



## School Security Webinar

*The Threat Within*

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This presentation addresses general issues and principles. The information is intended to be helpful but does not constitute legal advice. There is no representation or warranty that the information provided is complete or appropriate for your specific circumstances. Participants are encouraged to consult with a local attorney or risk management professional before implementing any policy or procedure based on the information provided in this presentation.

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- Manager, Special Markets department with Brotherhood Mutual
- Former casualty claims adjuster and manager with a focus on catastrophic injuries, fatalities, security, misconduct, and cyber security issues
- Former teacher at a private Christian school



## Vaughn Baker

- President, Strategos International
- 20 years experience in law enforcement, investigation, SWAT, and special operations
- Trained thousands of school, health care, government, law enforcement, and military personnel in security practices
- Developed specialized intruder response curriculum for schools and churches
- Director of security for his church



# **STRATEGOS** **INTERNATIONAL**

[www.strategosintl.com/school](http://www.strategosintl.com/school)



## **Strategos International**

### **Available training courses for schools**

- School Active Shooter and Intruder Response Training (4 or 8 hours)
- Bus Driver Awareness, Safety and Intruder Response Training (4 hours)
- The Parent and Community Role in Responding to the Threat of School Active Shooters (2 hours)
- Behavior Pattern Recognition for School Violence (4 hours, 8 hours or 3 days)
- Crisis Casualty Care for School Personnel (8 hours)
- School Intruder Response Instructor Course (5 days)
- Intruder Response for Day Care and Child Care Providers (4 hours)
- Suicide Prevention, Awareness and Response Strategies (S.P.A.R.S.)
- Conflict Management and De-Escalation



## First Responder vs. True First Responder

- True first responder\* is you – the person on the scene when an attack occurs
- Professional first responder – e.g. law enforcement



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## School Shootings\*

### Benton, Kentucky

- January 23, 2018
- Public High School
- 2 killed
- 21 injured

### Parkland, Florida

- February 14, 2018
- Public High School
- 14 killed
- 20 injured

### Seaside, California

- March 14, 2018
- Public High School
- 0 killed
- 3 injured



\*News reports; Education Week

## School Shootings\*

### Sante Fe, Texas

- May 18, 2018
- Public High School
- 8 killed
- 15 injured

### Noblesville, Indiana

- May 25, 2018
- Public High School
- 0 killed
- 2 injured

### Baltimore, Maryland

- February 8, 2019
- Public High School
- 0 killed
- 1 injured



\*News reports; Education Week

## Normalcy Bias

- Instinctual, natural reaction to a crisis
- Difficult time accepting abnormal
- Example – when you hear a gunshot, your brain tells you it's fireworks



## Examples of Normalcy Bias

- Las Vegas, Nevada, concert shooting, many people thought the sound system was malfunctioning



## Normalcy Bias

- Overcoming denial – we train to overcome our instincts, not to reinforce them



## Stages of the Untrained Person\*

Normalcy Bias

Disbelief

Denial

Panic

Helplessness



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## Stages of the Trained Person\*

Crisis acceptance

Awareness

Recall tasks/training

Urgent response



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**“Physiologically, absent training, the human mind makes decisions primarily based on sight, not hearing.”**



**“In the absence of direction, people will self-direct.”**



## Linear vs. Non-Linear Response

### Linear Response

- Doing things in order
- Step A, step B, step C

### Non-Linear Response

- Choosing the best option based on your location in relation to the threat



## Non-linear Response

"My out may not be your out."



## Personal Three “Out” Assessment\*

Wherever you are, ask yourself, how can I:

- How can I LOCK OUT this area?
- How can I GET OUT of the area?
- What can I use around me to TAKE OUT in this area?



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## Three Perspectives

- What does the True First Responder\* need to know and do?  
(You – people on scene responding at time of the attack)
- What does the First Responder need to know and do?  
(Professional – e.g. law enforcement)
- What are the goals and objectives of the Attacker?



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## Two Categories of Attacker

- Traditional attacker (victim/victimizer)\*
  - See themselves as the victim
  - To exact revenge, they become the victimizer
- Ideological attacker (motivated by worldview)\*
  - See themselves as the victim
  - To exact revenge, they become the victimizer



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**“Almost all bad acts are preceded  
by bad behavior.”**



## Reacting vs. Responding

The untrained person reacts.

The trained person responds.



## 16 Risk Behavior Indicators\*

1. Long history of failure
2. Difficulty accepting responsibility for their failure
3. Present themselves as a martyr
4. Veiled or direct threats
5. Recent fascination with weapons
6. Victim/Victimizer world view
7. Recent, significant changes in moods, attitudes and behaviors
8. Excessive absenteeism



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## 16 Risk Behavior Indicators\*

9. Boundary probing and escalation
10. Aggravation related to finances, relationships, or workplace
11. Failure to accept responsibility
12. Diagnosed or demonstrated mental health issues
13. Claims of being victimized or persecuted
14. Unusual behavior
15. Talks about or attempts self harm
16. Identify and sympathize with other attackers



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## Risk Behavior Indicators

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- Present themselves as a martyr
- Veiled or direct threats
- Victim/victimizer world view



## Physiological Response During a Crisis

Sympathetic nervous system activates:

- Dry mouth
- Tunnel vision
- Auditory exclusion (difficulty hearing)
- Diminished fine motor skills
- Increased heart rate and blood pressure



**“Fear comes from having a problem  
without a solution.”**



## Demonstrate Due Diligence

- Any organization, post crisis, generally should be able to demonstrate due diligence preparedness
- If you can't demonstrate due diligence preparation, liability may increase



**Having representation from different stakeholders within the organization on your safety and security team is beneficial.**



**80% of attackers already  
have access to the school.\***



\*Commonwealth Fusion Center Infrastructure Protection Information Bulletin.  
School Shootings Analysis, 1992-2012. <https://info.publicintelligence.net/MA-SchoolShootings.pdf>

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**“Focus on the prevention phase”**



\*Commonwealth Fusion Center Infrastructure Protection Information Bulletin.  
School Shootings Analysis, 1992-2012. <https://info.publicintelligence.net/MA-SchoolShootings.pdf>

# Barriers to Training

- Denial – it will never happen here
- Cost – this can be overcome based on need



# Next Steps

- Perform a physical security assessment of your school
- Have plans, policies, and procedures in place
- Train faculty and staff



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