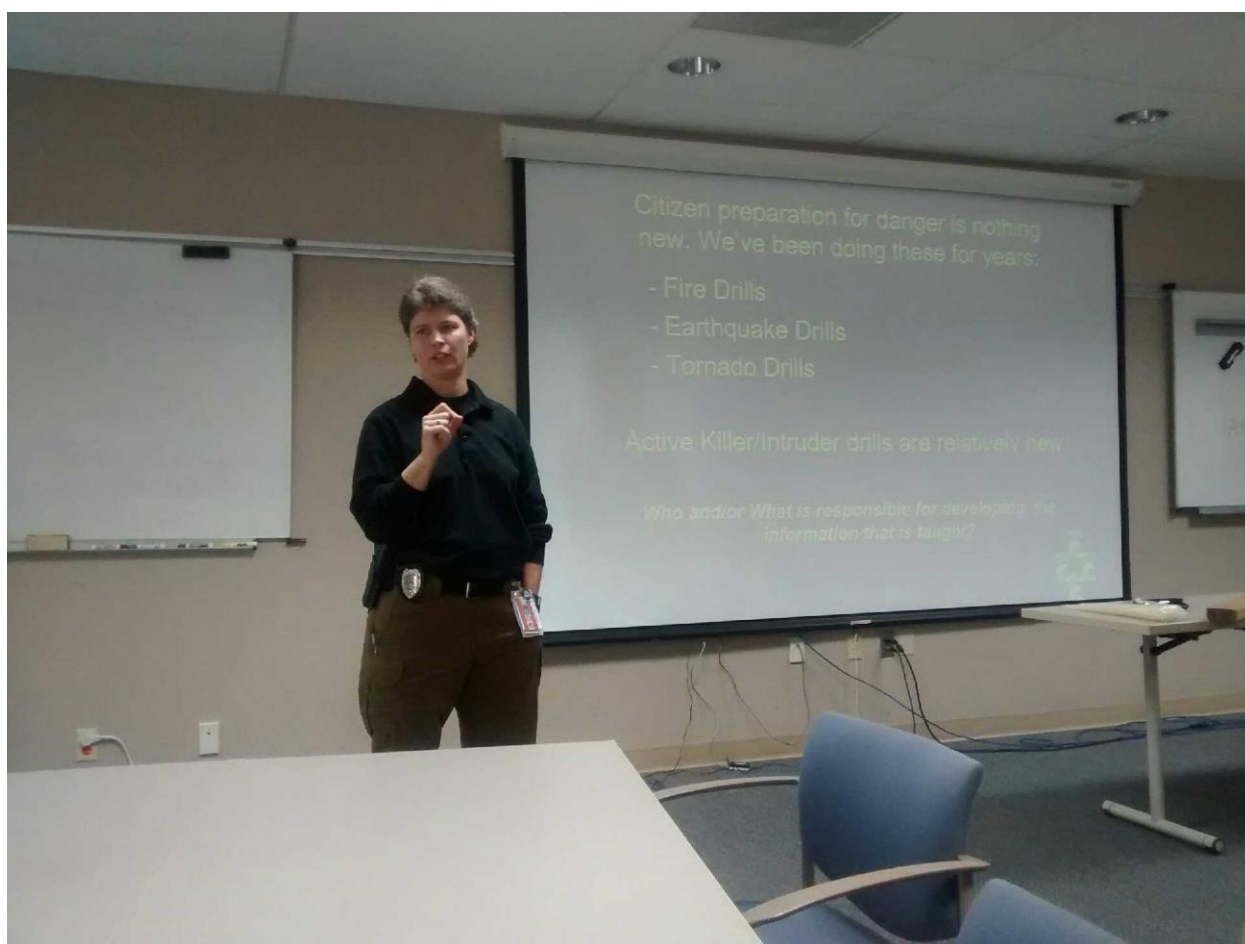




Active Shooter Training



February 2016

Prepared by Stacie Bushong

The Illinois Heartland Library System Safety Committee planned and coordinated active shooter training, which was offered to all staff as an optional training event. Given today's social climate and the increasing number of active shooter incidents throughout the country, we felt it was prudent to offer our staff the opportunity to learn how to survive such an event should it ever occur. Hopefully none of our staff will ever need to use the skills that were learned during training.

The Safety Committee was formed 3 years ago in response to growing concerns about the increasing number of active shooter events occurring in the United States. A group of staff members volunteered to get together and work to create a safer environment for employees and visitors of the Illinois Heartland Library System. There are currently 11 members on the Safety Committee with each hub and various departments represented. This team meets regularly and has worked together to create a Safety and Emergency handbook, in addition to organizing training in CPR, weather emergencies, fires and active shooter events.

For active shooter training, both the Champaign and Edwardsville hubs were able to utilize the services of their local police departments who provided the training for free. The Du Quoin police department does not currently offer active shooter training, however we were able to find a resource with the University of Illinois Campus Police who, through a grant, were able to offer free training to the Du Quoin staff.

Between the three hubs, 33 staff members participated in the training event. We received nothing but positive feedback from all participants who all indicated they most definitely received useful tips on what to do if an active shooter were to enter the building. Most also learned facts and figures that they were unaware of in regard to past active shooter events. Everyone agreed that the interactive role play portion of training was the most valuable. Although intense and frightening, it made each person really think, and give consideration to, having a plan for this type of emergency situation.

Each location is currently implementing building and security procedures that were recommended by the police. Most notably, buzz in procedures for each building have become stricter. In addition, the delivery bays will be closed unless actively in use. While we cannot completely prevent a stranger from entering a building, we can lessen the chance or make it more difficult.

The IHLS Safety Committee is recommending this training occur annually. Unfortunately, the Du Quoin staff did not get to experience the role play training due to time constraints with their training program. Therefore we will work to find an alternative for their future training.

Overall we found this to be a valuable and much-appreciated training event. The police indicated that IHLS is ahead of the game by choosing to provide their staff with active shooter training. Our team is proud to have been able to offer this advantage to our co-workers and will recommend it to other businesses and organizations.



Edwardsville Police Officer Joy Davis, Safety Committee Chair Stacie Bushong, Edwardsville Police Officer Chris Williams, Safety Committee Co-chair Edie Elliott

Champaign

Date: February 11, 2016

Trainers: Champaign Police Dept.

Program: A.L.I.C.E. (Alert, Lockdown, Inform, Counter, Evacuate)

Attendees: 8

Key learning points:

- The A.L.I.C.E program was created as a result of Columbine.
- Most active shooter events involve someone that staff are familiar with, either a co-worker or a relative.
- Announce an active shooter is in the building, don't use code words.

Building recommendations:

- No recommendations for building given

Summary: The instructor emphasized not having a one size fits all protocol for the different locations due to different physical layouts of the buildings in addition to geographical considerations. The staff said it was well done and makes them think of different possible situations and what to do during an active shooter event.



Du Quoin

Date: January 28, 2016

Trainers: University of Illinois Police

Program: 3 Minutes to Live

Attendees: 9

Key learning points:

- Common behaviors of active shooters in the past.
- The evolution of police response.
- What is the difference between cover and conceal and how it impacts an outcome.
- How to run down an open hallway and why.

Building recommendations:

- Steel doors
- No glass
- Limited access to the building
- This building is unique among the three sites because it is rented which leaves less control over proposed changes.

Summary: It was a straightforward presentation with in-depth background information that better enabled us to understand an active shooter incident “can happen anywhere, to anyone, at any time”. With preparation in thought and action, we have a better chance of surviving should it ever happen.



Edwardsville

Date: January 28, 2016

Trainers: Edwardsville Police Dept.

Program: The Four E's (Educate, Evade, Escape, Engage)

Attendees: 16

Key learning points:

- 98% of shooter incidents are performed by a lone shooter.
- 69% of incidents end in 5 minutes or less.
- 40% of shootings happen at a place of business.
- The national average police response is 5-6 minutes after the first 911 call.
- Shooters are getting quicker and more efficient (better planning).
- Having a plan in your mind ahead of time can save your life.
- Columbine changed the way all police respond to active shooter emergencies (they no longer wait for SWAT before entering the building).

Building recommendations:

- 3M safety film on front entry glass
- Barricade devices for doors
- Magnets over door locks (so the doors that lock from outside can always remain locked. If someone needs to hide inside they need only remove the magnet).
- Change our evacuation meeting spot to somewhere off site.
- Create a reunification meeting spot where family would meet us (off site).
- Hold active shooter drills just as we do for fire and tornado.

Summary: The police department informed us that our inquiry about active shooter training a few years ago is the reason they offer training today. Before our request they did not have a program in place and they give IHLS credit for motivating them to create one. They also commended our Safety & Emergency handbook and indicated, compared to other businesses, we are far ahead of the game with such a comprehensive plan in place. We learned new information in regard to active shooter emergencies that we had not previously heard. The police also had some recommendations for our building to make it more safe and secure.