

TO: Members of the Baltimore Community and BPD members

FROM: Education & Training Section, BPD

DATE: February 16, 2023

RE: Upcoming Active Threat/Active Shooter Training

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The Baltimore Police Department plans to deliver a 1-day Active Threat/Active Shooter training to all its sworn members between March and August, 2023.

The purpose of this memo is to provide a brief summary of the training and to welcome any comments or suggestions. Due to the sensitive nature of the training, including specific tactics that officers will use when responding to an active threat/active shooter situation, we are not following our usual procedure of providing a detailed Lesson Plan for public comment.

The course will incorporate and reinforce BPD's Critical Decision-Making Model and will reflect BPD's mission and values, including constitutional policing, the sanctity of human life, the value and worth of all persons, and the duty to provide medical assistance.

The rationale for including this course in 2023 in-service training is that situations involving active shooters and mass shootings continue to occur around the country. When these situations occur, the first responding officer or officers are expected to take immediate action, without waiting for reinforcements or special units. This requires first-responding officers to utilize tactics and skills that should be practiced regularly.

The Performance Objectives for the training are as follows:

1. Given a facilitated discussion, students will identify the factors of an active threat incident, different variables to consider during an incident, and factors to consider when responding to an active threat incident.
2. Through a variety of hands-on training experiences and active threat scenarios, the student will apply proper tactical movements, communication, threat assessment, and post-shooting considerations.

Other BPD in-service training in 2023 will reinforce previous training on de-escalation, procedural justice, fair and impartial policing, conflict resolution, community policing, behavioral health, and related topics.