Never Again

Lessons from the Uvalde School Shooting
Are You/We Ready For An Active shooter?

- PSPD sought out to answer the question in a non-emotional, factual and honest basis. It’s not the typical look how good we are training.

- A few Questions:
  - Are ALL of your officers ready to respond to an active shooter?
  - Have you done ALL you can to prepare them for an active shooter?

- 40% of police officers nationwide are morbidly obese.

- >10% of police agencies are long term IOD, many looking for a way out of work. Would they have responded when in the field?
Prepare For A Threat

• The calmer you are the clearer you think!
• Thinking calmly under fire comes from training, experience and repetition
• Drilling reduces the need for physical courage – Jacko Willink
• Sometimes one must make the best decision where intelligence is limited and there are NO good options. Sec. of State Condoleezza Rice
Five Broad Lessons

- Better operational readiness
- Insufficient mental preparation
- Some in patrol lacked tactical knowledge and skill
- Improve the physicality to move rapidly
- Need for critical thinking under stress
Testing and Training Cadre’

- Acting Sergeant Jason Lamb, SWAT operator
- Detective, lead BJJ Instructor, SWAT Operator Ben Ryan
- SWAT Operator, Detective, and BJJ instructor, Will Moss
Active Shooter Assessment

Palm Springs Police Department
Learning Objectives

• Purpose for the assessment
• Goals for the scenario and how they were implemented
• Scheduling
• Scenario and key takeaways
• Training and solutions
• Active shooter assessment Part II
• Findings and takeaways and how they relate to leadership
• Final Thoughts
• Questions
Goals

- Realism
- Sensory Overload
- Pain Penalty
  - Military Medicine, SWAT
- Structure/fatal funnel
- Lighting
- Officer Preparedness
- Equipment familiarity
- Adrenaline
- Immediate feedback
Scheduling

- **Day Shift** – 0630 to 1630
- **Late Days** – 1100 to 2100
- **Swings** – 1630 to 0230
- **Graves** – 2100 to 0700
- **Detectives, Traffic, Airport, Task Force**
Active Shooter Scenario

- Training Facility
- Entry Point
- Fatal Funnel
- Barricaded Door
- Staging Point/Safety Check
Fatal Funnel
Fatal Funnel + Training
Mishap
What we learned

- EQUIPMENT
- WEAPONS SAFETY
- MINDSET
- DEBRIEF
Learning points as identified by Chief Mills (5 key areas)

- Lack of operational readiness
  - Equipment availability and dependability
- Lack of mental preparation
- Physicality and conditioning
- Tactical skills
- Critical Thinking
Solutions

Outfit Officers with proper equipment
- Rifles
- Monthly equipment and vehicle inspections

Department Range Training and Weapons Maintenance
- Lateral movements
- Diagnostics

Active Shooter Training
- Range, Training Number 1, Training Number 2
- Mindset – you will be shot
- Medical
- Basic room clearing
Active Shooter Assessment Part II

Goals

Control Group

• Mindset Briefing

Invitation of PSFD
Part II
Results

• No waiting in fatal funnel (even with knowledge of pain penalty)
• Threats neutralized far faster
PSPD VS Control Group

Control Group Training

Role Player Observations
Part II PSPD
Part II Control Group
Findings and Key Takeaways

Significant improvement from PSPD

SIMPLICITY - Extreme Ownership

Scenario Comparison Flaws

• 6 Officers
• Request for Training – Lip Service only
• YOU CAN LEAD A HORSE TO WATER BUT YOU CAN’T MAKE IT DRINK
Extreme Ownership

An Excuse for lack of leadership

Briefing Training – Mindset

Continued Assessments using abbreviated training schedule

Department training (quarterly)
Final Thoughts

• Force on Force is a MUST
  • Training venues
• SIMPLICITY
  • mindset
• Equipment
• Leadership
Conclusion

- The need for an active shooter assessment
- How we conducted the assessment
- Learning points and solutions
- Comparison – Assessment II
- Final Takeaways
Questions