

4341-R SECTION 4, PERSONNEL AUTHORIZED TO CARRY CONCEALED FIREARMS - TRAINING REQUIREMENTS

Employees conditionally approved by the Board to conceal carry firearms must successfully complete, no less than 56 hours of District approved training. Documentation of the completion must be provided to Human Resources. All training and curricula shall be approved by local law enforcement. The curriculum for the initial training shall, at a minimum, include the following:

- A minimum of 32 hours of handgun training with live fire, including but not limited to:
 - Equipment selection, wear, use, and maintenance to ensure safety, retention of the firearm, and deep concealment.
 - Firearms safety, including specific safety features and functions of the selected concealed carry firearm.
 - Loading, reloading, unloading, and function checks under all conditions.
 - Stance, grip, draw and presentation of the concealed carry firearm from concealment, and proper trigger manipulation.
 - Use of ready positions.
 - Identification and proper use of cover and concealment.
 - Techniques for engaging multiple adversaries.
 - “Failure to stop” drills.
 - Weapon retention.
 - Weapon malfunctions and remedial action.
 - Extensive firing drills demonstrating practical accuracy at realistic ranges.
 - Completion of the Wyoming Law Enforcement Academy (WLEA) Close Range Pistol Proficiency Course at or above the 80% standard required of law enforcement trainees.
 - Moving while shooting and tactical procedural training.
 - 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.
- A minimum of 24 hours of scenario-based training using non-lethal training firearms systems such as 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. The training will challenge participants in the following areas:

- Physiological and psychological effects of fear-induced stress.
- Use of verbal control techniques and de-escalation where appropriate
- No shoot/shoot training scenarios.
- Application of guidelines for the use of lethal force including suicidal individuals.
- Understanding of the events and conditions likely to exist in the event of an active shooter situation in the school.
- Effective interaction with other armed staff in the school, school resource officers, arriving law enforcement officers, and emergency medical first responders.
- Certified training in immediate lifesaving medical care for gunshot victims equivalent to the American College of Surgeons Stop the Bleed Training.

Failure by a participant to meet any training standard, after appropriate remedial training and retesting opportunities, will require a detailed report to the Armed Educator Committee, with a recommendation to the Board that approval for concealed carry be denied or withdrawn.

RECURRENT TRAINING REQUIREMENT

Employees approved by the Board to carry a firearm on school district property shall complete training on an annual recurrent basis, which shall be approved by the District and by local law enforcement. The annual recurrent training shall consist of no less than 12 hours of live-fire training, and no less than 12 hours of scenario-based training according to Policy 4341, and must meet the course training requirements identified in this Administrative Regulation. Recurrent training will include Wyoming Law Enforcement Academy (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. Documentation of successful completion of the recurrent training course must be provided to the Armed Educator Committee.

INSTRUCTOR/TRAINER QUALIFICATIONS

Instructors who train the employees of Campbell County School District who have received approval to carry a firearm pursuant this rule shall, at a minimum, meet the following qualifications, subject to approval by local law enforcement:

- **Experience**: The instructor shall have at least five 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 handguns, 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 settings, 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.

ADOPTION DATE: April 14, 2020, Revised July 15, 2020

LEGAL REFERENCE(S): W.S. 21-3-132; W.S. 6-8-104; W.S. 16-4-201 through 16-4-205

CROSS REFERENCE(S): 4341

ADMINISTRATIVE REGULATIONS: 4341-R Section 1, 2, 3, and 5

ADMINISTRATIVE FORMS: 4341 Form, Personnel Authorized to Carry Concealed Firearms – Concealed Carry Firearm or Holster Change Order; 4341 Form, Personnel Authorized to Carry Concealed Firearms – Application; 4341 Form, Personnel Authorized to Carry Concealed Firearms - Application (For Office Use Only)