



Book	District
Section	C - General School Administration
Title	Firearms: Personnel Authorized to Carry - Training requirements
Code	CKA-R4
Status	First Reading

Employees requesting approval by the Board of Trustees for concealed carry of firearms must successfully complete an initial course of training of no less than 56 hours. The curriculum for the training shall include, at a minimum, the following: ~~covering the following topics:~~

1. A minimum of 40 hours of handgun training with live fire, including but not limited to:
 - a. Equipment selection, wear, use, and maintenance to ensure safety, retention of the firearm, and deep concealment.
 - b. Firearms safety, including specific safety features and functions of the selected firearm.
 - c. Loading, reloading, unloading, and function checks under all conditions.
 - d. Stance, grip, draw and presentation of the firearm from concealment.
 - e. Use of ready positions.
 - f. Identification and proper use of cover and concealment.
 - g. Techniques for engaging multiple adversaries.
 - h. "Failure to stop" drills.
 - i. Weapon retention.
 - j. Weapon malfunctions and remedial action.
 - k. Extensive firing drills demonstrating practical accuracy at realistic ranges.
 - l. Completion of the WLEA Close Range Pistol Proficiency Course at or above the 80% standard required of law enforcement trainees.
 - m. Shoot/no shoot training.
 - n. Current laws defining lawful use of a firearm by a private citizen, including lawful self-defense, use of force by a private citizen, use of deadly force, transportation, and concealment.
2. A minimum of 16 hours of scenario-based training using non-lethal training firearms systems such as Airsoft, Ultimate Training Munitions (UTM) or Simunitions, and live aggressor and noncombatant role-players. Scenarios must place individuals in the role of an armed school staff member facing an intruder, in a variety of stressful situations requiring judgment, crisis decision-making, and demonstration of firearms and tactical skills developed in live fire training. Scenarios must replicate as nearly as possible the mental, emotional, and physical stress of an actual encounter and have clear pass/fail criteria. This training will challenge participants in the following areas:
 - a. Use of verbal control techniques and de-escalation where appropriate.
 - b. Application of guidelines for the use of lethal force including suicidal individuals.
 - c. Understanding of the events and conditions likely to exist in the event of an active shooter situation in the school.
 - d. Safe and effective interaction with other armed staff in the school, school resource officers, arriving law enforcement officers, and emergency medical first responders.
3. Certified training in immediate life saving medical care for gunshot victims equivalent to the National Association of Emergency Medical Technicians (NAEMT) Bleeding Control for the Injured (B-CON).

Failure by a participant to meet any training standard, after appropriate remedial training and retesting opportunities at employee expense, will require a detailed report to the Superintendent, with a recommendation to the Board of Trustees that approval for concealed carry be denied or withdrawn.

RECURRENT TRAINING REQUIREMENT

Employees approved by the Board to conceal carry on school district property must complete ~~District-approved~~ training on a recurring basis, which shall be approved by the District and local law enforcement. The recurrent training shall consist of no less than 12 hours of handgun training every six months with live fire and scenario-based training that is approved according to Policy CKA and meets the course training requirements identified in #2 of this policy. Recurrent training will include WLEA Close Range Pistol Proficiency Course with a score of 80% or better and a review of evolving threats and developments in the field of school security during the preceding six months. Documentation of successful completion of the recurrent training course must be provided to the Superintendent.

Instructors who train the employees of Fremont County School District No. 1 who have received Board approval to carry a firearm pursuant this rule shall, at a minimum, meet the qualifications described below, subject to approval by local law enforcement. These qualifications shall apply to course managers, primary instructors and anybody present and in charge of any training session.

Experience: The instructor shall have at least three (3) years of experience in law enforcement, military or other positions responsible for public safety and /or protection of personnel or assets against violent threats which involved daily carrying of a handgun; or in the alternative, documented completion of instructor certification courses or programs that develop specific skills for the design, development, implementation and evaluation of firearms tactics and training, including tactics and training in the use of firearms in public settings.

Firearms Safety: Knowledge and experience of firearms safety rules and practices regarding handling, carry and use of handguns in public settings, including schools.

Firearms Skills: Firearms handling and shooting skills, with modern handgun, documented by successful completion of standards-based training and qualification courses.

Tactics: Familiarity with individual and small-team tactics, and use of force decision making relevant to lethal force encounters in domestic, peacetime public setting, documented by successful completion of relevant training and duty performance.

Scenario-based training: Experience as a participant and / or instructor in scenario-based force on force training using non-lethal training firearms, including knowledge of all equipment and performance requirements to ensure safety of participants.