

Citizen Response to a Violent Intruder

ALICE

Alert **L**ockdown **I**nform **C**ounter **E**vacuate

Worcester Public Schools
School Safety Office
Robert F. Pezzella, *Director of School Safety*
in collaboration with ALICE Training Institute

ALICE is based on the
premise that *information,*
authorization and
proactive training
are the key to surviving
the Active Shooter



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Alert Lockdown Inform Counter Evacuate

Alert: first notification of danger

- *when you become aware of the threat*
- *Activate COPSsync 911 software program*

- Recognize it (gunshot ...)
- Act quickly
- Hear something through the PA system
- Choose best action/lockdown
- Avoid denial/overreaction
 - Pause and listen for more sounds
 - Recognize what gunfire sounds like (it has many sounds)



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Alert Lockdown Inform Counter Evacuate

Lockdown: must include barricade training

- *secure in place*
- *be prepared to evacuate or counter*

- Hide until danger passes (traditional lockdown is not enough – goal is to bide time)
- Enhanced lockdown
- Secure door (belt, electrical cord, rope ...)
- Barricade door (desk, furniture ...)
- Spread-out in classroom
- Prepare/review plan to evacuate or counter
- Have “Go Bucket” for lockdown
 - Class roster
 - Space blanket
 - 5 gallon bucket (toilet)
 - Toilet seat
 - Toilet paper
 - Hand sanitizer/wipes
 - Barricade or evacuation aids (extension cord, rope ...)
 - bleach
 - Flashlight
 - First-Aid kit
 - Food/water
 - Time passers (games...)



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Alert Lockdown Inform Counter Evacuate

Inform: **use technology to provide play-by-play information**

- *continue to communicate the intruder's location in real-time*
- *Communicate with office or outside world*

- Expand initial alert
- Location of intruder
- "Real time information"
- Inform by PA System, Walkie Talkies, COPsync 911
- Use plain (direct language) to *inform* - specifics
- Avoid commands (people in danger zone need to make their own decisions)



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Alert Lockdown Inform Counter Evacuate

Counter: (SURVIVAL) **interrupt the thought process of the intruder and make it difficult or impossible to aim**

- *a strategy of last resort*
- *interrupt the skill set needed to shoot accurately*

- Counter when you do not have the option to lockdown or evacuate
- confuse and disorientate
 - Distract
 - Run around room
 - Make noise
 - Throw things (books, backpack, stapler, pencils and pens, bottles ...)
 - Control
 - Overpower armed aggressor (Swarm)
 - "Power in numbers"
 - "Counter techniques"



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Alert Lockdown Inform Counter Evacuate

Evacuate: *get away from danger if possible*

- *to remove yourself from the "danger-zone" when it is safe to do so*

- Purpose of evacuation is to put distance between you and the intruder
- Know your evacuation route from your room
- Take any action to evacuate
- Avoid elevators
- Use non-traditional evacuation routes (windows ...)
- Leave belongings behind - "Get out"
- Call only if safe
- Rally point - account for students and staff whereabouts



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14 years of Response Strategies *Traditional Lockdown*

	Columbine Library 1999	Virginia Tech 2007	Sandy Hook 2013
Number of Bad Guys	2	1	1
Minutes of Shooting	8.5	8	5
Numbers Present	56	Approx. 100	Approx. 50
Age of Victims	Minors	Adults	Minors and Adults
Casualty Percentage	About 50%	About 50%	About 50%
Number Wounded	12	17	2
Number Killed	10	30	26



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Should they have STAYED?



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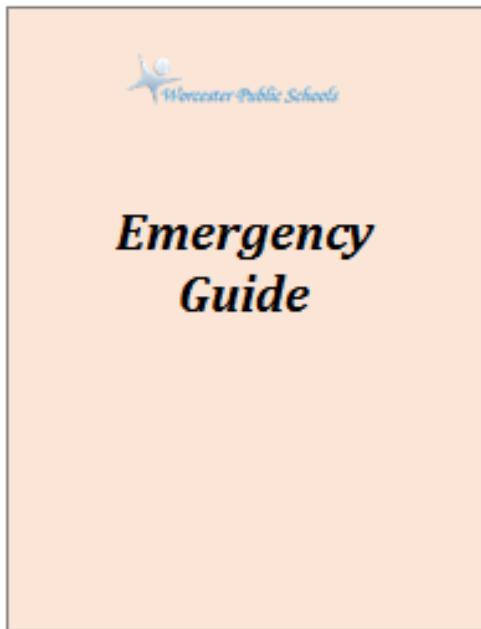
Is This Really All They Need to Know in Order to Respond to a Violent Intruder?



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Current Procedures in the Worcester Public Schools



Accessible to all teachers

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January 2017	<ul style="list-style-type: none"> • Superintendent Binienda approves ALICE to replace current lockdown procedures in the Worcester Public Schools. • Chief of Police Steve Sargent also endorses ALICE.
February 2017	<ul style="list-style-type: none"> • School Safety Director, Robert Pezzella, and two police officers, Scott Pulzifer and Mike Wilson, attend a 16-hour training and 1-hour online testing to become certified ALICE instructors (Blended Learning).
May 2017 June 2017	<ul style="list-style-type: none"> • Announcement of ALICE Training at the All Principals Meeting. • Superintendent Binienda requests School Committee receive an overview of ALICE being implemented in the Worcester Public Schools.
June 23, 2017	<ul style="list-style-type: none"> • All principals and assistant principals to be trained in ALICE at South High School. • Prior to ALICE Training, all principals and assistant principals will take a 1-hour eLearning course and test on ALICE.
September October 2017	<ul style="list-style-type: none"> • Selected staff (including but not limited to; teachers, instructional assistants, nurses, bus drivers/monitors, custodians ...) will take the eLearning course and test on ALICE. • All principals and assistant principals will conduct ALICE Training in their buildings (Blended Learning) with instructional support from the School Safety Director and the two ALICE Police Officer instructors.
By January 2018	<ul style="list-style-type: none"> • Full implementation of ALICE in the Worcester Public Schools.

WPS ALICE Roll-Out Plan



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Worcester Public Schools
Worcester, Massachusetts



June 2017

To: All Worcester Public Schools Staff
Re: ALICE Training
From: Maureen F. Binienda, *Superintendent of Schools*
Robert F. Pezzella, *Director of School Safety*

ALICE ~ Alert Lockdown Inform Counter Evacuate

During the 2017-18 school year, we will be implementing the School Safety ALICE Program district wide.

ALICE (Alert, Lockdown, Inform, Counter, Evacuate) is a national training program endorsed by over 100 school districts throughout Massachusetts. ALICE provides preparation and a plan for individuals and organizations on how to more proactively handle the threat of an aggressive intruder or active shooter event. ALICE Training option-based tactics have become the accepted response, versus the traditional "lockdown only" approach.

As part of the initial implementation, selected staff will be taking an online ALICE Training eLearning course. This training will begin in September. Upon the new school year beginning, you will receive detailed information and instructions for the eLearning online course.

If you have any questions or concerns, please contact Rob Pezzella at 508-799-3472 or via email at pezzella@worc.k12.ma.us

On the back of this letter, please find the Worcester Public Schools Roll-Out Plan for ALICE.

ALICE Alert letter to Worcester Public Schools Employees introducing the ALICE Roll-Out Plan



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ALICE eLearning and Blended Learning for Worcester Public Schools Employees

Start Online. Finish in the Classroom.

- ✓ An eLearning Solution delivered via ALICE's web based portal.
- ✓ Online Interactive training course designed to help prepare individuals should a violent event or situation occur.
- ✓ Blended Learning approach: eLearning + Scenario Training by ALICE Instructor.
- ✓ On premise instruction of drills that reinforces ALICE's eLearning.
 - Policy and Implementation Tools
 - ALICE Instructor with onsite drills and exercises
 - Certification



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Issues to be Addressed with ALICE

- Creating age-appropriate units of study for students
- Supplying classrooms with proper resources for an ALICE response
 - ❖ *Go Buckets*
- Mandated ALICE drills in schools
- Funding for annual eLearning course
- Purchasing COPsync 911 to interface with ALICE
- Revising the cell phone policy for staff use in school buildings
- Empowering staff to call 911



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Types of Scenarios in ALICE “Hands-On” Training

- Lockdown
- Counter
- Evacuate
 - Empowering employees to make the decision to evacuate the building
- Swarm



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**International Association of Chiefs of Police
support ALICE!**

**ALICE Training continues to be the leading active
shooter response program in the country!**

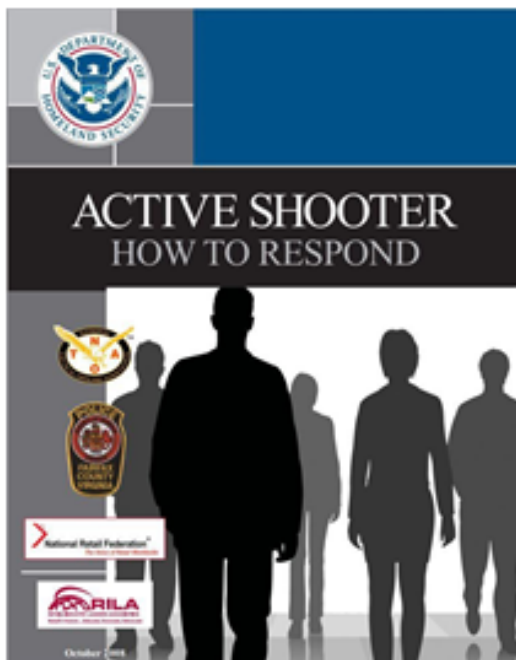
**Over 200
School Districts
in Massachusetts
have Adopted ALICE**



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**There is Now a Movement Towards
Proactive Response at Official Levels**



**Department of
Homeland Security
Recommendations**

October 2008

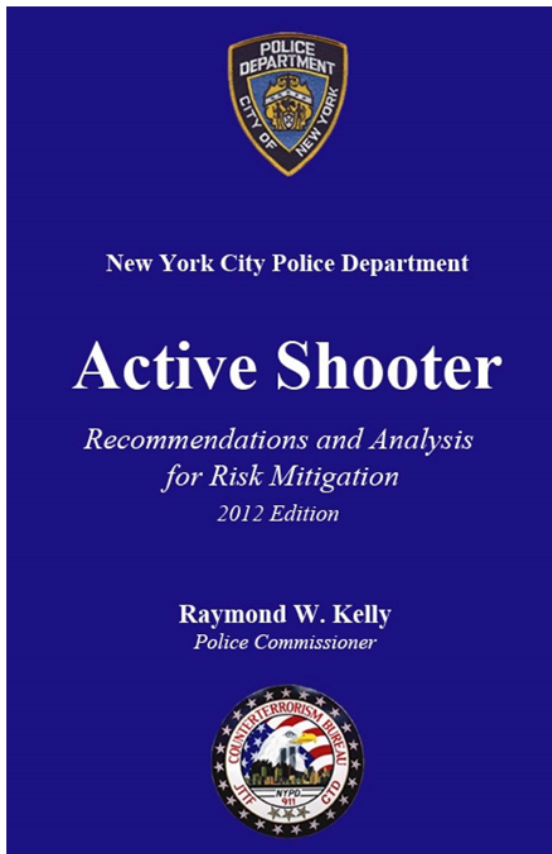
Known as the 3-OUTS Program

- *Get Out*
- *Hide Out*
- *Take Out*



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NYPD Recommendations

January 2012, 2013

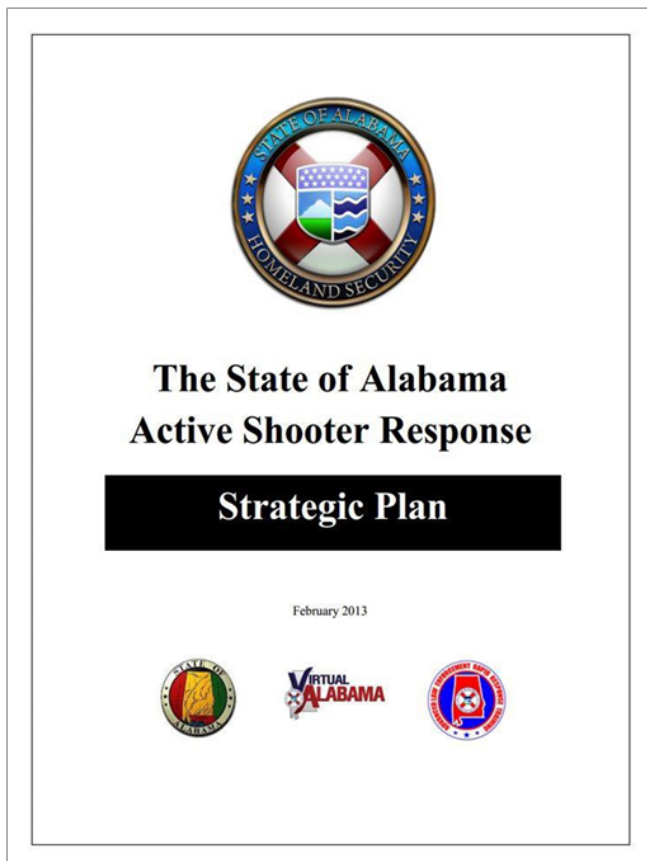
Training:

Train building occupants on response options outlined by the Department of Homeland Security in "Active Shooter: How to Respond" when an active shooter is in the vicinity:

- **Evacuate:** Building occupants should evacuate the facility if safe to do so; evacuees should leave behind their belongings, visualize their entire escape route before beginning to move, and avoid using elevators or escalators.
- **Hide:** If evacuating the facility is not possible, building occupants should hide in a secure area (preferably a designated shelter location), lock the door, blockade the door with heavy furniture, cover all windows, turn off all lights, silence any electronic devices, lie on the floor, and remain silent.
- **Take Action:** If neither evacuating the facility nor seeking shelter is possible, building occupants should attempt to disrupt and/or incapacitate the active shooter by throwing objects, using aggressive force, and yelling.



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Alabama Government and Homeland Security

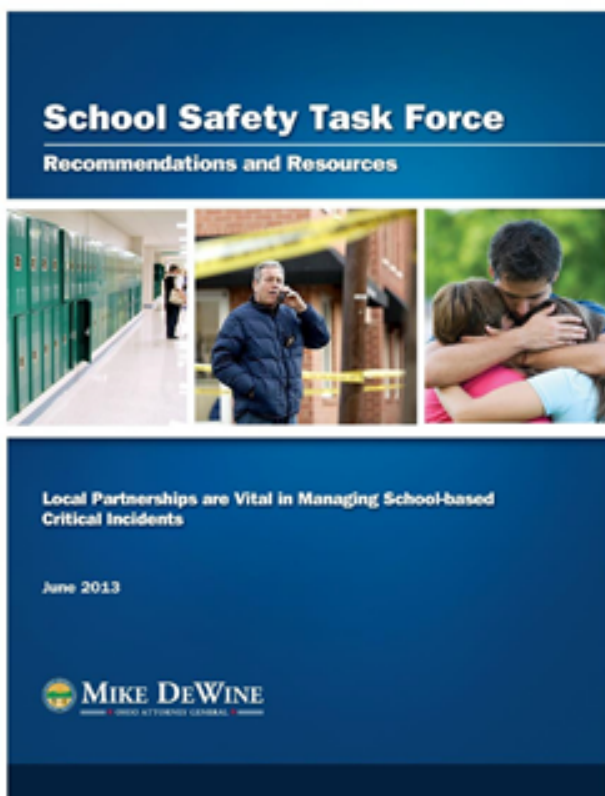
February 2013

Specifically names ALICE and *Run, Hide, Fight* as official State recommendations for Active Shooter response plans.



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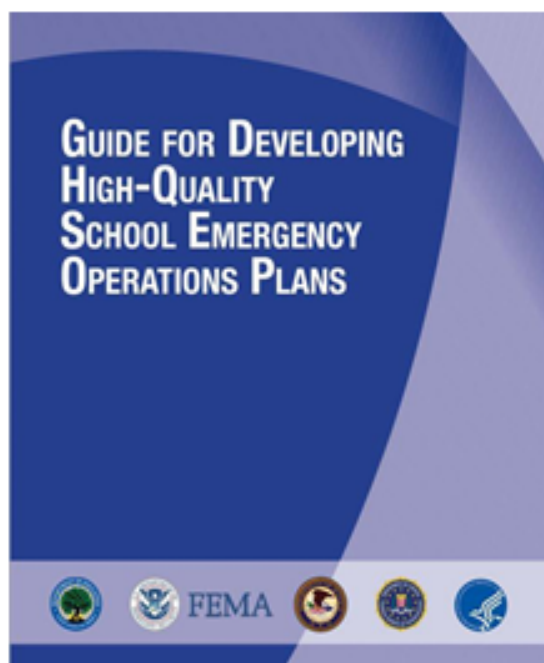
Ohio Attorney General and Safety Task Force Recommendations

June 2013

- Lockdown does not mean stand-alone defensive strategy of *Securing in Place*
- Evacuate, Barricading, Counter
- For Staff and Students



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US Department of Education REMS Recommendations

June 2013

Has to be the end of *LOCKDOWN only* as the response plan for schools.

ALICE has led this movement since 2001



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