

# **Active Threat Annex**



**December 2024**

## **SECTION 1.0 – PURPOSE AND SCOPE**

### 1.1 Purpose

This annex references the policies and procedures under which the Angelina College Police Department (ACPD) will operate in the event of an active threat incident. (See Attachment 6.1) The five phases of emergency management (prevention, mitigation, preparedness, response, and recovery) will be addressed by the Angelina College as a whole.

### 1.2 Scope

This annex is meant to address college planning for an active threat incident and applies to the Angelina College (AC) campus in Lufkin. AC provides college level classes at many of the local independent school districts as dual credit. Each individual school district is responsible for emergency planning for an active threat incident on their campus.

## **SECTION 2.0 – GENERAL INFORMATION**

### 2.1 Hazard Overview

The US Department of Homeland Security defines an active shooter as “...an individual actively engaged in killing or attempting to kill people in a confined and populated area...” (n.d.). This definition is applicable to all forms of active killers, regardless of the weapon used.

### 2.2 College Specific Hazard Risk

Angelina College identifies the following active threats as high priority.

#### Shooting

A shooting incident involves an attack with firearms being discharged at others. An Active Shooter Appendix to this Active Threat Annex includes specific tasks taken before, during, and after an active shooter incident.

#### Stabbing and Blunt Force Trauma

A stabbing attack involves use of a pointed object intended to harm others. A blunt force attack involves use of a dull, firm surface or object. Trauma from these attacks could result in stab wounds, contusions, lacerations, or fractures.

#### Bomb Threat

A bomb threat incident occurs when an individual threatens to harm others with a bomb or improvised explosive device. A bomb may look as harmless as a coffee cup or as obvious as a pipe bomb with a timer. Bomb threats may be received by telephone, written message, in person, or by electronic means.

#### Vehicular Assault

A vehicular assault incident involves an individual operating a vehicle with the intent to cause harm.

### 2.3 Hazard Preparedness and Warning

Angelina College acknowledges that colleges across the country are equally at risk for an active threat incident; therefore, the risk for a campus is unpredictable. Consequently, it is difficult to determine an individual's risk for harming themselves or others without the assistance of a comprehensive multi-tiered support system, which includes behavioral intervention and case management. More information is available in the Behavioral Intervention Team Mission Purpose Statement. (see Attachment 6.5)

## Behavioral Intervention Team

Angelina College has a behavioral intervention Team, consistent with Texas Education Code 37.115. Behavioral Intervention Team operations are rooted in best practices established by the United States Secret Service National Threat Assessment Center and are guided by state legislation. The behavioral intervention team is a multidisciplinary group that meets regularly to assess two distinct categories of behavior: concerning and prohibited. The behavioral intervention team maintains a low threshold for intervention and may offer resources to assist in the prevention and de-escalation of threats.

Angelina College's behavioral intervention team acts as a buffer to violence and provides support to college community members in crisis before persons pose a threat to themselves or others. The behavioral intervention team reviews observed and reported concerning and prohibited behaviors objectively to assess the risk to the college community. After the threat level is determined, the person will be referred to get the proper care for the root cause of the behavior. The team maintains a record of these reviews within its case management system. Angelina College acknowledges that a key goal of behavioral intervention is to distinguish between *making* a threat and *posing* a threat as well as providing a referral for proper care. (See Attachment 6.5)

### Detecting Suspicious Activity

Angelina College uses the following methods to detect suspicious activity on campuses:

- "Stay Alert, Stay Safe" campaign. (See Attachment 6.4)
- Jenzabar Reporting Mechanism (Faculty & Staff Reporting)
- Crime Stoppers Angelina College (See Attachment 6.6)

## 2.4 Access and Functional Needs

In compliance with Texas Education Code 37.108, Angelina College utilizes the following measures to enhance the safety and security of individuals with access and functional needs during an active threat incident:

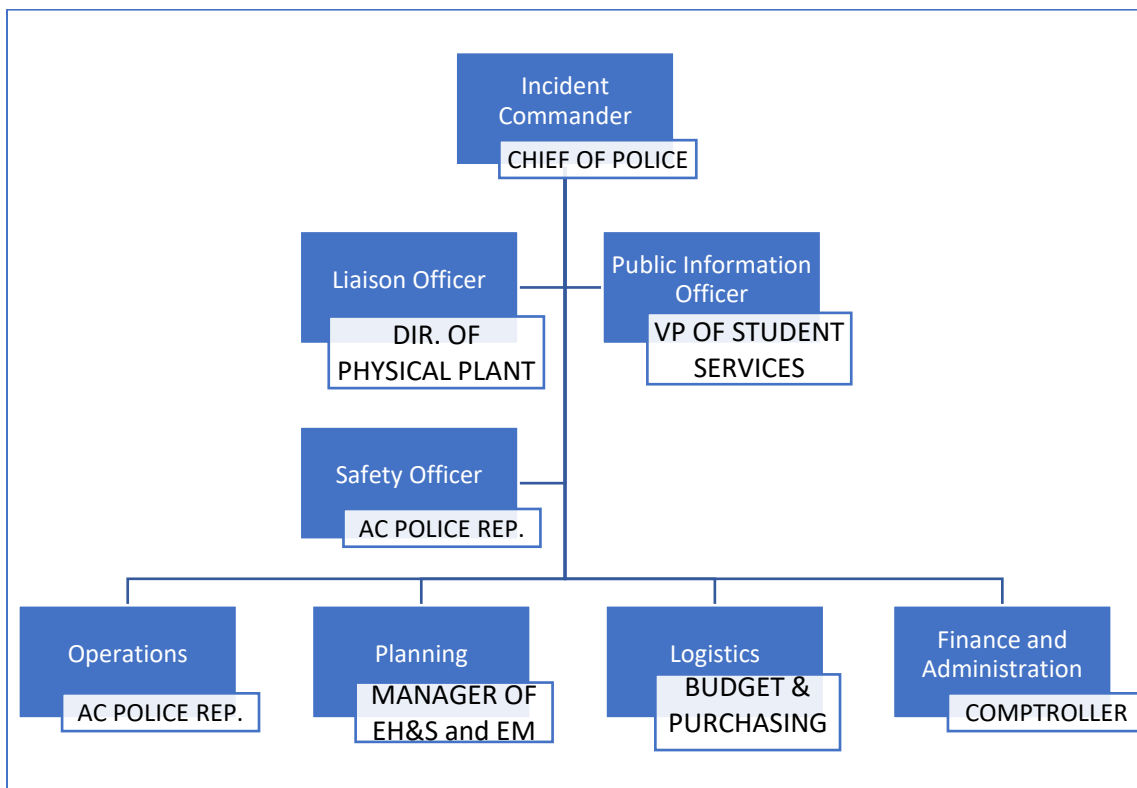
- Disability Services provides accommodations for individuals with access or functional needs upon request.
- During an active threat incident Disability Services will assign the classroom instructor to assist students with access and functional needs to the best available shelter area.

### SECTION 3 – ANNEX-SPECIFIC INCIDENT COMMAND SYSTEM (ICS)

#### 3.1 Annex-Specific ICS Organizational Chart

Angelina College will designate an Incident Commander for an active threat incident. The Incident Commander will have the ability to expand or contract the ICS structure as necessary during the incident.

The primary functions of the ICS command staff (IC, PIO, LO and SO) and general staff (operations, planning, logistics, and finance / administration) roles can be found in a college provided ICS booklet. (See Attachment 6.7)



**SECTION 4 – ACTIONS AND RESPONSIBILITIES**

**College Actions and Responsibilities Table**

<b>Prevention Phase</b> <b>Safeguard against consequences unique to an active threat incident.</b>	
<b>College Actions</b>	<b>Responsible Role</b>
Campus-wide surveillance cameras & electronic doors	Chief of Police
Rapid Response & Deployment Policy	Chief of Police
Behavioral Intervention Team	Exec. Dir. of Student Serv.
Multiple methods of anonymous reporting	College Joint Effort
Inspect facilities for staff compliance of security policies	College Joint Effort

<b>Mitigation Phase</b> <b>Reduce the impact of an active threat incident.</b>	
<b>College Actions</b>	<b>Responsible Role</b>
Rapid Response & Deployment will be provided by ACPD	Chief of Police
Mass Notification thru Rave w/ prescript messages for the response to be used for any incident that could arise.	IT Director
Campus or Building Lockdown	Chief of Police
Trauma Kits & AED Machines are located in campus buildings	Director of Physical Plant
ACPD has MOU's with Lufkin PD for communications and with Lufkin ISD School Resource Office for mutual aid.	Chief of Police

<b>Preparedness Phase</b> <b>Regularly review college readiness for an active threat incident.</b>	
<b>College Actions</b>	<b>Responsible Role</b>
Establish 911 addresses for each campus building along with floor plans and site mapping for the college campus.	Director of Physical Plant
Training, Drills & Exercises for SRP, SRM, Mass Notification and Active Shooter Exercises	Manager of EH&S and Emergency Management
Update MAA's & MOU's	Chief of Police
Testing of surveillance equipment and electronic door locks	Security Contractor
Inform the local first responders where the lockbox for electronic keys are located and how they function.	Chief of Police
Inform the first responders of how to gain access to the security cameras.	Chief of Police

<b>Response Phase</b> <b>College actions during an active threat incident.</b>	
<b>College Actions</b>	<b>Responsible Role</b>
Send prescript Mass Notification for SRP Action thru Rave	IT Director
Activate AC Police Active Response & Deployment	Chief of Police
Activate ICS Incident Command & brief Administration	Chief of Police
Activate SRM if a campus evacuation is required	Manager of EH&S and EM
Activate COOP to account for hazard related expenses	VP of Business Affairs

<b>Recovery Phase</b> <b>Return to normal college operations following an active threat incident.</b>	
<b>College Actions</b>	<b>Responsible Role</b>
Burke Center will provide counselling services for trauma victims	Behavioral Intervention Team
Incident debriefing will be conducted for the media	Chief of Police
After Action Review will be conducted	Manager of EH&S and EM
Improvement Plan will be created	Manager of EH&S and EM

## SECTION 5 – RESOURCES

### 5.1 Acronyms


ICS                      Incident Command System

### 5.2 Definitions

**Incident Command System:** The standardized approach globally used during an incident to provide a coordinated, efficient, and effective response among multiple individuals and agencies.

**SECTION 6 – ATTACHMENTS**

6.1 Rapid Response & Deployment Policy

	<b>Angelina College Police Department</b>	
	<b>Policy #:</b>	<b>505</b>
	<b>Chapter:</b>	<b>Five</b>
	<b>Subject:</b>	<b>Rapid Response and Deployment</b>
	<b>Effective:</b>	<b>03-01-2019</b>
	<b>Supersedes:</b>	

**Rapid Response and Deployment**

**504.1 PURPOSE AND SCOPE**

Violence in schools, workplaces and other locations by any individual or group of individuals presents a difficult situation for law enforcement. The purpose of this procedure is to identify guidelines and factors that will assist responding officers as they make decisions in these rapidly unfolding and tense situations.

**504.2 PROCEDURE**

The departmental procedure in dealing with the crisis situation shall be:

- (a) To obtain and maintain complete operative control of the incident.
- (b) To explore every reasonably available source of intelligence regarding the circumstances, location and suspect(s) in the incident.
- (c) To attempt, by every means available, to attain any tactical advantage over the responsible individual(s).
- (d) To attempt, whenever feasible, a negotiated surrender of the suspect(s) and release of any hostages through the expertise of the members of this department and others.
- (e) When an emergency situation exists, neutralize the threat as rapidly as reasonably possible to minimize injury and loss of life.

Nothing in this procedure shall preclude the use of necessary force, deadly or otherwise, by members of this department in protecting themselves or others from death or serious injury.

**504.3 PROCEDURE**

If there is a reasonable belief that acts or threats by a suspect are placing lives in imminent danger, first responding officers should consider reasonable options to immediately eliminate the threat. Officers must decide, often under a multitude of difficult and rapidly evolving circumstances, whether to advance on the suspect, take other actions to deal with the threat or wait for additional resources.

When deciding on a course of action officers should consider:



- (a) If a suspect is actively engaged in the infliction of serious bodily harm or other life-threatening activity toward others, the officer should take immediate action, if reasonably possible, to stop the threat presented by the suspect while calling for additional assistance.
- (b) Whether individuals who are under imminent threat can be moved out of danger with reasonable safety.
- (c) Whether the officers have the ability to effectively communicate with others in the field.
- (d) Whether planned tactics can be effectively deployed.
- (e) The availability of rifles, shotguns, shields, control devices and any other appropriate tools, and whether the deployment of these tools will provide tactical advantage.
- (f) In a case of a barricaded suspect with no hostages and no immediate threat to others, officers should consider summoning and waiting for additional assistance (special tactics and/or hostage negotiation team response).

6.2 Standard Response Protocol (SRP) (I Love You Guy's Foundation)

# IN AN EMERGENCY TAKE ACTION



## **HOLD! In your room or area. Clear the halls.**

### **STUDENTS**

Clear the hallways and remain in your area or room until the "All Clear" is announced  
Do business as usual

### **INSTRUCTORS AND STAFF**

Close and lock the door  
Account for students, visitors and others  
Do business as usual



## **SECURE! Get inside. Lock outside doors.**

### **STUDENTS**

Return to inside of building  
Do business as usual

### **INSTRUCTORS AND STAFF**

Bring everyone indoors  
Lock outside doors  
Increase situational awareness  
Account for students, visitors and others  
Do business as usual



## **LOCKDOWN! Locks, lights, out of sight.**

### **STUDENTS**

Move away from sight  
Maintain silence  
Do not open the door  
Prepare to evade or defend

### **INSTRUCTORS AND STAFF**

Recover people from hallway if possible  
Close and lock the door  
Turn out the lights  
Move away from sight  
Maintain silence  
Do not open the door  
Prepare to evade or defend



## **EVACUATE! (A location may be specified)**

### **STUDENTS**

Leave stuff behind if required to  
If possible, bring your phone  
Follow instructions

### **INSTRUCTORS AND STAFF**

Lead evacuation to specified location  
Account for students, visitors and others  
Notify if missing, extra or injured people



## **SHELTER! Hazard and safety strategy.**

### **STUDENTS**

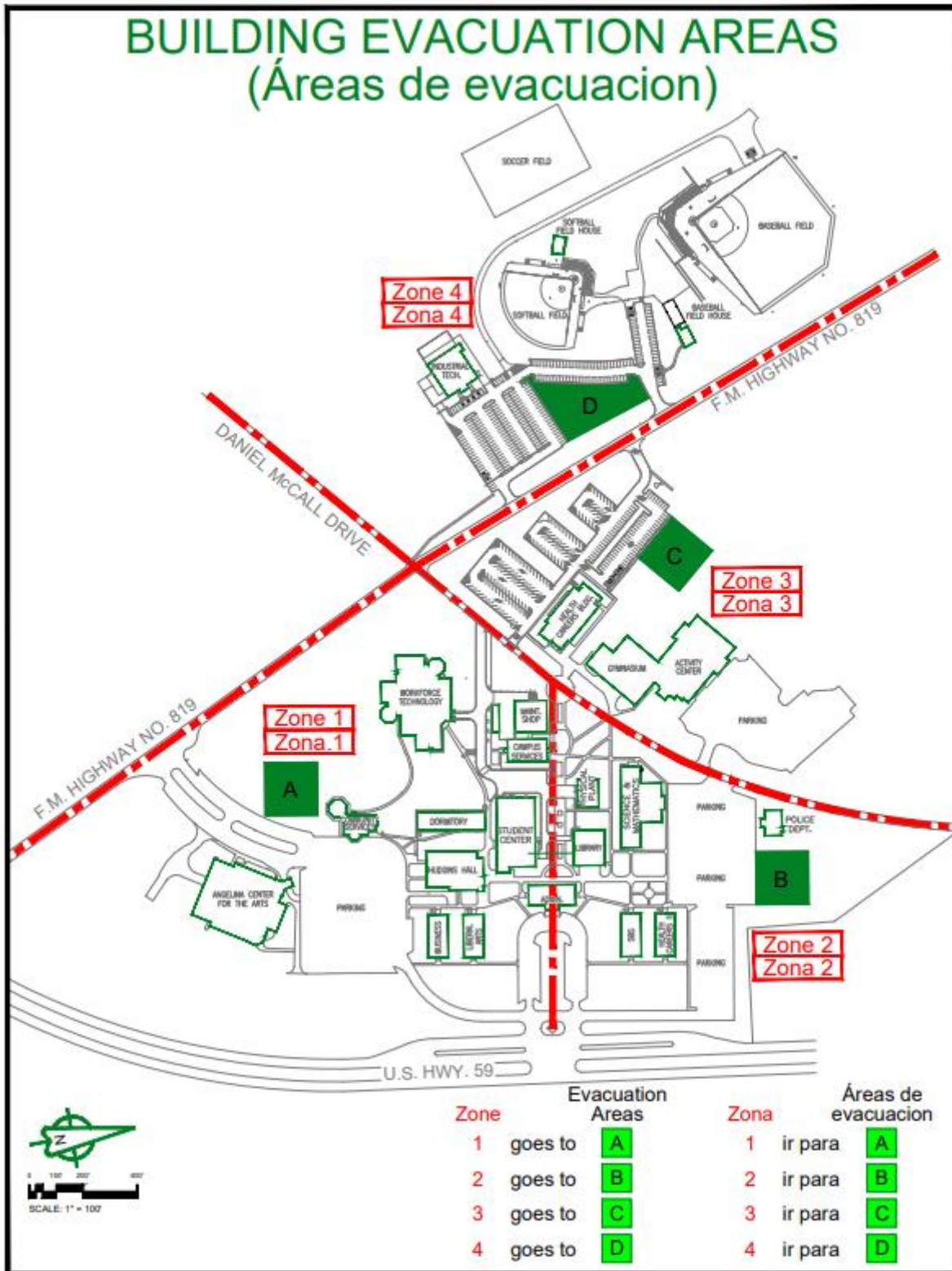
Use appropriate safety strategy for the hazard

<b>Hazard</b>	<b>Safety Strategy</b>
Tornado	Evacuate to shelter area
Hazmat	Seal the room
Earthquake	Drop, cover and hold
Tsunami	Get to high ground

### **INSTRUCTORS AND STAFF**

Lead safety strategy  
Account for students, visitors and others  
Notify if missing, extra or injured people

6.3 Building Evacuation Areas (Angelina College Lufkin Campus)



6.4 Campus BIT Flyer (Behavioral Intervention Team)



# Stay Alert. Stay Safe.

All reports  
remain  
anonymous.

**CONTACT CAMPUS SAFETY**  
**936.676.2563**  
safety@angelina.edu



## 6.5 Behavioral Intervention Team Mission Purpose Statement

### Behavioral Intervention Team (BIT)

#### Mission

The Behavioral Intervention Team (BIT) is a collaborative group with the mission of:

- Providing resources and support to faculty, staff and administration in assisting students who display concerning or disruptive behaviors.
- Connecting students with needed campus and community resources.
- Supporting student success via educational, rather than punitive means.
- Encouraging a culture of reporting any concerning or disruptive behavior.

#### Purpose

As a result of the growing trend of mental health issues on college campuses, Angelina College has created a Behavioral Intervention Team (BIT). The BIT has been charged with upholding and maintaining a healthy environment for the Angelina College community. Specific concerns of the team are behaviors that are disruptive to the mission of the college, as well as any suicidal or self-injurious threat and threatening behaviors toward others.

#### Responsibilities

The BIT will:

- Develop an online form for reporting behavioral issues
  - Develop and disseminate informational materials focused on identification and prevention of disruptive behavior
  - Receive and gather information about difficult situations involving students
  - Assess information, define and discuss a referral plan
- Serve as a resource to faculty and directors to address the needs of students with behavioral, emotional, and psychological concerns
- Compile and maintain a list of community agencies to refer students in need of services beyond their professional scope
- Conduct a threat assessment on any reported case to help determine the threat level of the situation
- Meet once a month and as necessary for high risk cases

#### Threat Assessment

What a Threat Assessment is:

A fact-based investigative approach to determine how likely a person is to carry out a threat of violence.

A means to identify, assess and manage individuals who are at risk for violence against themselves or others.

A way to identify someone who has the potential for violence in many forms – self-harm, assault, risk taking behaviors, suicide, substance abuse, and other aggressive or dangerous behaviors.

What a Threat Assessment is not:

A simple checklist of warning signs or red flags used to remove a student from school.

A means to label a student as a troublemaker and enact consequences.

A means to find the next school shooter.

## Team Members

The membership consists of the following:

Dana Smithhart      Executive Director of Institutional Advancement and Student Affairs

Leigh Ann Pyle      Office of the President

Daisy Brumley      Director of Student Affairs

Doug Conn      Chief of Police

Kerwin Smith      Manager of EH&S and Emergency Management

Anndrea Pickett      Angelina County and Cities Health District

Michael Cunyas      Burke Center

Conssandra Williams Angelina College

Danielle Lewis



6.6 "Crime Stoppers" Reporting Mechanism (Angelina College Police Department)



**Angelina College** 

**CRIME STOPPERS @ ANGELINA COLLEGE**

**Crime Stoppers pays cash rewards for anonymous, crime solving information.**

Download on the **App Store**

GET IT ON **Google play**

## What can you tip about?

- Unsolved Crimes
- Narcotics
- Weapons
- Stolen Property
- Fugitives

Tips and calls DIRECTLY to Crime Stoppers are anonymous and might be eligible for a reward if the information provided leads to an arrest, property recovery or other criminal case clearance. Calls, tips and rewards are handled by Crime Stoppers of Lufkin, Inc.

**REWARD AMOUNT BASED ON OFFENSE AND INFORMATION PROVIDED.**

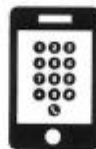
To anonymously report criminal activity associated with an Angelina College campus:



Visit [639TIPS.com](http://639TIPS.com) and submit a tip



Download **Crime Stoppers app**



Call Crime Stoppers at (936) 639-TIPS



Call **9-1-1 for emergencies** and in-progress crimes

6.7 Incident Command System (ICS) (Angelina College ICS Booklet)

