Active Shooter Awareness, Response and Survival Training for All Hospital Staff Members

Michelle Walsh

About | Michelle A. Walsh

Pomona Valley Hospital Medical Center
Security Manager | 2018 – Current
San Bernardino County Sheriff’s Department
Search & Rescue & Aviation | 2015 – Current
Active Shooter Survival Trainer
2011 - Current
Tactical Combat Casualty Care NAEMT Provider
2019 - Current
Victor Valley Global Medical Center | KPC Global
Compliance | Emergency Management & Public Safety Manager | 2011 – 2018
Leadership-Teambuilding-Organizational Development
20 Years – Landmark Education | IAHSS | JRIC | InfraGard Los Angeles
Safety Briefing | In Event of Active Shooter Situation

Locate your nearest exit points | Run

Locate your hiding areas | Hide

Locate your nearest improvised weapon(s) | Fight

Have the “Will to Survive” | Survive

Dial or Text 9-1-1 / Notify others / Activate codes | Notifications

Safety Briefing Continued Run | Hide | Fight | Survive | 9-1-1
Why I Lead Active Shooter Awareness, Response & Survival Training |
Who This Training Is Geared To | Trainers

Hospitals
- Security Management
- Emergency Management
- Risk Management
- Injury Illness Prevention

Organizations | Business | Government | Schools | Military | Law Enforcement

Scalable | Apply anywhere there is a need for ‘Active Shooter Response’ training

In This Advanced Training – You Will Learn |

» New methodology & successful strategies on how to tackle the crucial task of training each hospital staff member and department, based on their unique functions within the hospital, as well as with their specific locations on any hospital campus
History of First Mass Shootings | First Active Shooter Event

Was it Columbine?
- Mass killing of 12 students & teacher | 21 injured
- Mass shooting televised live | 45 minutes
- First to spark national | world-wide attention
- First to spark violence media frenzy

Was it Virginia Tech?
- Mass killing of 32 people | 17 injured

What About The University of Texas Tower Shooting | August 1966
First Mass Shooting in U.S. History | September 6, 1949
Howard Unruh’s “Walk of Death” | Camden, New Jersey

White male
28 years old
Killed 13, injured 3

Successful Training Process

Four step process |

• **Training** | Active Shooter Awareness, Response & Survival Presentation – 1st step required

• **Planning** | Survival Department Walkthrough

• **Action** | Drill

• **Continuing Education** | Follow-Up - Advanced Presentation | Response Policy - Code Active Shooter
Lead To Any Hospital Department | Campus | Organization

- Physicians | Board Members
- Volunteers
- Physical Therapy
- Radiology
- HR | PBX
- House Supervisors
- Leadership
- Cancer Care Center
- Urgent Care

“The tips given and information is very helpful and deserves repeating on a regular basis. Your communication is clear, practical, and delivered with genuine concern for wanting to help others be safe and survive.”

Kathy – MSW, LCSW - Cancer Care Center, Pomona Valley Hospital Medical Center

How To Initiate Active Shooter Response Training |

Have the passion, motivation, and commitment to train others and make a difference within your organization

- “You will make time to teach what you care about”

Make yourselves available to train any department 24/7

- In-Person (preferred method)
- Virtual
Step 1 | Basics | Presentation

Send educational proposal to your direct report | leadership

Training | 1 hour initial presentation | training

Department requests presentation |
Confirm Location (Virtual or In-Person)
Audio-Visual capability | Time | Date | # of people

Presentation |

• **Intro** – Credibility
• **Safety** – Briefing
• **Objectives** – Purpose
• **Overview | History of Mass Shooters**
• **Active Shooter Profiles**
  ✓ Recognition
  ✓ Preventing an Active Shooter
Presentation | How To Prevent Potential Active Shooter

• Communication
  ✓ Do you know this person?
• Human Resources
• Security
• Risk Management
Presentation | Automatic Responses
• Freeze
• Flight
• Fight

Retrain Response
• Run
• Hide
• Fight
• Survive | 9-1-1

Presentation | First Responder Response

Law Enforcement | SWAT | ERT

The ‘OODA Loop’

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| Observe | Orient | Decide | Act |
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OODA Loop

Walsh - 21

Walsh - 22
Hospital Responsibilities
- Hospital staff | Not medically liable in ‘Active Shooter Situation’

Stop The Bleed | Survive

Law Enforcement Arrival | Hands Up

Aftermath | Crime Scene | Psychological First Aid

Incident Command | Recovery

After Action Plan | Communication | Ongoing Recovery
Step 2 | Department Survival Walkthroughs

Safety assessment | Department based

Scenario based walkthroughs = “Peace of mind” for staff

• For “us trainers” this means they practice = **Better response**
• Discuss ‘**Cover vs. Concealment**’ at location
• Discuss Run | Hide | Fight | Survive | 9-1-1 *at* location
• Suggest best practices based on assessment

Send report to Department Director

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Step 3 | Drill Time
June 13, 2019 | Pomona Valley Health Center Drill

56 Participants

- La Verne Police
- ER Staff
- LDRP Staff
- Security | Media
- Urgent Care
- Volunteers
- Physical Therapy
- Case Management
- Premiere Physicians Group
- Western University Students
- Education Department
Planning – Safety #1 Priority

3-8 months planning

Get leadership approvals

Identify Location | Players | Partners
- Staff | Law Enforcement | Medical | Fire
- Designate assignments once players identified

Communicate to each nearby business

Letter of intent | Release of liability

HICS 201 – Incident Briefing Form

| Incident Name: La Verne Active Shooter Drill |
| La Verne Pomona Valley Health Center |
| 2333 Foothill Blvd, La Verne, CA 91750 |
| Operational Period (##) |
| DATE: FROM: THURSDAY, JUNE 13, 2019 TO: THURSDAY, June 13, 2019 |
| TIME: FROM: 0630 TO: 0745 (Safety Briefing 0620) |

3. Situation Summary (for briefings or transfer of command)

- Scenario TBD in April 30th, 2019 Meeting (Two potential ideas or more)
- Active Shooters (2 brothers who want to make a name and shake up Claremont) or (One (1) shooter ex-Associate or Dr. who has a grudge and has badge access to facility)
- (Who will be our shooters?)
- Patients in PT / Urgent Care Waiting Area / Urgent Care Treatment Rooms / Radiology Room /
- Staff working in PT / Urgent Care / Radiology
- Victims (See resource sheet)
- Rules of engagement PVHMC: Victim roles/Associates – Run, Hide, Fight (Rules for “Fight”); Mock 9-1-1
- Rules of engagement La Verne PD:
- Rules of engagement La Verne Fire / EMS
HICS 201 – Incident Action Plan (IAP) | Sample Content

- **Objective 1** = SAFETY #1 Priority
- **Objective 2** = PVHMC/PVHC Associates are effectively trained and practice Run, Hide, Fight, Survive to survive an Active Shooter Situation.
- **Objective 3** = La Verne PD Effective Active Shooter Situation Response
- **SCENARIO** = Disgruntled ex-associate

**Pre-Briefing Overview**

- 9-1-1 notified of drill (local La Verne PD)
- Local businesses notified
- Medical Standby – PVHMC and/or La Verne EMS outside
- *****Safety #1 Priority – 0630 SAFETY Briefing***
- *****NO Safety Briefing, NO waiver = NO PARTICIPATION IN DRILL***
- Rules of Engagement
- *Weapons check (NO pocket knives, pepper spray, no weapons)*
- *FiIGHTING shooter WILL BE simulated (Don’t throw any objects – Yell Chair, Fire Extinguisher, or whatever else you would use to fight Active Shooter) Then you are out of play. Stand to side or exit until end of drill
- If you are ‘shot’ you are out of play. Lay/sit on ground until end of drill.
- EMERGENCY – Stop word will be “RED, RED, RED, RED” to indicate stop drill, real emergency.
- END OF DRILL will be announced as END OF DRILL
- *At end of drill meet in PT Dept. for de-brief
- *MUST notify Associates working this day to park in front (South of PVHC until end of drill)

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**Step 4 – Follow-Up And Active Shooter Response Measures**
Response Policy | Code Active Shooter

Policy | Guide
What to do during an active shooter event

Campus Off-Sites

Recovery Resources

Keep it Simple

Separate weapons policy non-emergency

Separate | Code Silver vs. Code Active Shooter

Educate

Review | Active Shooter Awareness | Response | Survival

Safety is #1 Priority

Run | Hide | Fight | Survive | Dial 9-1-1

Successful Planning | Offer Continuous Training

Passion to train others | Get people involved | Response Policy

Make it fun | Make it real

Clear documentation | Pictures | Reports | Trainings | Education

Remember | You are training people on how to survive a potential active shooter event and how to recover from critical incidents
Questions?

Thank You

Michelle Walsh  
Security Manager  
Pomona Valley Hospital Medical Center  
760-927-5950  
michelle.walsh@pvhmc.org