

Active Shooter Prevention & Response Training for Long-Term Care Project Summary

In today's increasingly unpredictable world, preparing long-term care staff for the unthinkable—an active shooter event—is a critical necessity to ensure elder and caregiver safety. Our Active Shooter Prevention and Response for Long-Term Care training addresses the unique challenges faced by this sector, equipping staff with the knowledge and tools needed to prevent incidents, respond effectively, and protect staff and vulnerable residents.

This interactive training offers a comprehensive approach that spans prevention, real-time response, and post-incident recovery. Participants learn through content presentation and interactive learning methods, including tabletop exercises, guided by experienced professionals from law enforcement, safety consulting, and long-term care leadership. Both in-person and live virtual training is delivered through an interactive learning platform that enables each participant to engage in real-time using their mobile device. This approach facilitates active participation in learning exercises, assessments, and Q&A sessions. It also allows trainers to adapt content on the spot based on participant needs, address questions as they arise, and reinforce key concepts as needed.

The training covers critical topics such as situational awareness, policy development, communication protocols, use of the Run, Hide, Fight model in this setting, and coordinated response with law enforcement. Designed for all long-term care personnel, regardless of role, the training encourages cross-functional team participation to maximize organizational readiness. Training objectives are as follows:

Following the training, participants will be able to

- Describe their role in prevention and active shooter response.
- Describe actions to take when confronted with an active shooter.
- Identify strategies for interacting with law enforcement who are responding to an active shooter.
- Define how to manage the consequences of an active shooter event.

For the past two years, this training has been funded through the U.S. Department of Labor OSHA Susan Harwood Targeted Topics Training Grant program (SH-000050-SH3 and SH-000141-SH4). To date, over 800 individuals from 10 states and across a wide range of roles within aging services have completed the program. Evaluation data shows gains in participant confidence, knowledge, and perceived ability to prevent and respond to active shooter incidents. Pre- and post-training assessments consistently demonstrated measurable improvement across all data points.

Demand remains strong both within Kansas aging services organizations and among other states in the LeadingAge network member organizations. Going forward, we aim to expand the program's reach, further enhance training materials, and support participation by under-resourced facilities to create a more prepared aging services community.

More information about the program can be obtained by contacting Stephanie Gfeller stephanie@leadingagekansas.org.