

*"All Illinois Certified Teachers should have this training"*

-Teacher from Kane County, IL

# **CONTROLLED F.O.R.C.E.<sup>®</sup>**

TRAINING MANAGEMENT SYSTEMS



## SOLUTIONS FOR THE EDUCATIONAL ENVIRONMENT

K-12 / POST-SECONDARY



**Controlled F.O.R.C.E.**  
Training Management Systems

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# **SOLUTIONS FOR THE EDUCATIONAL ENVIRONMENT**

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## Dear Administration,

I am pleased to present to you and your staff the unique capabilities of Controlled F.O.R.C.E. in providing solutions for maintaining a safe and secure learning environment.

In today's educational environment, faculty and staff members are often put into the position of being the first responders to threats to the safety of their environment. It is unfortunate that educational staff must take on this roll, but it is a reality that must be addressed.

Our company specializes in delivering subject control training to first responders. Our "building block" system of instruction is in use by law enforcement, corrections, juvenile justice, security, and military professionals throughout the nation.

The Controlled F.O.R.C.E. system of subject control gives first responders the confidence and skills they need to effectively control and detain offenders in a manner that reduces the risk of injury to both themselves and the offender.

By building a responder's confidence to safely control an unruly subject or dangerous situation, the Controlled F.O.R.C.E. system actually reduces incidence of resistance, which greatly mitigates an agency's liability.

Our extensive past performance has helped us develop a system of subject control that is simple to use, easy to remember under stress, and highly effective regardless of the size, strength, or age of either the responder or the offender.

Our proven ability to build educational staff member's skills to assess potential threats and respond with confidence makes Controlled F.O.R.C.E. the only qualified resource in the nation to provide such training to educational institutions.

Thank you for your consideration, and I look forward to working with you and your staff in the very near future.

Respectfully,



Diana Grano  
Director of Operations  
Controlled F.O.R.C.E.

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## **The Development of the Controlled F.O.R.C.E. Training System and its Appropriateness for the Educational Environment**

The Controlled F.O.R.C.E. training system was created by a team of professional instructors dedicated to the concept of providing a complete and effective defensive tactics program for law enforcement. The members of the development team were determined to develop a program that was easy to learn and use, maintained a high level of retention, and was adaptable to what an officer already knew.

To understand the specific training needs and requirements of law enforcement, the Controlled F.O.R.C.E. development team sought input from public and private law enforcement officials, attorneys, federal agents, use of force experts, and medical practitioners. In response to this research, the team designed a program of subject control that utilizes a “building block” training methodology that provides officers with a highly retainable set of skills to aid in their continued development in defense tactics training.

As the reputation of Controlled F.O.R.C.E. grew for its ability to provide effective subject control training that actually helps agencies to reduce injury and mitigate liability, groups outside of the law enforcement community began to notice how such a program would benefit them.

Since becoming incorporated in 1997, Controlled F.O.R.C.E. has been sought to provide subject control training to a wide variety of responder agencies, including: law enforcement, corrections, EMS, fire and rescue, military, juvenile justice, protective services, and security. Most recently, Controlled F.O.R.C.E. has been sought by educational services to deliver a system of subject control that will actually reduce the amount of force an educational staff member needs to control an unruly student and to address potential threats within the educational environment.

Through our extensive experience in providing first responders with skills to safely protect themselves and control offenders in high-threat environments, Controlled F.O.R.C.E. has developed the most effective techniques for controlling non-compliant subjects. These techniques have proved to be appropriate for use in any non-compliant situation.

Controlled F.O.R.C.E. develops faculty and staff member’s awareness of situations that may escalate to an altercation. Our training helps staff target behaviors and conditions that can lead to violence, such as: tension between divorced parents; tension between boyfriend/girlfriend; tension between cliques/gangs; psychological problems stemming from medication or lack of medication; and behavioral problems of special needs students.

Our training makes educational staff members more confident in their ability to identify potential threats and control dangerous situations without resorting to excessive force, which makes Controlled F.O.R.C.E. the only qualified resource in the nation to provide such training to educational institutions (see “Putting Theory into Practice” at the end of this brief for details on our ground-breaking work with Kane County ROE).

The liability factor of educational staff using force to maintain a safe learning environment has made subject control training a difficult problem for school administrators to solve. Controlled F.O.R.C.E. possesses the capabilities and expertise to help organizations identify potential problems, develop dynamic strategies, and execute successful solutions.

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## MAINTAINING A SAFE LEARNING ENVIRONMENT

Prior to January 18, 2008, faculty and staff at Elgin High School *never expected* a student to violently stab a teacher four times in the neck and once in the eye with a steak knife, especially considering the school's use of metal detector wands and the presence of a full-time police liaison officer.

Prior to February 14, 2008, faculty and staff at Northern Illinois University *never expected* a former student to embark on a violent shooting rampage on campus and kill 6 students, wound numerous others, and then commit suicide.

### CONFIDENCE IS KEY

If your faculty and staff members are typical of school districts across the country, then most likely they never expect any catastrophic violence to occur at their school. While the chances of such an event happening are minimal, the incidents at Elgin H.S. (Illinois School District U-46) and NIU teach us that *faculty and staff must expect the unexpected* and be prepared to respond within an established policy.

While the Elgin H.S. and NIU incidents are examples of extreme threats to a safe learning environment, there are countless other threats that faculty and staff must deal with every day. Though faculty and staff should not be expected to directly confront such violent offenders as the perpetrators of those school massacres, they can and should be expected to assess potential threats, make appropriate decisions and responses during a violent situation, and *keep their learning environment safe and under control*.

By providing your faculty and staff with a policy that details how they can and should respond to situations, and then train them in skills to maintain a safe learning environment, they will be more confident in their ability to respond to potential threats. Faculty and staff members that are *confident* in their ability to respond to potential threats will be much more likely to intervene appropriately when action is needed.

### CONTROLLED F.O.R.C.E. SOLUTIONS

By formulating an emergency response policy, educating faculty and staff on the policy, and training faculty and staff with skills to respond within the framework of the policy, administrators can ensure that faculty and staff members have the *confidence* they need to maintain a safe learning environment.

**Formulate a Policy:** Controlled F.O.R.C.E. will help your administration identify existing Federal / State Guidelines and develop a functional emergency response policy.

**Educate Faculty and Staff:** Once your policy is established, Controlled F.O.R.C.E. will help you educate your faculty and staff on what that policy entails and how it influences their decisions and responses to threats to a safe learning environment.

**Train Faculty and Staff:** Once your faculty and staff know and understand your emergency response policy, Controlled F.O.R.C.E. will help you train them on how to maintain a safe learning environment. Your faculty and staff will learn skills to assess threats, respond appropriately to threats, and articulate how their response to threats falls within your emergency response policy.

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## PUTTING THEORY INTO PRACTICE Kane County (IL) School Districts

### FINDING A WINNING SOLUTION TO A LOSE/LOSE SITUATION

Educators who use physical force to respond to threats within the learning environment risk lawsuit and termination for *causing* injury to the student(s). Educators who do not respond to threats within the learning environment (for whatever reason) risk lawsuit and termination for *allowing* injury to the student(s) to occur.

This lose/lose situation is the reality for educational staff across the nation.

Educational staff without the proper training lack the necessary tools to perform their job of maintaining a safe learning environment to the best of their ability.



### Kane County Regional Office of Education Seeks Viable Solutions

On February 29, 2008 Kane County School Districts in Northern Illinois took steps to find a viable solution to the problem of using physical force to respond to threats within the learning environment.



During its Teacher's Institute Day, Kaneland School District 302 invited teachers from throughout the far west Chicagoland area to participate in a ground-breaking subject control training delivered by Controlled F.O.R.C.E. The purpose of the training was to help educational staff collectively define what is considered an appropriate response to violence within the learning environment.

Participating staff reviewed a spectrum of responses to violent situations, going from one extreme (punching a student) to another (no response at all). As staff reviewed different responses to different types of threats, they began to agree on what kinds of force were acceptable and what were not.

Once staff started to formulate a definition of appropriateness, Controlled F.O.R.C.E. brought all participants out onto the mats to teach them basic M.A.C.H. subject control skills.

M.A.C.H., or Mechanical Advantage Control Holds, is the foundation of the Controlled F.O.R.C.E. system already in wide use by juvenile services and campus police departments.

The M.A.C.H. system provides educational staff with a set of tools for controlling, detaining, and escorting non-compliant youth. As participants discovered, the system, which is simple to learn and easy to remember, allows a staff member to control a non-compliant student without causing injury or applying pain, even if the techniques fail or applied incorrectly.

The response from the participating staff was encouraging. Everyone agreed that there is a need for a program that shows them how they *can respond* in any given situation and provides them with skills to handle potential threats appropriately. The general consensus of the participants was “we all know what we cannot do, but we don’t really know what we can do.”

Now the first step toward establishing a viable force response training has been taken. Controlled F.O.R.C.E. has gained a clear idea of what steps need to be taken to build a realistic program for educational staff continue to build on what Kane County ROE has initiated.



## **AFTER ACTION REPORT**

### **Kane County Regional Office of Education Evaluation Results**

- 100% of participants found this subject matter useful to their work
- 100% of participants would recommend this session to other educational staff
- Nearly everyone gave the overall presentation an Excellent rating

**Upon completion of the presentation, participating educational staff had the following comments:**

***“ALL Illinois Certified Teachers should have this training”***

*“I will be able to separate students more safely”*

*“I will be able to move students from place to place in a safer manner”*

*“I feel more confident in my ability to diffuse aggressive situations and keep a safe environment”*

*“I will be able to intervene more effectively when students are a danger to themselves or others”*

*“I gained confidence in dealing with behaviorally challenged students”*

## **Conclusion**

Upon returning to their respective schools, participating faculty and staff will approach their work differently as a result of this presentation. By being better able to evaluate situations with a potential to escalate to violence, and by having more confidence to appropriately respond to problems that may occur, participants will more effectively maintain a safe learning environment.

**REFERENCE: Alabama Department of Youth Services**

STATE OF ALABAMA  
**DEPARTMENT OF YOUTH SERVICES**

**BOB RILEY**  
GOVERNOR

POST OFFICE BOX 66  
MT. MEIGS, ALABAMA 36057

**J. WALTER WOOD, JR.**  
EXECUTIVE DIRECTOR

August 18, 2006

Controlled F. O. R. C. E.  
609 Thryselies Drive  
Unit B  
Elburn, IL. 60119

Dear Sir's

Over the last several years, during discussions of Controlled F. O. R. C. E. techniques with other professionals in the field, the question arises as to; "how many training injuries do you have?". My response was "to minuscule to be concerned with".

During this past week I decided to crunch the numbers and to find the answer to the questions of injuries, as well the pass/fail ratio. I was surprised and pleased with the results and decided to shear the outcome with you and other professionals.

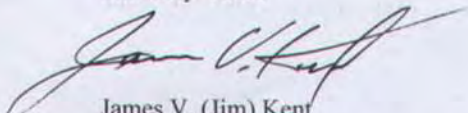
From January 2003 until August 11, 2006, the Instructor Corps of the Alabama Department of Youth Services, Control Tactics trained 600 staff members as Controlled F.O.R.C.E. end-users. During this time period, twenty-four staff failed to pass the required test given at the end of the session. Fifteen staff members have reported injuries to their instructors.

These numbers represent a 99.06 passing ratio, with a .04 failure rate. The reported injury rate is .03, (.025 actual).

During this time period, I have not had a single injury to a student, (read inmate), reported as the results of the use of Controlled F. O. R. C. E. techniques.

I view these statistics as a direct testimony to the easy of transfer of knowledge, and the safety of Controlled F. O. R. C. E. techniques.

Sincerely Yours



James V. (Jim) Kent  
Director of Emergency Services and Planning  
Alabama Department of Youth Services

**REFERENCE: River Valley Juvenile Detention Center**

**John C. Prinzi**  
Superintendent

**RIVER VALLEY DETENTION CENTER**

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Asst. Director of Court  
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September 14, 2007

Controlled F.O.R.C.E.  
609 Thryselius Drive Unit B  
Elburn, IL 60119

Anthony Grano,

The River Valley Juvenile Detention Center is a 102 bed juvenile detention center in Joliet, IL. Like all similar institutions, we have the unfortunate task of handling youth who are out of control and/or combative. We must be able to protect youth, staff, and property from those who are combative, and at the same time we must prevent injuries to those youth engaged in the combative or out of control behavior. As the Chief of Security for the River Valley Detention Center, I receive a lot of correspondence requesting information on restraint techniques and use of force systems. I find myself recommending Controlled F.O.R.C.E. to those looking for use of force systems.

We have had departmental Controlled F.O.R.C.E. instructors on staff since the spring of 2000. I can say that this instruction has been the most cost effective and safe that we have used. The flexibility of Controlled F.O.R.C.E. system has allowed our facility to overcome the challenge of providing time for training. When faced with a shortage of time for training, we are able to break the Controlled F.O.R.C.E. lessons into shorter sessions, sometimes into segments as short as fifteen minutes. With regard to training safety, I can report that since the spring of 2000, we have not had a training injury associated with Controlled F.O.R.C.E. at our facility. In fact, with regard to practical applications, since the introduction of Controlled F.O.R.C.E. at the River Valley Juvenile Detention Center, we have very minimal incidences of injury to the youth during emergency responses. What we have found is that when staff who are not trained in Controlled F.O.R.C.E. respond to emergency situations, there is difficulty in communication and the responses become disjointed. Staff trained in Controlled F.O.R.C.E. are able to communicate better during responses and are able to "teach" non-trained staff on the fly.

In addition to Controlled F.O.R.C.E. our facility utilized several other use of force or defensive systems. There were select group of individuals who were trained in Controlled F.O.R.C.E., while other members of the staff were trained in these other disciplines. There were a variety of reasons, too many to cite, that we used these other systems, but we are now in the process of eliminating those other systems from our training curriculum. We feel that the other systems, although certainly credible and effective, were not as effective and flexible as Controlled F.O.R.C.E.. We have found Controlled F.O.R.C.E. to be flexible enough to begin a training system for all of our employees, including our Mental Health staff members. This fall we plan on doubling the number of Controlled F.O.R.C.E. departmental instructors at our facility, and hope to complete a comprehensive training for all staff by January of 2008.

Thank you,



Chris Watkins  
River Valley Juvenile Detention Center, Chief of Security

## **SOLUTIONS FOR THE EDUCATIONAL ENVIRONMENT**

To learn how Controlled F.O.R.C.E. can help your educational institution develop a viable subject control training program, call a representative at 630-365-1700.

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