



NTHS Silver Star of Excellence Award

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NTHS Silver Star of Excellence Award Application Form

School Name: Central Arizona Valley Institute of Technology (CAVIT) _____ Acct #: 2093 _____
Advisor(s): Stephanie Golden _____
Address: 1789 W Coolidge Ave _____
City: Coolidge _____ State: AZ _____ Zip Code: 85128 _____
Name of Person Submitting Entry: Stephanie Golden _____
Telephone: 480.734.6909 _____ Fax: N/A _____
Email (required for confirmation): sgolden@cavitschools.org _____

Only one entry per school will be accepted during a calendar year. Questions concerning the Silver Star of Excellence Awards should be directed to Peyton Holland at 800-801-7090 or pholland@nthsof.org.

I hereby certify that the submitted entry was created and implemented by NTHS Members and Advisors.

Advisor Signature: _____ Date: _____

**THIS FORM MUST ACCOMPANY ALL ENTRIES.
NO E-MAILED ENTRIES WILL BE ACCEPTED.
ENTRIES MUST BE POSTMARKED ON OR BEFORE MAY 15.**

**National Technical Honor Society
Attention: Awards Selection Committee
P.O. Box 1336
Flat Rock, NC 28731**



A. Skill and Scholarship

Members of the Central Arizona Valley Institute of Technology's (CAVIT) National Technical Honor Society (NTHS) engage in a variety of activities designed to promote skill development, scholarship, and educational excellence in our school and community. As a Career and Technical Education (CTE) High School, CAVIT offers an array of hands on learning and community service-learning opportunities to its NTHS members. Everything we teach is transformed into hands on learning from using dummies to working with real people and animals in one of our free medical assisting, veterinarian, massage, cosmetology, or dental clinics. Also, through additional community service-learning projects they engage in such as our Lice Prevention project for local elementary students, oral health education for local preschool students, and Run, Hide, Fight, our premier Silver Star project for the 2019-2020 school year. Our NTHS members are consistently challenged to go above and beyond the minimum requirements by competing in local, regional, state, and national Career and Technical Student Organization (CTSO) competitions. Members are recognized throughout the district, on social media, and in the local newspaper for things like perfect attendance, honor roll, community service-learning, and NTHS/CTSO accomplishments.

CAVIT's NTHS Silver Star Community Service-Learning Project Run, Hide, Fight was a great success! Our NTHS members and staff were engaged in every aspect of the project from research, planning, implementation, and reflection. Along with their teachers, NTHS students from our Law Enforcement program led this year's Silver Star project utilizing skills and knowledge they've been practicing and learning in the program for the past two years. Run, Hide, Fight is an active shooter training that prepares individuals for reacting to an active shooter situation at school or work. Our members presented the training to the entire CAVIT student body of approximately 800 students in addition to the Coolidge Chamber of Commerce, SRP (local electrical company), and our local Coolidge State Farm office.

Our members were able to deliver the school presentations in person but due to COVID-19, our students were challenged with a unique opportunity to educate our community virtually and they did just that! The students were tasked with figuring out how to provide a virtual training that is supposed include acting out scenarios with 1-2 other people. They needed to figure out how to work with the online presentation system and think outside the box. Since we were unable to re-enact scenarios to record, the students improvised with pictures that help tell the story. They also divided up the presentation script in a way that allowed them to take turns sharing the information virtually. The virtual presentations were so well received that we were asked to give the presentation in person to the entire staff at both State Farm and SRP once COVID-19 restrictions are lifted.



B. Honesty

NTHS members at CAVIT interact with industry representatives repeatedly. They seek out and invite industry representatives to speak to their class about working in their specific field, including personal, workplace, and technical skills needed to enter the workforce. Honesty is just one of the critical characteristics discussed with students. We target our members in a way that encompasses the whole employee by discussing not just the technical skills but characteristics of individuals in the field and professionalism. When having guest speakers, students are able to have interactive conversations and ask questions now, before entering higher education or the workforce in a career they may not be happy with. Industry representatives are selected based on student career interest so it isn't about just bringing in anyone from the industry, they need to think it through and know what specific job they're interested in learning more about.

NTHS members also have opportunities to interact with industry through participating in CTSO events and other activities offered to them at CAVIT. One is the Reverse Job Fair. Our NTHS members who are getting ready to graduate high school participate in the event along with as many industry representatives as possible. The industry folks are invited to CAVIT where students are at the tables with their resume and in professional dress instead of the employers. On the day of the event we typically have some students who are hired and/or who have scheduled an interview.

Through the development of the Run, Hide, Fight active shooter training, students learned many personal and workplace skills such as honesty and teamwork. The training taught students and our industry partners how to help others and help yourselves. It stresses the importance of listening, thinking creatively/critically, acting quickly, and following commands. There is a lot that goes into reacting in an active shooter situation and so much crosses into every other area of life. For example, when your life is at risk and you cannot safely help someone without risking your life or theirs, you leave them and send help as soon as it is available.

Our industry partners who participated in the Run, Hide, Fight training interacted with our NTHS student presenters a lot. They provided feedback about what they did well, the importance of knowing what to do in an active shooter situation, asked a lot of great questions, and even reinforced the importance of following the guidelines they were being taught. CAVIT NTHS members are fortunate to have so many active industry partners who take the time to talk with them. Our Run, Hide, Fight project proved this true when we scrambled to bring industry partners online for the Run, Hide, Fight virtual training. Our partners jumped on board quickly with the new plan and showed my students what true professionalism and community involvement look like.



C. Service

CAVIT NTHS members developed the community service-learning project titled Run, Hide, Fight active shooter training. After doing some research, students found that most kids on campus did not know what to do in an active shooter situation. We also learned that many local businesses have never had, but wanted active shooter training at their worksite.

After finding this out, our NTHS members jumped right into the development of the Run, Hide, Fight active shooter training. Students used information learned in class and additional research to put the training together. During implementation, trainings were held throughout the entire school in person and as mentioned before, virtually to some of our local businesses including State Farm, SRP, and the Coolidge Chamber of Commerce.

Based on pre and post survey results, most individuals who took the training increased their knowledge about what to do in an active shooter situation. Additional information is included in the attached PowerPoint. Considering most people's knowledge increased on the post surveys, we feel the project was well implemented, well received, and definitely made a positive impact in the community.

In addition to Run, Hide, Fight, NTHS members began developing another community service-learning project that's open to all students. In conjunction with the Casa Grande Alliance, the Casa Grande Elementary School District, CAVIT SkillsUSA and HOSA members and SADD members from Casa Grande, CAVIT NTHS members developed a virtual tutoring program. The idea came about when schools closed due to COVID-19. We saw a need for extra support and wanted to help. The pilot just launched and ends June 30, even though school ends May 21st. After May 21st, our tutors will help students with summer school work, address learning gaps that might exist, and/or talk to and play educational games. This just might be next year's CAVIT NTHS Silver Star project!



D. Responsibility

CAVIT NTHS members learn responsibility a number of ways. They're expected to arrive to school on time every day in proper uniform, including shoes and hair up. They run free weekly community clinics where they schedule appointments, make reminder phone calls, check clients in, provide services, and complete weekly reflection blogs.

CAVIT NTHS members also learn to handle responsibility by planning program specific community service-learning projects. This allows members to practice the skills they're learning while also helping their community. Some examples include volunteering at the animal shelter, providing smoke detectors to neighborhoods in need, and the Run, Hide, Fight active shooter training.

Students led every phase of the Run, Hid, Fight active shooter training. They were responsible for doing the research, determining the need, finding the right resources to develop the training, coordinate with other members, work as part of a team, and so much more. Members developed the PowerPoint and script, planned the skits, found the training video they use, and more. Everything is student led.



E. Citizenship

CAVIT NTHS members exercise their citizenship rights and responsibilities in a variety of ways. They participate in flag raising and lowering every day and the pledge of allegiance at all meetings. Once a year our students hold a Donate Life Arizona pledge drive to register both students and community members as organ donors, install free smoke detectors in neighborhoods in need, provide haircuts to the homeless, educate children about lice prevention and treatment, teeth cleaning and cavity prevention, and healthy eating habits. Members support free medical, dental, and massage therapy clinics and have voting rights and officer roles to fulfill.

The Run, Hide, Fight Silver Star project gave CAVIT NTHS members the opportunity to exercise their citizenship rights and responsibilities by educating the CAVIT student body and some of our CAVIT business partners about what to do when there is an active shooter at school or work. The training covered things like when to call for help, where to hide, helping others, following directions from law enforcement, where and how to strike when faced with shooter, and more. Our industry partner presentations happened virtually due to COVID-19 school closures and were so well received that our students were asked to come back and present to the larger staff in person once restrictions are lifted. We have great working relationships throughout our community because of the services we offer. Our students really know how to make a difference!



F. Leadership

CAVIT NTHS members have several opportunities to lead and follow. Opportunities are offered within each program's structure, through student participation in NTHS, SkillsUSA, and/or HOSA, and through professional development opportunities. For example, our Law Enforcement and Fire Science students are assigned leadership positions by rank and our Medical Assisting, Massage Therapy, Veterinary Science, Cosmetology, and Dental Assisting students take turns leading clinics by scheduling appointments and making reminder calls, working the front desk on clinic day for check ins and phone calls, and caring for clients. Our student organizations also hold elections to vote for officers, engage in member activities, lead and participate in member meetings and vote on member meeting topics,

CAVIT NTHS members leading the Run, Hide, Fight Silver Star Project demonstrated leadership throughout the planning and implementation of the project. They surveyed attendees at each training before and after the presentation to gauge learning and improve practices. They also assigned roles for the student presenters, designed the virtual training after the COVID-19 outbreak, and presented their project for the SkillsUSA Community Service competition, earning the Silver medal (2nd place).



G. Growth and Development

CAVIT's NTHS leadership continuously seeks to grow and improve our NTHS programming. We have a unique challenge in that we only offer NTHS membership to seniors because they do not start CAVIT until their junior year. This can't be changed but there are things we do educate and engage our juniors in NTHS so they know what they're striving for from day one.

There are several ways we educate and engage our junior student about and in NTHS. We hang posters in classrooms, have school wide discussions with students about NTHS requirements and benefits at the beginning of the school year, and talk to students about NTHS during class time or when meeting. Juniors are also invited to participate in NTHS service activities.

CAVIT NTHS members are challenged to grow in many ways throughout the school year. We offer an array of competitions such as perfect attendance, honor roll, career display, SkillsUSA and HOSA competitions, and even hair and dance competitions. We have monthly professional development events to encourage academic, social, and emotional growth. Some examples include CustomerCON, CTSOCON, Financial Reality Fair, and Reverse Job Fair. Each of these events are school wide and involve industry partners.

CAVIT's NTHS chapter is growing and we hope to keep it that way. We're educating our students about the benefits of participating in NTHS such as leadership and teamwork development and community awareness and engagement. We're supporting our students so they can be successful in and out of the classroom and by recognizing and celebrating their many achievements. We haven't been able to support other chapters just yet but that is one of our goals for the future.



Michael Glover
Superintendent



Angela Terry
Business Manager

1789 West Coolidge Avenue ~ Coolidge, Arizona 85128
Telephone: (520) 423-1944 ~ FAX: (520) 423-1822

April 21, 2020

Dear NTHS Enthusiast,

I am proud to endorse and recommend our school's Run, Hide, Fight project that was conducted by National Technical Honor Society (NTHS) members this school year. I commend our students on addressing this important project via a community awareness activity that involved numerous stakeholders in the planning, execution, and evaluation phases.

I was pleased to witness our NTHS members from various CTE programs on our central campus become involved in this worthy undertaking. I was impressed that 100% of our student body was trained as part of this project. I witnessed powerful leadership and technical skill application by NTHS members throughout the project as they delivered trainings.

I recommend this activity for the Silver Star of Excellence recognition as the scope of the project lends itself directly to the ideals and mission of NTHS. Feel free to contact me if I can provide any further information on this activity.

Sincerely,

Mike Glover
Superintendent

RUN-HIDE-FIGHT

Central Arizona Valley Institute of Technology (CAVIT)

National Technical Honor Society Chapter

Silver Star of Excellence

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RUN-HIDE-FIGHT

Introduction

- CAVIT NTHS members partnered with the CAVIT Law Enforcement program to develop an active shooter training
- Developed virtual training after the COVID-19 outbreak closed schools
- Presented to the entire CAVIT student body in person
- Presented virtually to the Coolidge Chamber of Commerce, APS, and State Farm
- All businesses asked for repeat training for entire staff

RUN-HIDE-FIGHT

Identifying Community Need

- Several lives have been lost due to active shooters
- These incidents don't just occur at schools
- Everyone must know how to respond in these situations
- Everyone can protect themselves and others with them
- Knowledge = a higher chance of survival

RUN-HIDE-FIGHT

Identifying Community Need



of deaths and injuries in the US since 1949

Identifying Community Need

Rank	Incident	Year	Location	Deaths	Injuries
1	Las Vegas shooting	2017	Paradise, Nevada	58 (plus 1 perp.)	851 (422 from gunfire)
2	Orlando nightclub shooting †	2016	Orlando, Florida	49 (plus 1 perp.)	53
3	Virginia Tech shooting †	2007	Blacksburg, Virginia	32 (plus 1 perp.)	23 (17 from gunfire)
4	Sandy Hook Elementary School shooting	2012	Newtown, Connecticut	27 (plus 1 perp.)	2
5	Sutherland Springs church shooting	2017	Sutherland Springs, Texas	26 (plus 1 perp.) ^[fn 1]	20
6	Luby's shooting †	1991	Killeen, Texas	23 (plus 1 perp.)	27
	El Paso Walmart shooting	2019	El Paso, Texas	23	23
8	San Ysidro McDonald's massacre †	1984	San Diego, California	21 (plus 1 perp.)	19
9	Stoneman Douglas High School shooting	2018	Parkland, Florida	17	17
10	University of Texas tower shooting †	1966	Austin, Texas	16 (plus 1 perp.) ^[fn 2] ^[fn 1]	31
11	Edmond post office shooting	1986	Edmond, Oklahoma	14 (plus 1 perp.)	6
	San Bernardino attack	2015	San Bernardino, California	14 (plus 2 perps.)	24
	Fort Hood shooting	2009	Killeen, Texas	14 ^[fn 1]	32 (plus 1 perp.)
14	Camden shootings †	1949	Camden, New Jersey	13	3
	Wilkes-Barre shootings	1982	Wilkes-Barre, Pennsylvania	13	1
	Wah Mee massacre	1983	Seattle, Washington	13	1
19	Columbine High School massacre	1999	Columbine, Colorado	13 (plus 2 perps.)	24 (21 from gunfire)
	Binghamton shootings	2009	Binghamton, New York	13 (plus 1 perp.)	4
	Atlanta shootings	1999	Stockbridge and Atlanta, Georgia	12 (plus 1 perp.)	13
24	Aurora theater shooting	2012	Aurora, Colorado	12	70
	Washington Navy Yard shooting	2013	Washington, D.C.	12 (plus 1 perp.)	8
	Thousand Oaks shooting	2018	Thousand Oaks, California	12 (plus 1 perp.)	10+
	Virginia Beach shooting	2019	Virginia Beach, Virginia	12 (plus 1 perp.)	5
26	Easter Sunday massacre	1975	Hamilton, Ohio	11	0
	Pittsburgh synagogue shooting	2018	Pittsburgh, Pennsylvania	11	6 (plus 1 perp.)
26	Palm Sunday massacre	1984	Brooklyn, New York	10	0
	Geneva County massacre	2009	Geneva County, Alabama	10 (plus 1 perp.)	6
	Santa Fe High School shooting	2018	Santa Fe, Texas	10	14

RUN-HIDE-FIGHT

RUN-HIDE-FIGHT

Training Objectives

- Prepare attendees for an active shooter situation
- What to expect in high risk circumstances
- How to make their decision based on personal limits



RUN/ESCAPE

IF POSSIBLE



HIDE

IF ESCAPE IS
NOT POSSIBLE



FIGHT

ONLY AS A
LAST RESORT 16

RUN-HIDE-FIGHT Implementation

- Started off with pre-test to gauge prior knowledge
- Showed 5 minute active shooter demo video
- Separated Run-Hide-Fight into three parts and gave a thorough explanation of each part
- Used props, engaged with the audience, and incorporated multiple demonstrations
- Wrapped up with a post-test to gauge learning
- Reflection

Community Impact

- *Shined a light on active shooter situations*
- *Provided the attendees with knowledge about their options*
- *Attendees received information needed to make their decision*



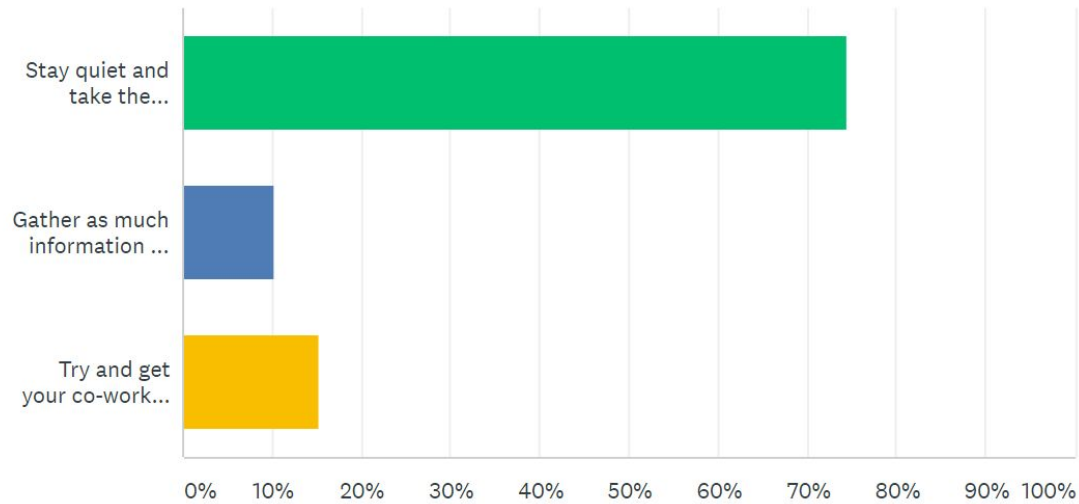
Community Impact

Pre-Survey

Post-Survey

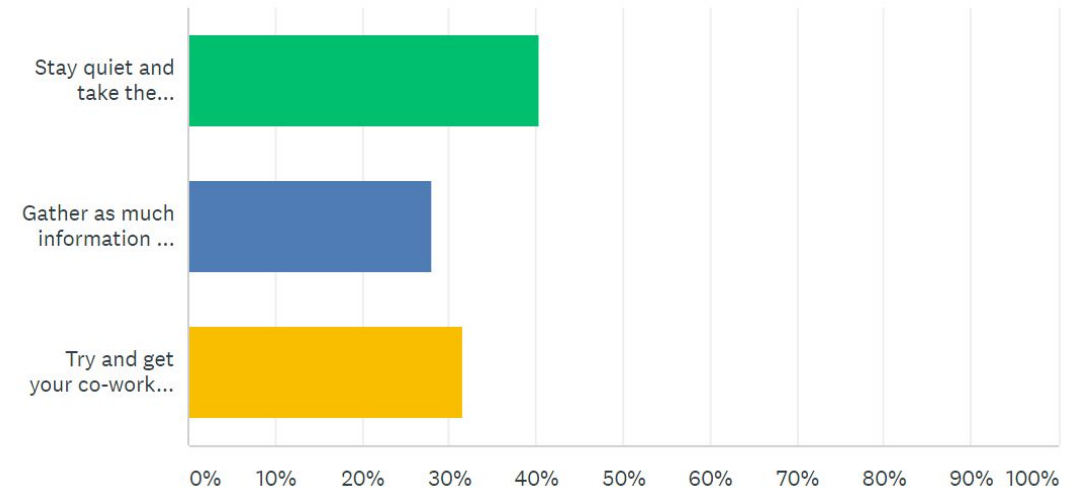
Q1
If the decision is made to run, you should:

Answered: 451 Skipped: 2



Q1
If the decision is made to run, you should:

Answered: 342 Skipped: 2



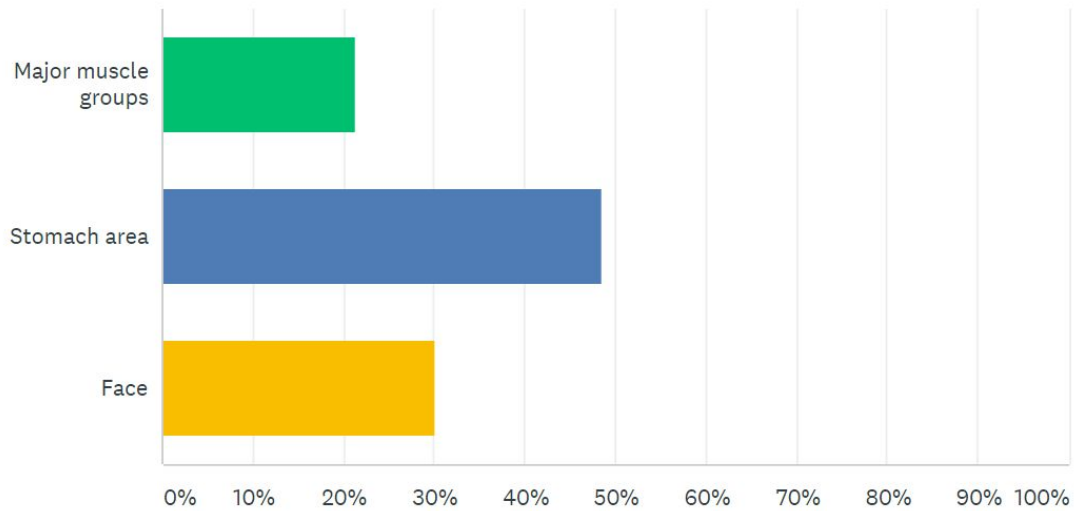
Community Impact

Pre-Survey

Post-Survey

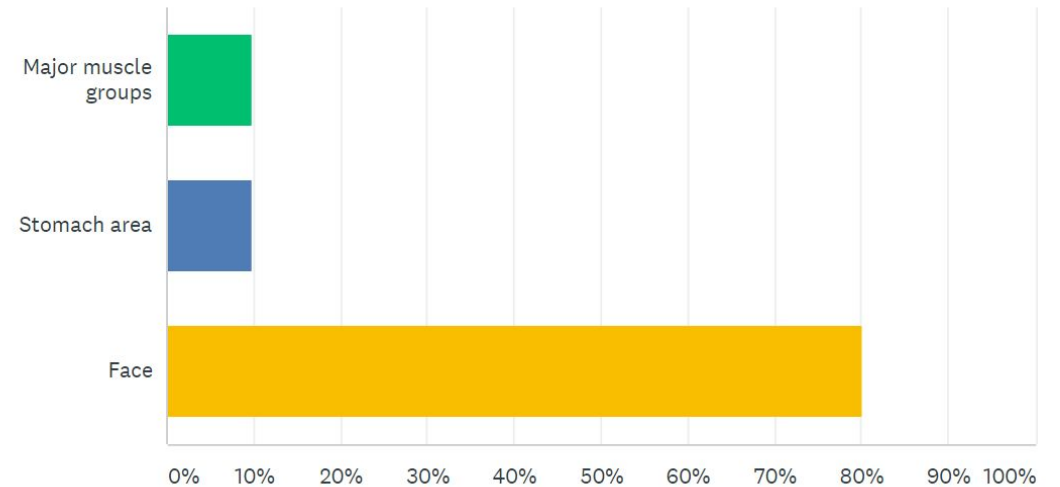
Q2
Where would you attack your attacker?

Answered: 453 Skipped: 0



Q2
Where would you attack your attacker?

Answered: 343 Skipped: 1



Community Impact

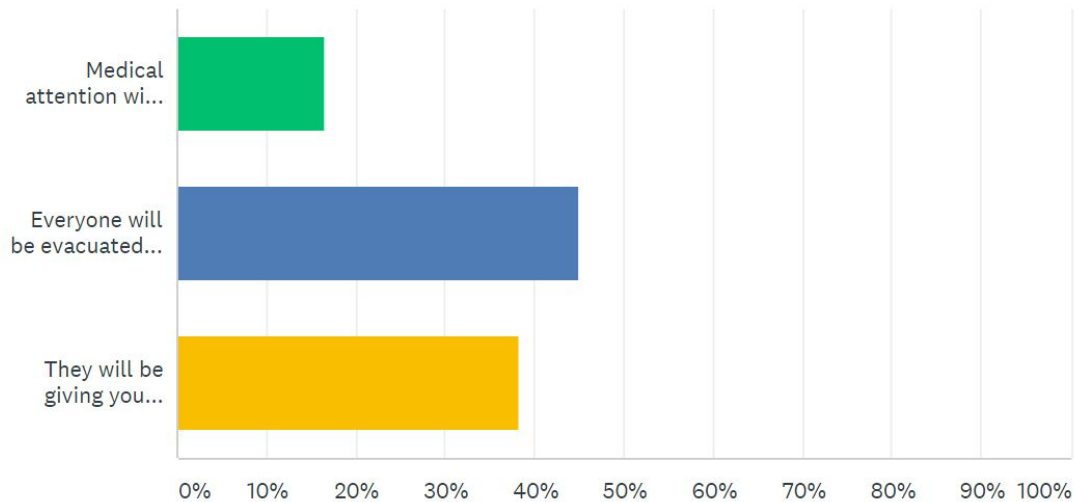
Pre-Survey

Post-Survey

Q3

What can you expect from officers responding to the scene?

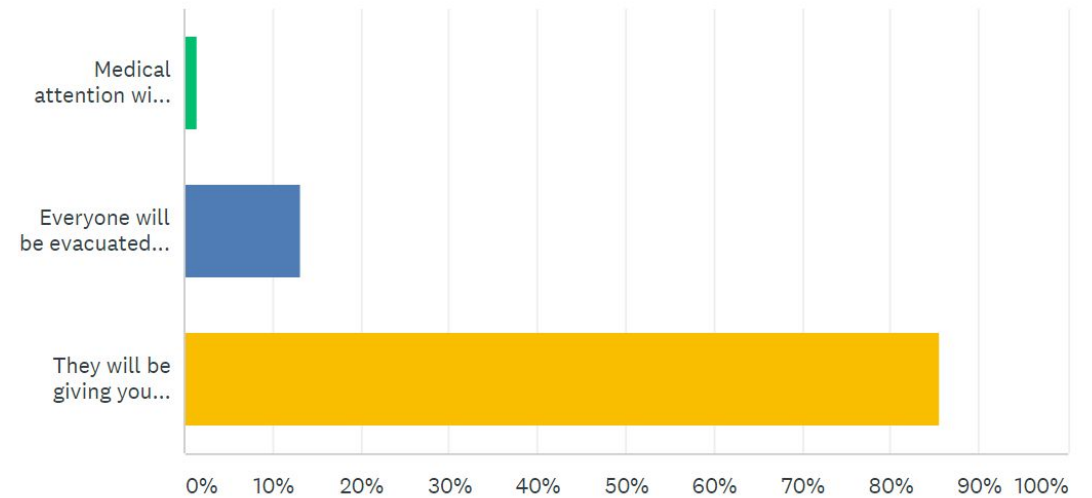
Answered: 451 Skipped: 2



Q3

What can you expect from officers responding to the scene?

Answered: 344 Skipped: 0



Community Impact

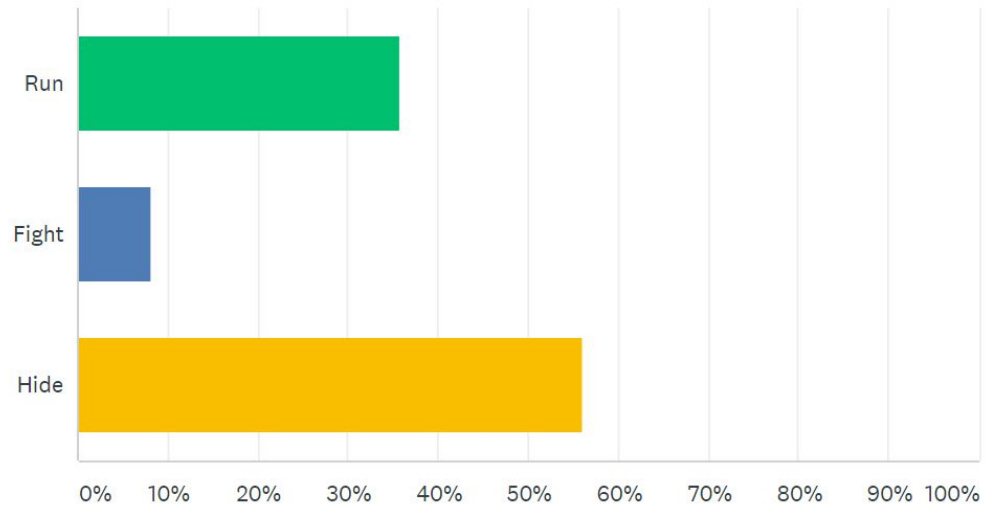
Pre-Survey

Post-Survey

Q4

What do you believe you would do in an active shooter situation at work?

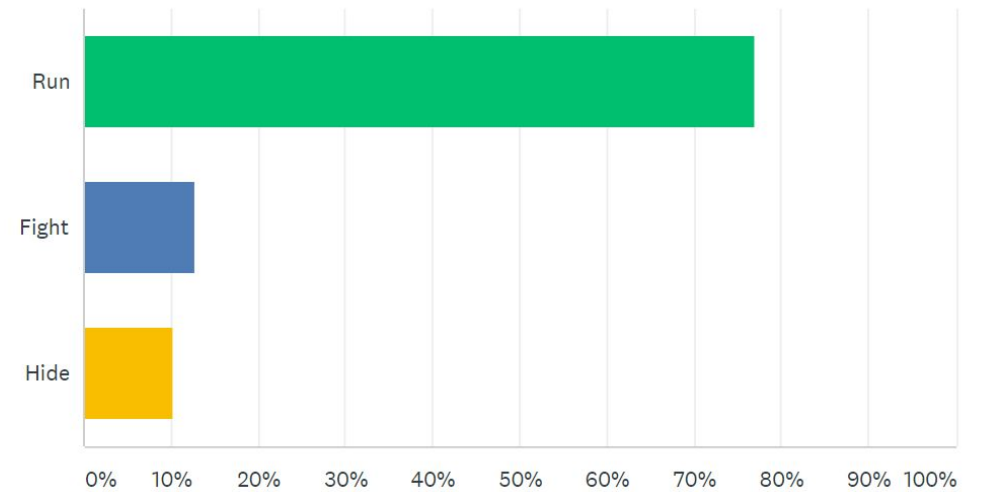
Answered: 453 Skipped: 0



Q4

What do you believe you would do in an active shooter situation at work?

Answered: 344 Skipped: 0



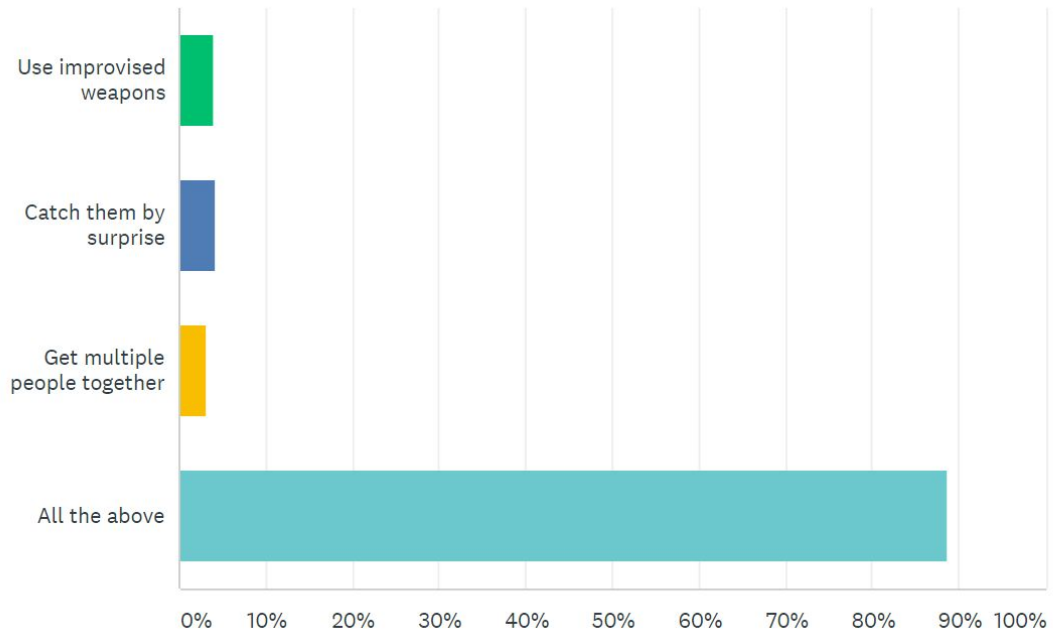
Community Impact

Pre-Survey

Post-Survey

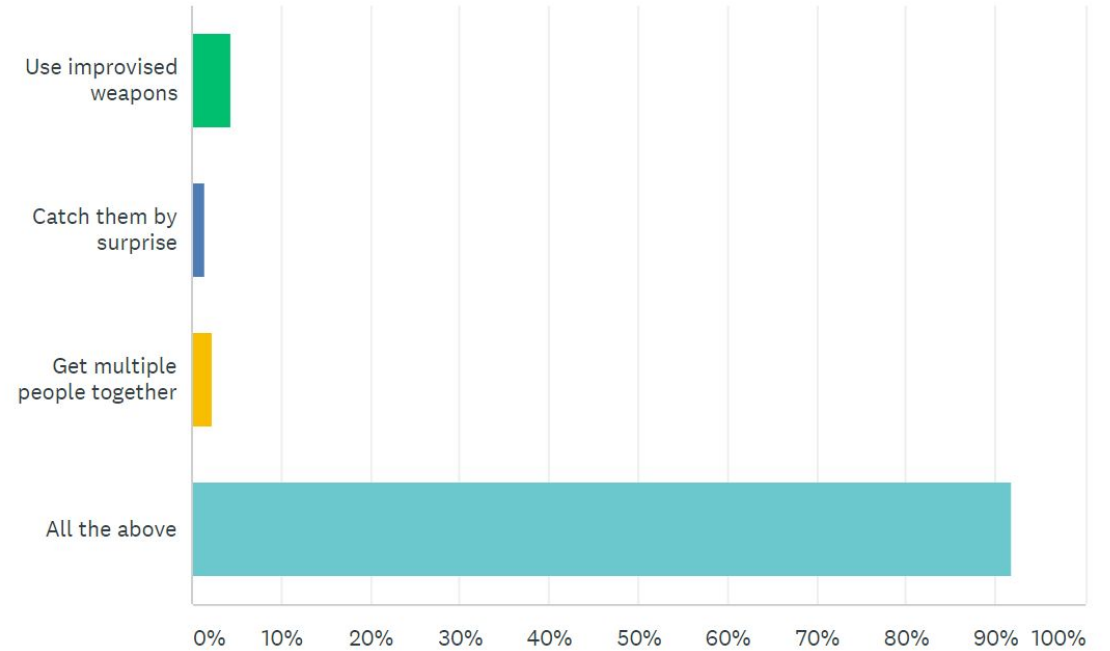
Q5
If the decision to fight is made, you should:

Answered: 451 Skipped: 2



Q5
If the decision to fight is made, you should:

Answered: 343 Skipped: 1



Community Impact

Pre-Survey

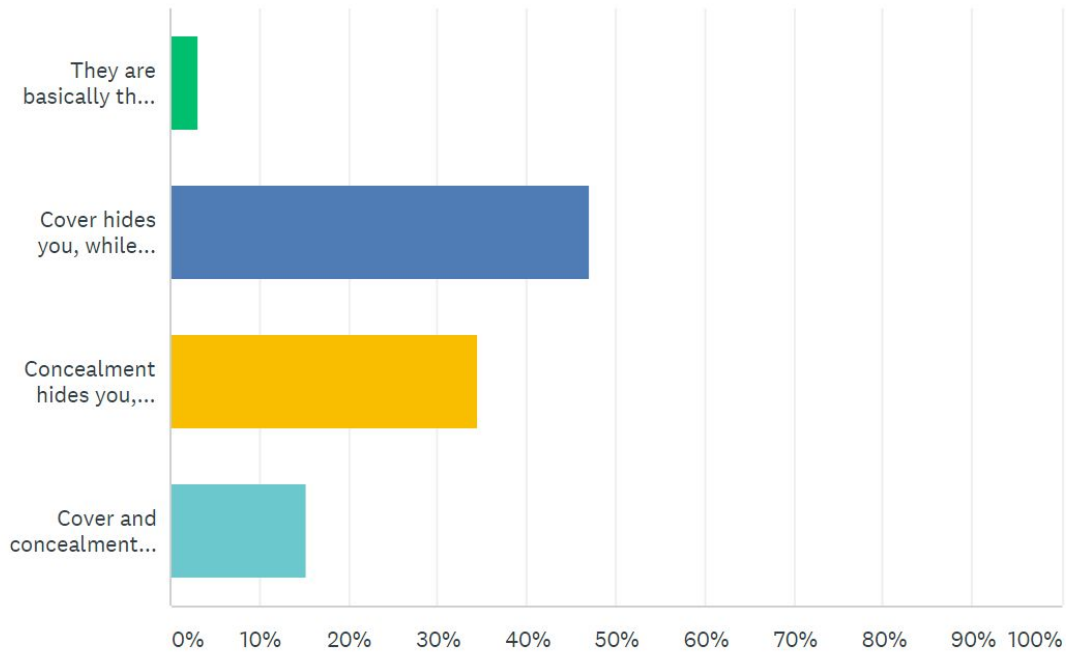
Post-Survey

Q6



What is the difference between concealment and cover?

Answered: 448 Skipped: 5

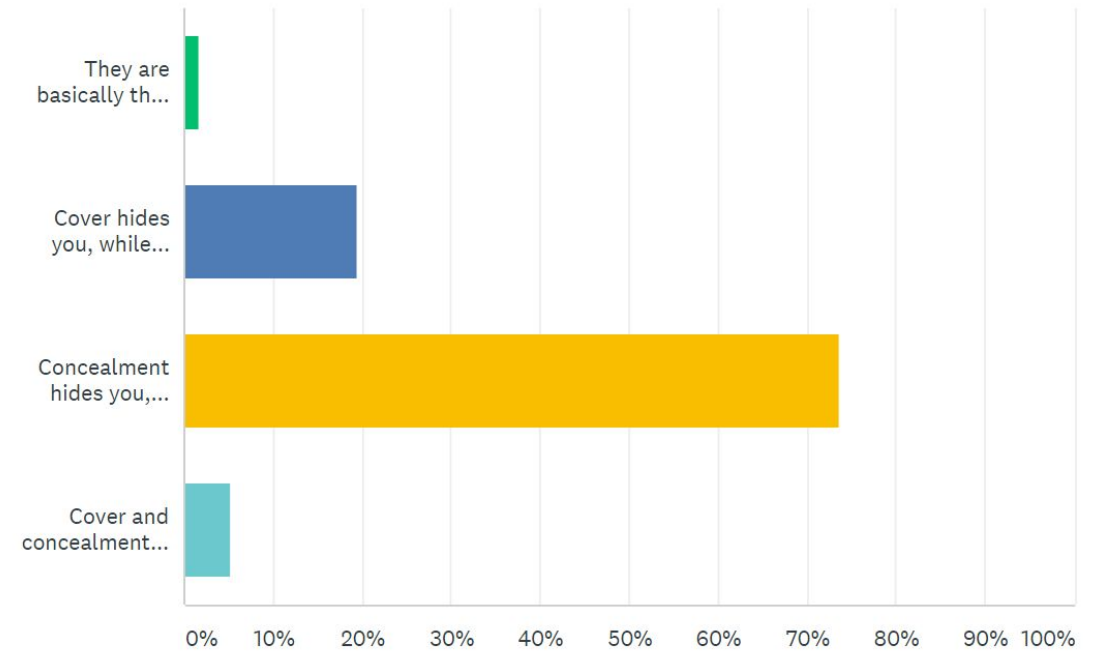


Q6



What is the difference between concealment and cover?

Answered: 344 Skipped: 0



Community Impact

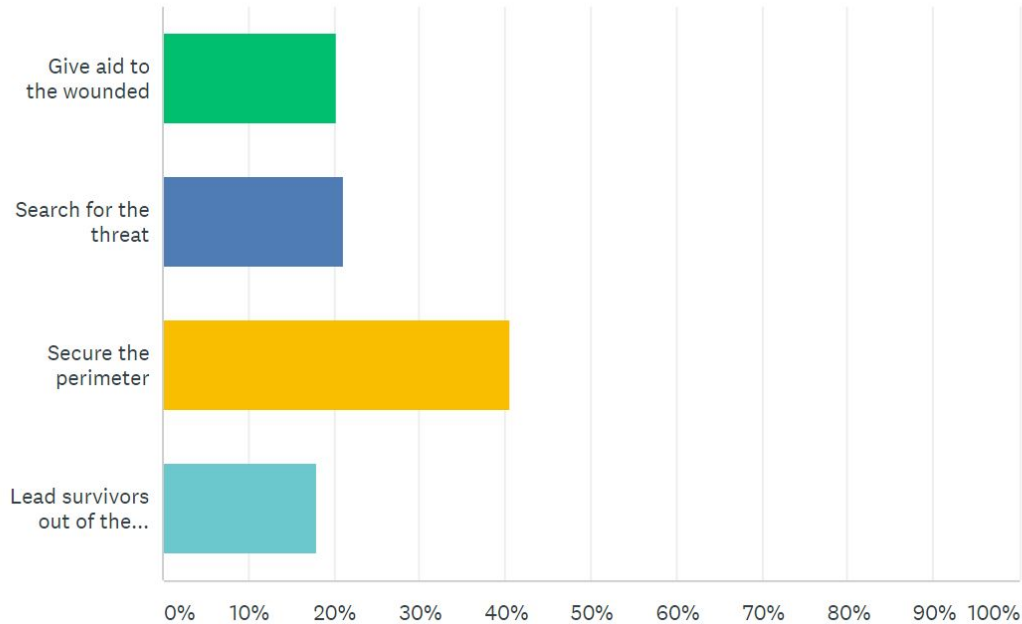
Pre-Survey

Post-Survey

Q7

What is the first responders main responsibility when they first arrive on scene?

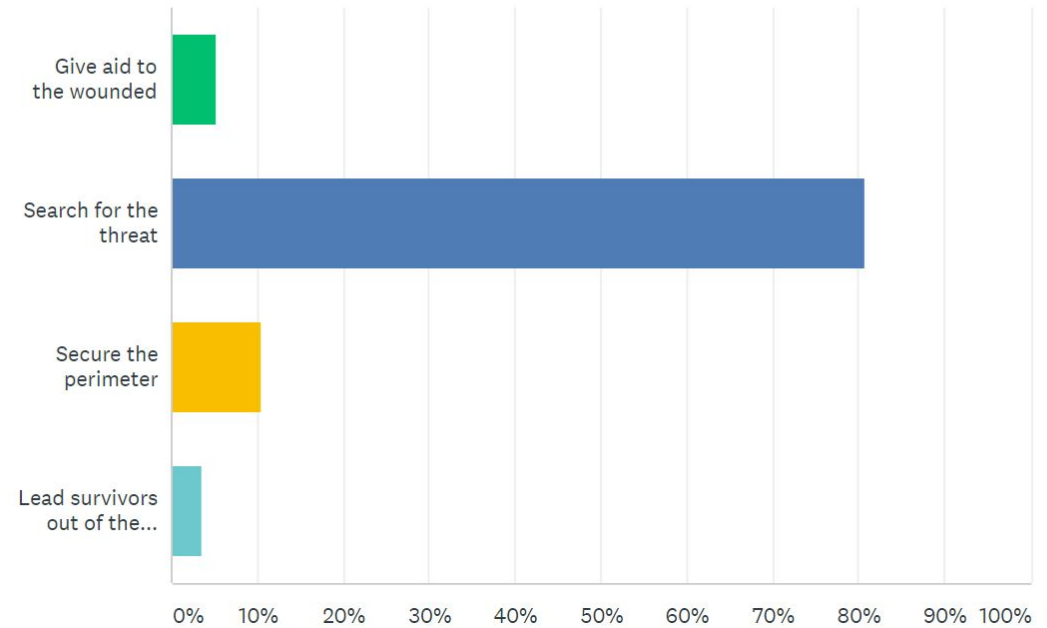
Answered: 449 Skipped: 4



Q7

What is the first responders main responsibility when they first arrive on scene?

Answered: 344 Skipped: 0



Community Impact

Pre-Survey

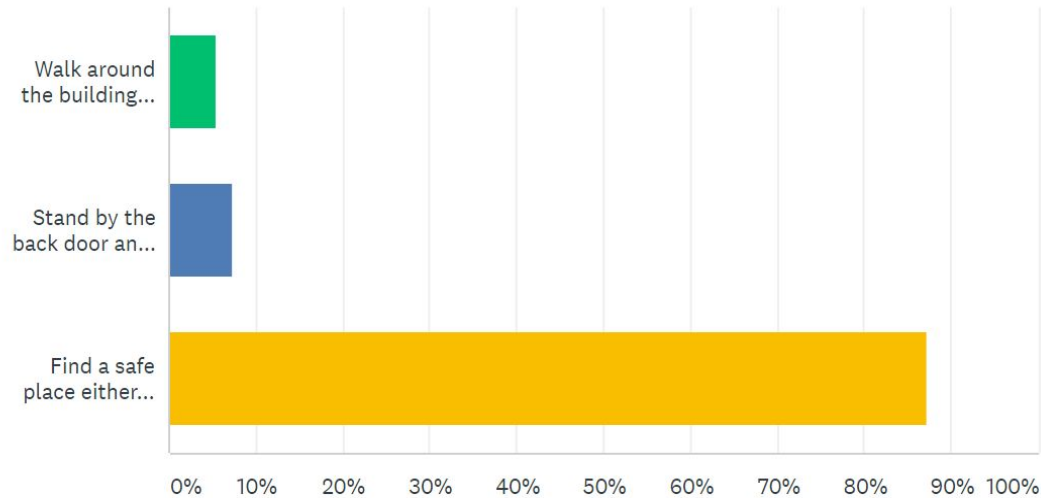
Post-Survey

Q8



Once you are outside the building, what is the next step for you to get everyone else safe?

Answered: 451 Skipped: 2

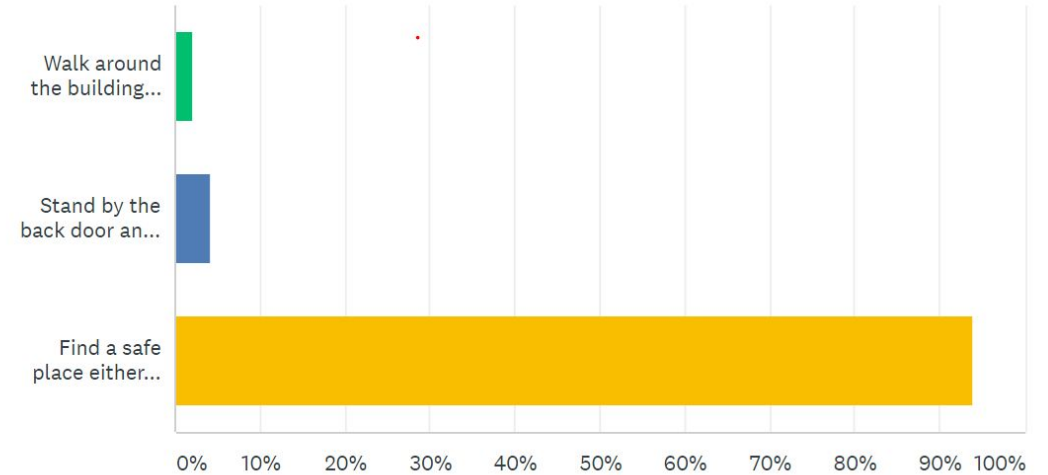


Q8



Once you are outside the building, what is the next step for you to get everyone else safe?

Answered: 343 Skipped: 1



Community Impact

Pre-Survey

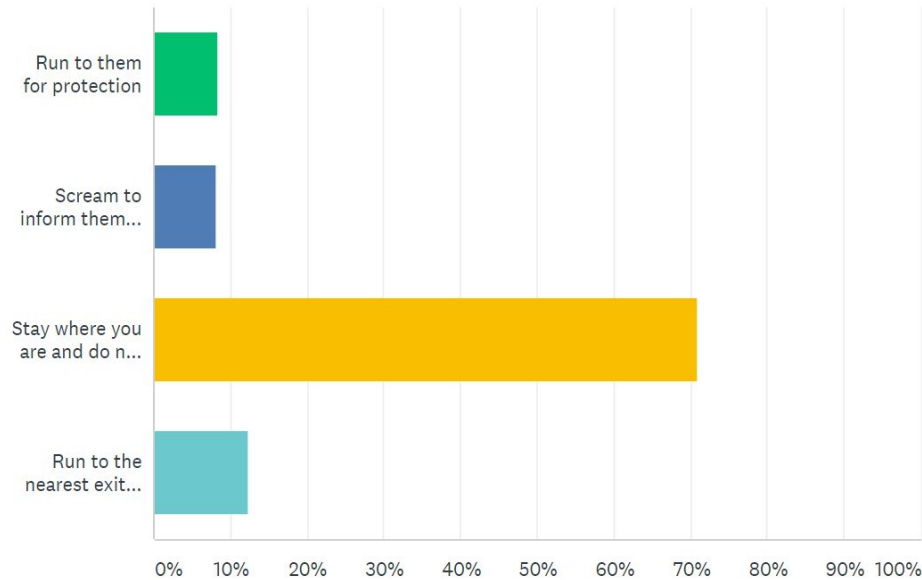
Post-Survey

Q9



When the responding officer and/or officers arrive on the scene, you should?

Answered: 452 Skipped: 1

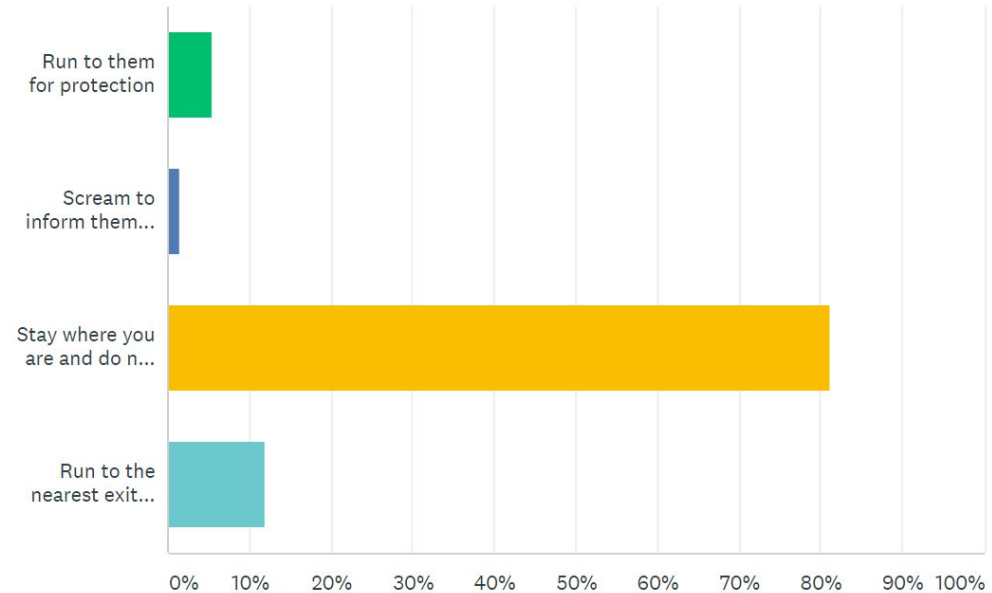


Q9



When the responding officer and/or officers arrive on the scene, you should?

Answered: 344 Skipped: 0



Community Impact

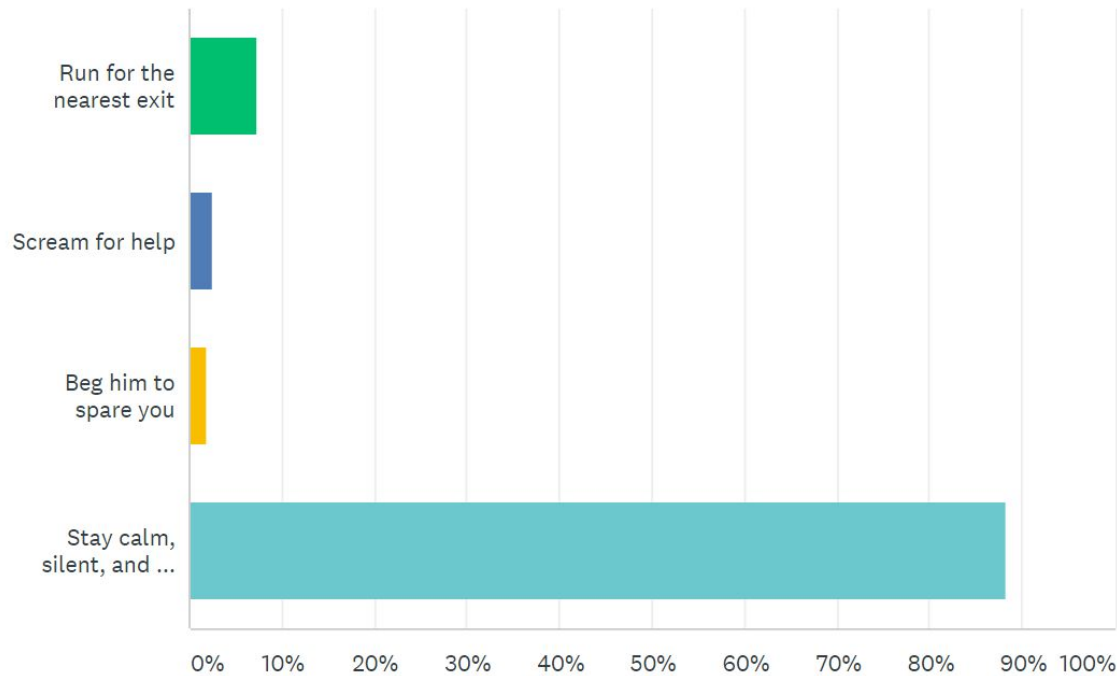
Pre-Survey

Post-Survey

Q10

If the active shooter is closing in your hiding spot you should

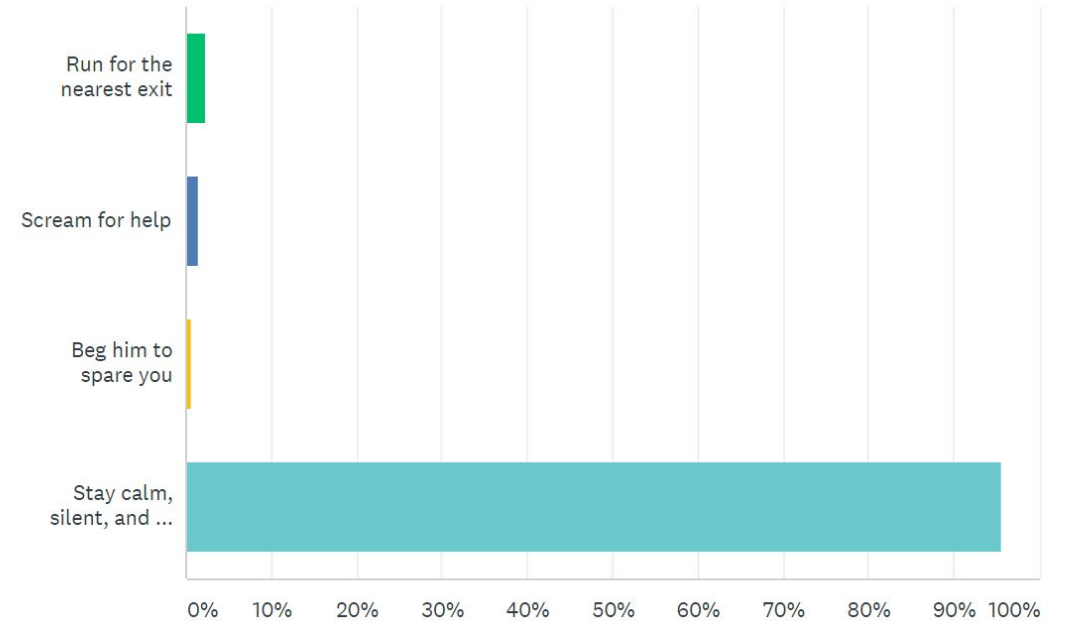
Answered: 453 Skipped: 0



Q10

If the active shooter is closing in your hiding spot you should

Answered: 343 Skipped: 1



START OF TRAINING PRESENTATION

RUN-HIDE-FIGHT

Central Arizona Valley Institute of Technology (CAVIT)

29

National Technical Honor Society (NTHS) Silver Star Presentation

Virtual Presentation By: Salina Barazza, Brooke Long, and Regina Reyes

RUN-HIDE-FIGHT

30

[Pre-Test: https://www.surveymonkey.com/r/l9rfh1](https://www.surveymonkey.com/r/l9rfh1)

RUN-HIDE-FIGHT

VIDEO

31

WHAT TO DO

- Acknowledge and accept what is occurring
- Try not to panic
- Make a decision
- Act on your decision



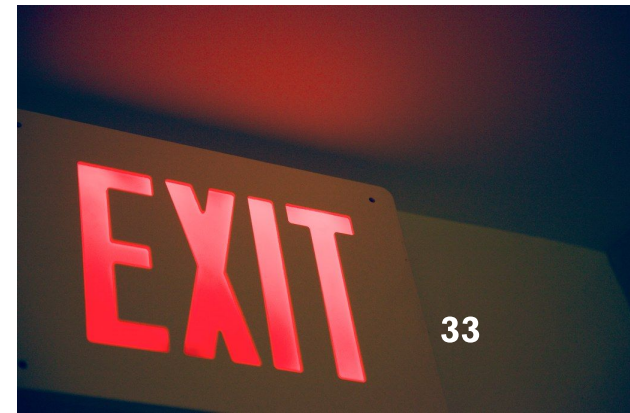
MAKING YOUR DECISION

- Plan now because you won't have time then
- Is your decision to run, fight, or hide dictated by your position?
- The worst decision is no decision



ACTING PRESENTATION ON DECISION TO RUN

- Knowledge of building, exit points (think outside the box).
- Things to consider if you choose to run.
- Gather information on the fly. What do you hear? What do you see?
- Remember, you are the eyes and ears for the police. Contact them and relay the information.



Implementation

RUN



ACTING ON DECISION TO HIDE

- Things to consider if you choose to hide.
- Cover -v- Concealment
- Improvised cover
- Noise discipline
- You may be located by an attacker, so plan for it. This will change where you choose to hide.



Implementation

HIDE



ACTING ON DECISION TO FIGHT

- Things to consider if you choose to fight.
- First, your decision to run or hide may be taken away at any time. Your decision to fight is the only plan that is guaranteed. Think about that.
- Have a warrior mind-set. If you need to attack, it is for the preservation of life and there are no “rules”.
- In basic terms, Arizona state law says that if you feel your life or the life of another is in danger of serious bodily injury or death, you may use force necessary to stop that from occurring. To include deadly force.

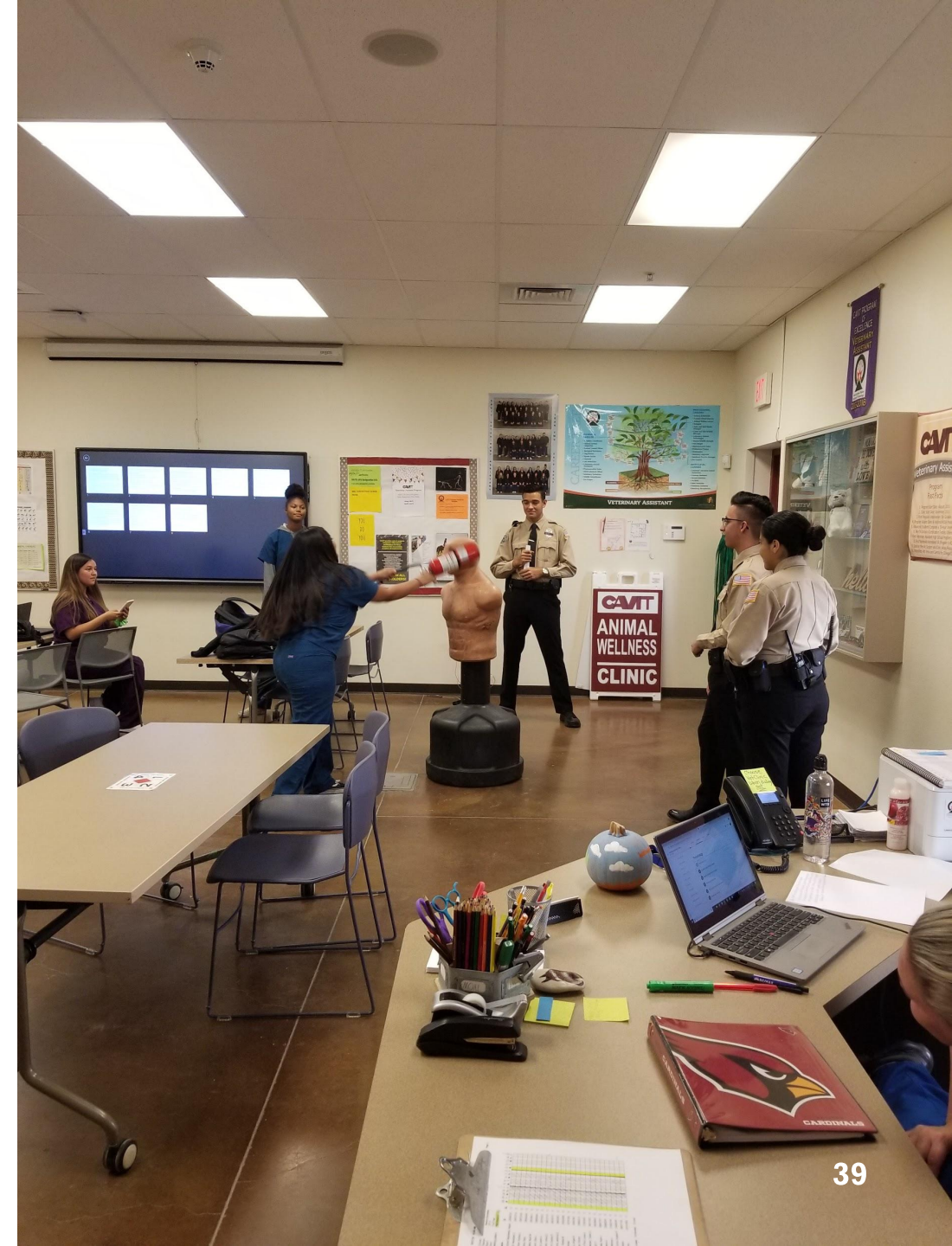
DECISION TO FIGHT CONT.

- Remember there is power in numbers. 2 of you banning together to attack is better than one.....
-
- Think about improvised weapons. What is common around your workplace?
- For the most part, distance is NOT your friend. Unless you have a firearm, the attack will be close, so don't attack from across the room.
- Where geographically to attack? Natural "choke points". Fatal funnels.



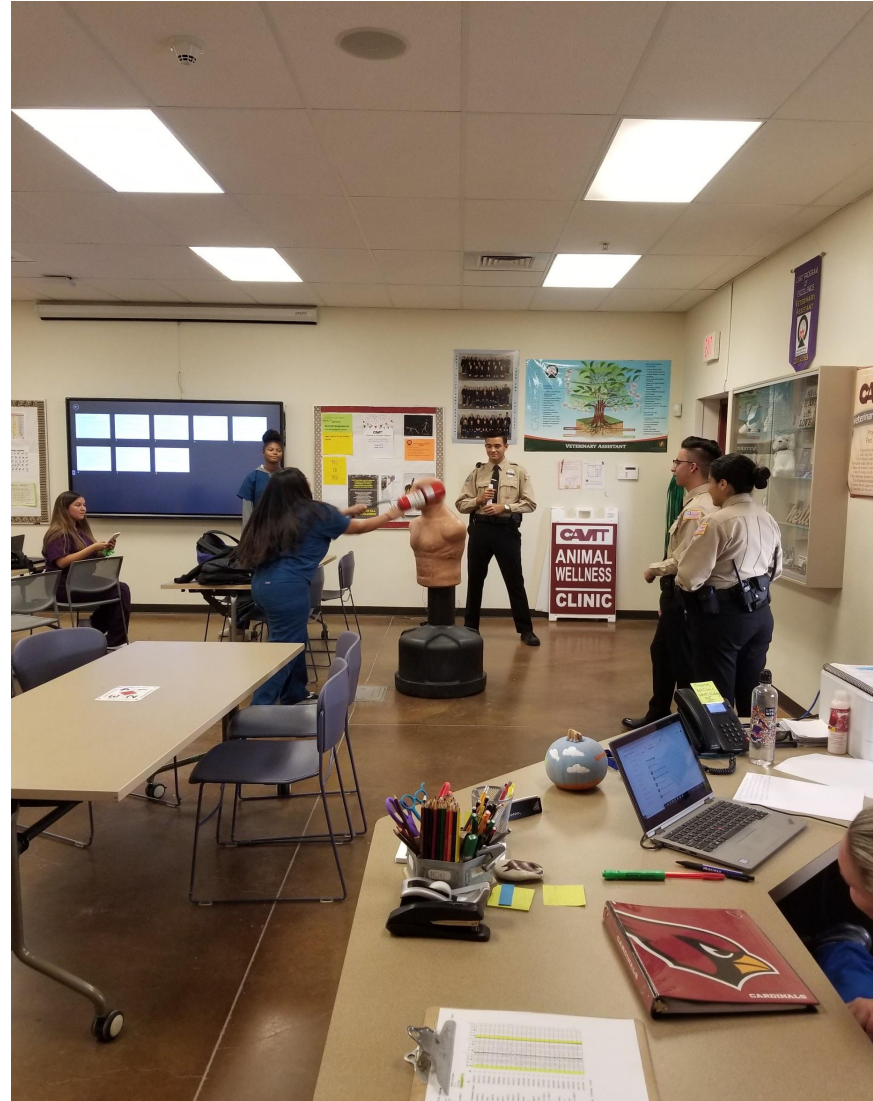
DECISION TO FIGHT CONT.

- Think about creating distractions prior to attack.
- Attack to central nervous system, not the weapon. If you shut the hard drive down the computer crashes.
- Stay focused and see the problem through to the end.



FI

Implementation



AFTERMATH

- What to expect from first responders.
- Remember the police will be searching for a threat.
- Don't be alarmed when they give you forceful orders, do what they say.
- Once the threat is gone, things will slow down and help will be on the way.

END OF TRAINING PRESENTATION

Questions?

RUN-HIDE-FIGHT

42

[Post-Test: https://www.surveymonkey.com/r/19rfh2](https://www.surveymonkey.com/r/19rfh2)



RUN-HIDE-FIGHT

TRAINING SCRIPT

44

RUN-HIDE-FIGHT TRAINING SCRIPT

Run – Hide – Fight, in that order

Running if possible is always the best option, Hiding is more risky than Running, Fighting should be your last resort!!! Acknowledge and accept what is occurring

Burying your head in the sand won't change things. You can choose to be a victim, or choose to do something about it. If you have never thought about the possibility of workplace violence of an active shooter situation, when it occurs you will be caught completely off guard and unprepared. Realize the situation is in front of you and react quickly, it could save your life.

Try not to panic

Panicking and becoming hysterical is not going to fix anything. In fact it will only add to the panic in the room and make you and your co-workers bigger targets. Panic will lead to indecisiveness and possibly cause you to freeze up. Yes, you will feel panic and fear, but you have to attempt to manage this. By thinking about these things now and how you would or should react, it will help you to move forward in an actual event.

Make a decision

The worst decision is no decision. If there is an active violent event occurring such as a shooting, there are no "bosses". YOU need to decide what is best for your survival and act on it. Once you have decided to do something, don't overthink it. Act on it and own it. You cannot afford to just sit there.

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Act on your decision

Once you have decided to do something, don't over think it. Act on it and own it. You cannot afford to just sit there. You owe it to yourself and your loved ones to give yourself a shot at survival. Your plan may not be the best, it may not even work, but at least it's a plan. You have to be proactive.

MAKING YOUR DECISION

Plan now because you won't have time then

In a violent situation such as an active shooter, you will be overwhelmed emotionally. Adrenaline will be flowing and your mind will naturally become clouded. By having a rough plan in the back of your mind, it will make the task at hand and decision making less daunting.

Is your decision to run, fight, or hide dictated by your position?

When planning, think about your job and workplace specifically. Can you run? What if you're a medical professional with patients that are immobile. Can you just run away from them and leave them? If you're a daycare provider, can you really hide 20 little children? If you're in a small room with no cover or concealment and one exit/entry point, can you run or hide? Think about it and plan accordingly. **Are you bound morally or ethically to choose one over the other?**

This only you can decide. You know what you can live with. There is no right or wrong answer, but we feel you should have thought about this at some point.

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ACTING ON YOUR DECISION TO RUN

Things to consider if you choose to run.

Knowledge of building, exit points (think outside the box).

Windows are exits. Where do exits lead to? What are your walls made of? Dry wall, brick..... Can you go up or down?

Gather information on the fly. What do you hear? What do you see?

Remember, you are the eyes and ears for the police. Contact them and relay the information.

The police are going into the scene essentially blind. They will have limited information. If you just left the area and are not safe, you need to relay as much info as possible to the 9-11 operators. How many people did you see? What were they wearing? What weapons did they have? Are there any injured people? Where in the building did you last see the attacker? All these things are important.

Don't try to evacuate the wounded that are down.

If they are mobile and can still run assist them. If they're unconscious or unable to walk leave them or you could be killed. The police officers on the first hunter teams will do the same thing until the threat is stopped.

Dragging wounded demo

Get up lets go outside both doors and look at your options, neighborhood, fields, breezeway – last resort – steel fence –chain link fence- hallways

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ACTING ON YOUR DECISION TO HIDE

Things to consider if you choose to hide.

Cover -v- Concealment

Cover is things that will likely stop a bullet. Thick wooden or steel desks. Heavy steel or metal barriers. Block or concrete walls. These sort of things. Concealment hides you, but doesn't stop bullets. Concealment could be darkness or shadows, curtains, file cabinets, cubicles, dry wall, these sorts of things. In the event of an active shooter and gunfire, you would want to know the difference when you decide to hide behind something or in something.

Improvised cover

One table or chair may not stop a bullet, but multiple layers of them stacked together could. Remember that bullets lose force as they pass through objects so the more barriers the better.

Noise discipline

If you're hiding it's because you don't want to be located. Talking on your cell phone won't help you unless you can whisper quietly, not like the movie "Taken" he's in the room, he's by the bed, he grabbed my leg.... If you decide to text, think about backlighting from your phone if you are hiding in a dark location. Like a movie theater. If you are hiding with someone that starts crying and won't stop, move, they are going to attract the shooters attention. If you are trying to hide and you go into a closet full of bubble wrap that might not be your best option.....just saying.

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You may be located by an attacker, so plan for it. This will change where you choose to hide.

If you are hiding, then there is the potential of being found. With that said, if you are located it will likely turn into a fight situation very quickly. Keep this in mind when you choose your hiding spot. Think about it, if you are hiding in a cabinet under a sink and you are located, how exactly would you fight from that position? You should be VERY confident that you won't be found when choosing locations such as this.

Lets get up and walk around the room and show me where you would hide

ACTING ON YOUR DECISION TO FIGHT

First, your decision to run or hide may be taken away at any time. Your decision to fight is the only plan that is guaranteed. Think about that.

Have a warrior mind-set. If you need to attack, it is for the preservation of life and there are no "rules".

In basic terms, Arizona state law says that if you feel your life or the life of another is in danger of serious bodily injury or death, you may use force necessary to stop that from occurring. To include deadly force.

Knowing that by law you are allowed to protect yourself by any means necessary in a deadly force situation, there are no rules. There is no such thing as a "fair" fight. Anything goes. If someone is trying to kill you or your co-workers, you need to do whatever it takes to stop them. No part of the body is off limits. There are no referees or points. Fighting "dirty" will allow you to win and stay alive.

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Remember there is power in numbers. 2 of you banding together to attack is better than one.....

An attacker taking on multiple assailants will be overwhelmed quicker and it will give you the advantage.

Think about improvised weapons. What is common around your workplace?

Unless you are a ninja, Use your hands and feet as a last resort. Think weapons. Blunt objects like chairs legs, hammers, bats, metal pipe, a sock with rocks or metal objects in it. Every classroom has 2 fire extinguishers in it. Spraying that in the shooters face and striking them in the head with it would be devastating. Edged weapons like knives, glass, sharp metal that had been torn, sharp pieces of plastic. Anything you believe with cut or cause blunt trauma damage to the attacker. Be creative!

For the most part, distance is NOT your friend. Unless you have a firearm, the attack will be close, so don't attack from across the room.

Use surprise to your advantage. The attacker will likely expect an attack from police, but not from you. It will likely catch the attacker off guard. If you are in a room waiting for an attacker to enter, hit them at the moment of entry. Don't stay back in the shadows and then try and close the distance because they will have time to react. If you are on-top of an attacker they have a very hard time using their weapons on you. Think about a boxer throwing a punch. If you're at their arms length that's going to hurt. If you are 2 inches from their face they have no power in their punch.

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Where geographically to attack? Natural “choke points”. Fatal funnels.

If you’re planning to overtake an attacker, you have an advantage hitting them when they first enter a room or when they are in a hallway with nowhere to go.

Think about creating distractions prior to attack.

A fire extinguisher makes a great distraction. If you were going to make an attack, spraying them in the face with the extinguisher and then attacking would be better than just attacking. It’s like a police officer using pepper spray to gain the advantage when they know they will likely be fighting a suspect. If one of your co-workers had pepper spray, even better. Use it. Think about throwing items at their face as you start to attack. Things like this will make them flinch and lose focus while you attack.

Attack to central nervous system, not the weapon. If you shut the hard drive down the computer crashes.

Think about it. If you struggle for a weapon, it’s not doing anything to stop the main problem which is the person using it. If you attack their central nervous system you stop them and the weapon from working. We are not saying don’t direct the weapon away from yourself and ignore it, we are saying don’t make it your main focus. Think like this..... hard strikes to the face and head. Hit them in the head and do it hard. And do it repeatedly until they are not your problem anymore.

Stay focused and see the problem through to the end.

Remember it’s not over until it’s over. Stay alert and ready to act until police have taken over.

Get up and show me what you have in this room that you could use as a weapon.

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AFTERMATH

What to expect from the first responders.

The first officers in will only be there to stop the threat, they will not stop and help you or treat the wounded.

Remember the police will be searching for a threat.

Police don't know who the suspect is so they will treat you like a suspect, shouting loud commands and using force against if you don't comply.

Don't be alarmed when they shout orders at you, do what they say.

Don't have anything in your hands and keep your hands up above your head. They could mistake your cellphone for a gun and you could be shot.

Once the threat is gone things will slow down and help is on the way.

Medics and rescue personnel will help evacuate students and treat the wounded. Follow directions and don't panic.

Question and answer session