business or school were infiltrated with (e.g. 4 highly trained para-military armed men with body armor and riot shield type equipment), would the presence of a staff member with a gun lead to... premature and uncontrolled escalation? Who is your back-up? What is the strategy?

SOLUTION=> ALERT THE NEGOTIATOR + SWAT +/- TASK FORCE WITH MULTIPLE OPTIONS (e.g. canisters, breaching capabilities, thermal and UAV recon options) +LOCAL POLICE.

3. MULTI-FACETED THREAT SCENARIO:

Hypothetically, what if the shooter ALSO has a bomb...how will having a gun help to disarm a bomb? (it won't)

SOLUTION=> ALERT THE NEGOTIATOR + SWAT + ATF/BOMB TEAM +LOCAL POLICE.

4. HOSTAGE SCENARIO:

Hypothetically, at a (e.g. elementary school) what if the (shooter/bad guy) takes a hostage? Will the staff member with the gun be trained to de-escalate or calm the shooter? Will the staff member with the gun be trained to "read the danger signs" and meet or exceed the shooter's expectations.

SOLUTION=> ALERT THE SWAT + HOSTAGE NEGOTIATOR +LOCAL POLICE

5. IDEOLOGY WITH DEMANDS SCENARIO:

Hypothetically, what if the shooter is at the building because they represent "a Cause or Irrational Ideology," and therefore have demands they want carried out? How will you meet, exceed, or pacify the shooter's demands if the demands involve execution of tasks external to the incident site?

SOLUTION=> ALERT THE SWAT + NEGOTIATOR + LOCAL POLICE

6. MARTYRDOM SCENARIO:

Hypothetically, what if the shooter is on the premises to "kill as many people as possible"? What is your plan to thwart or limit injuries, casualties, and collateral damage?

SOLUTION=> ALERT THE NEGOTIATOR/OR SPECIAL PSYCHOLOGIST + SWAT + CC SNIPER + CANISTER OPTIONS +LOCAL POLICE

7. INTELLIGENT ATTACKER OR RESOURCEFUL CRIMINAL SCENARIO: Hypothetically, what if the shooter has been conducting reconnaissance on the business or school, has an elaborate plan, and knows the habits of the individual holding the protective gun, and can therefore adjust accordingly to avoid detection?

SOLUTION=> upon detection, ALERT THE SWAT + NEGOTIATOR +LOCAL POLICE

8. INSIDER ATTACK SCENARIO:

Hypothetically, what if the (shooter/threat vector) works directly with the staff member who has the protective gun, and swiftly shoots them in the back. OR what if the shooter's plan all along was to GAIN THE POSITION OF SECURITY STATUS, and the "protector" is now the "threat" and is the only one with a gun and turns it on the people he/she is suppose to be protecting.

SOLUTION=> IT IS CRITICAL TO ALERT EXTERNAL FORCES + NEGOTIATOR + SWAT +LOCAL POLICE

9. CHEMICAL OR BIOLOGIC SCENARIO:

Hypothetically, what if the mode of attack on the business is a gun and chemical or biologic agents, (how will having a gun help)? (it won't)

SOLUTION=> ALERT AND INITIATE LOCAL EMERGENCY CHEMICAL OR BIOLOGICAL SAFETY PLAN + THE APPROPRIATE CONTAINMENT TEAM + SWAT + LOCAL POLICE +...

10. (INGRESS/EGRESS) & EXTERNAL COLLATERAL DAMAGE CONTROL ISSUES:

Hypothetically, if the solitary staff member with the gun is confronted with a "shooter on the premises" scenario, who will secure the external environment of the premises to ensure that additional innocent people will NOT enter the building (and/or enter the potential hazard zone). Who will control the evacuation from the building? (NOTE: Pulling the fire alarm could result in an innocent person walking towards the shooter)

SOLUTION=> ALERTING THE LOCAL POLICE and others who will lock-down a perimeter, and assist with securing the evacuation procedures.

LOGISTICS, QUANTITY, AND ATTRIBUTES OF SECURITY PERSONNEL:

As stated before, "contextually speaking" in the U.S. there are barriers to implementing security staff to protecting schools (e.g. logistical complexities, legislative constraints, budget issues, special interest groups, personnel quality and capability issues). Delta Force capabilities, or other Special Forces tactics can not be executed by lay people with guns... There are many options for fantastic professional security personnel, however, when considering the prospect of who to staff within a school problems arise. These problems include (too few personnel available to cover all schools daily, many are over seas or cost too much. Consider the following statistics related to professional security options for protecting a school or business:

1. Go to FedScope and discover the relatively small number of highly trained (non-confidential) official protection professionals here: <http://www.fedscope.opm.gov/bmcognos/cgi-bin/cognosisapi.dll>

RESULT=> (NOT POSSIBLE) They are paid >\$100,000 per year plus bonuses and many are overseas, therefore, we can't afford them to sit in a school.

2. The U.S. is estimated to have (17,000) private professional protection contract personnel (see Merks-In-America for details).

RESULT=> (NOT POSSIBLE) They are mostly overseas and are paid >\$100,000 per year plus bonuses, therefore, we can't afford them to sit in a school.

3. The U.S. estimated number of police (79,210) available at the local level, see Dept. of Labor and Stats: <http://www.bls.gov/oes/current/oes331012.htm>

RESULT=> There is not enough police to sit in (all schools) all day (139,204 : 79,210). Also, most departments have serious budget and staff shortages, so we probably could not use ANY of them to set-up camp all day within a single business or school.

4. Army National Guard (~5,200 old census data)

RESULT=> They couldn't even cover the number of crimes committed each year (7,990crimes : 5,200guards)

http://www.afcountries.org/us/census/599_national_guard_summary.html

5. Cost Guard 2,828 protective occupations/personnel

RESULT=> They couldn't even cover the number of crimes each year (7,990crimes : 2,828guards)

<http://www.bls.gov/ooth/Military/Military-Careers.htm>

6. Pinkerton Services are definitely a possibility!

RESULT=> Large workforce, (unknown- capabilities, stats, and costs) & ... Unknown coverage- how will we spread them out to cover schools or businesses?

7. SWAT and other high-level protective professional services are beyond the scope of this assessment.

IMPRESSIONS:

This assessment regarding staff members utilizing guns at school or the workplace to mitigate violence is problematic. The information presented was not all inclusive, however, my observations and examples should have helped readers discover the technical challenges involved for those who are faced with a shooter scenario. This information should have clarified many of the capabilities required to mitigate and overcome the unique barriers associated with work place violent scenarios. In my mind's eye, when I envision Lay people/staff with guns, I foresee security failure (of the delegated in-house security person) and catastrophic collateral damage due to ineffective execution of (e.g. They are under-trained and unsupported, will NOT be able to apply deadly force when necessary thereby compromising the incident, they will fail to negotiate release of hostages, they will lack agility, resourcefulness, tactical, strategic, physical offensive-defense training, and will not have (anywhere near) the specialized capability that professional (specialized) security groups would (mentioned above). Even in the event that a highly trained individual is utilized to protect a facility, they will need legal provisions, resources, and external support to meet or exceed all escalations. My current impression is (due to the magnitude of potential/possible threats and vectors), both lay people with guns and entry level security officers could not mitigate a "school shooter on premises" scenario. Instead, highly trained professionals (external to the facility) such as (e.g. Local police, and SWAT) should be called and utilized (in all cases), because they can escalate tactics and capabilities in most situations (especially Highly Technical situation). The police or SWAT team would need to be signaled, but in some cases the phone could be (mistaken as a Prank/False call, too conspicuous, reception disabled, or out of reach). Furthermore, since guns and challenges have provoked debates that have stalled the solution process, I am representing the "push button Alert System with code word" (see post-1) as the current best option to mitigate the widest range of violent scenarios. It will ensure the call is not a Prank call to the police, and a protocol can be devised for a designated piece of hardware (Alert system). Please objectively considering the aspects stated above, I believe the "assumption" that utilizing a lay person (with a gun) to protect a facility/school, could actually be an infamous decision, and lead to a very bad outcome. If an objective individual truly compares numbers, barriers, capabilities, and potential outcomes, the results point towards a "Plan-B" which is a fail-safe system that will alert "specialist" security professionals who can escalate, and know how to proceed.

STATISTICAL REFERENCES:

NUMBER OF GRADES K-12 SCHOOLS IN THE U.S.= 132,183

NUMBER OF COLLEGES IN THE U.S.= 7,021

2010-11 SOURCE REFERENCE: (TOTAL SCHOOLS TO PROTECT= 139,204)

http://nces.ed.gov/programs/digest/d12/tables/dt12_005.asp

SCHOOL CRIME STATS:

2008 School Crime and safety survey:

=>Number of all students committing Firearms or Explosive crimes: 7,990

http://nces.ed.gov/surveys/ssocs/tables/all_2008_tab_15.asp?referer=csc

2012 Indicators of School Crime and Safety

=>Contains a wide range of school crime statistics:

<http://nces.ed.gov/pubs2013/2013036.pdf>

2004 School Survey on Crime and Safety (SSOCS)

=>contains a quick table visualization of numbers and major threats at schools:

http://nces.ed.gov/surveys/ssocs/tables/et_2004_tab_23.asp

Other school crime Index of tables and charts:

http://nces.ed.gov/programs/crime/crime_tables.asp

OTHER GUN REFERENCES:

<http://www.justfacts.com/guncontrol.asp>

DISCLAIMER:

I have absolutely no affiliation with anyone who sells Emergency/Alert System Remote Transmitter Devices or any special interest group. This is a free/voluntary public service, and honest attempt to mitigate violent workplace shooter scenarios and arbitrate the disagreements on how to best proceed to a solution. After lengthy considerations, the Alert System Button with Code Word combination is the best potential solution I have conceived thus far, but am willing to accept any solution that trumps the utilization of an Alert System Button (see post Part-1).

Lauren Modeen - Community Manager (Contractor) 12 months ago
Thanks for all your research and insight!
-Lauren

Karl Bechler - Self-Employed 11 months ago

Just arm the teachers and teach firearms safety in the schools. The NRA has been teaching and preaching firearms safety for DECADES.

Do you feel that emphasis on gun safety has been distorted by leftist politicians and media?

-Agree 0%(0)

-Disagree 100%(1)

-The NRA has been teaching and preaching firearms safety for DECADES 0%(0)

This poll closed on May 9th 2014

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