

What's your fire/beacon?

Lowering length of stay/ making appropriate outcome decisions in a timely manner

support staff and value the work

Doing the best for the animals in our care and not taking on things that will not help animals or staff.

Chronic understaffing leading to longer LOS. Want to match staffing and animal population better and our staff have better quality of life at work.

Burn out, overwhelm and needing to change the narrative of what we do. Understaffed and over capacity and show our city council that we need more support from them

Lack of management support

creating a better environment for the animals that are here at the shelter

Staff Apathy in kennels, not embracing new training

Compassion fatigue, burn out with my coworkers

One life at a time

Figure

Cautious optimism and interest in the C4C discussion and how orgs may use it to manipulate systems and excuse

trying to be proactive, not reactive

Better serve the animals in our care

Moving to proactive programs and less on reactive ones.

trying to help as many animals, without burning out staff

build a program for deferred intake

Increase in

Creating a better work environment for the animal care staff, thus helping other teams in our org!

a positive perception by the community

Learning and caring

We are constantly over-capacity and are having difficulties getting more out than come in Working towards changing that narrative

Trying to prevent overworking staff and burnout. Protect our staff mental wellbeing as well as our animals physical/mental wellbeing

Supporting the dogs with behavior concerns that our community can support

Preventing staff burnout and setting animals up for successful outcomes

To prevent staff burnout

Always looking for new things to try to help with LOS and capacity.

Making better decisions about outcomes. Getting back to the "why"

Lack of Veterinary personnel

not trying to be everything for everyone; staff burnout

To convince some in management it IS possible!

I value the work we do, but to continue doing it I (individual) and we (organization) need to be sustainable

Remember that we are only human

No guillotine doors or portal doors are closed

When that scared dog recognizes

Empathy for animals

Increased infectious disease outbreak in canine pop

medical waivers

Preventing more staff burnout and compassion fatigue.

to calculate c4c to show city council why we need to make decisions

Everyone gets a lunch break

Apointments for intake, increased volunteers & put adoption simple application on website.

Lowering adoption barriers

Making kittens available with ringworm

Fast Tracking Cats

Animals get to surgery on their "due-out" date.

Social media posts

Increasing behavior team headcount

Better animal pictures on website

- increased transparency re: intakes
- increased foster program support
 - expanding hours
 - expanded facility/space
- care and eval meetings that volunteers could attend
- increased staff training
- increased volunteer engagement
 - hiring more staff
- allowing finders to hold during stray hold

Getting everyone on board with operating within staff capacity

initiated a community microchipping program

Volunteer Recruitments

Removing age restrictions

Found a per diem vet to do S/N this spring/summer

Gaining knowledge of what capacity for care means.

paying staff more

Refusing to go back to single housing units

Transitioned behavior from modification work to enrichment, not sitting on dogs (mostly) for months

Moving Kennels to appropriate locations

Creating and sticking to our Pet Evaluation Matrix. Starting online owner surrender appointments. Implementing Return to Home for Cats

more volunteers getting better pics sooner, pre-op highly adoptable pets when adoption surgeries are low

Sending fearful dogs to foster

Looked at abilities and capacity of Foster and Shelter Medicine Teams

reducing financial barriers to reclaim

Better volunteer recruitments

Altering dogs the day they are available.

No more formal temperament tests.

Not requiring behavior assessments on kittens and puppies unless a concern was reproted

Cat Pawsitive Pro Behavior Modification for undersocialized cats -- training both volunteers and staff to work with the cats.

Vaccinating on intake

What's one thing that moved you closer to your C4C?

Buy in from management to begin managed stray intake

Vaccinations done as soon as possible to intake - not having to wait weeks for kittens "ready" for vaccines Reducing intake of cats

Reduced intake, increased volunteers, increased staff salaries.

short term fostering

Started gathering behavior information from prior to intake on.

Getting behavior information from prior to intake on. No more formal assessments

Adjusting staffing model



What's one thing that would shorten the distance between where you are now and where you'd like to be?

Staff Training

Create preadoption process

Free spay/neuter for our community

Train volunteers to "flip rooms" so we can re-fill the adoption floor sooner

Shortening Intake Physical Exam processes

Increase volunteers in all areas

1.5 lb kitten spays

More community outreach

C4C in foster.
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ONBOARDING VOLUNTEERS

Getting community involvement and understanding

Playgroups

Animal behavior plans for shy and fearful dogs



Getting owner surrenders to the adoption for faster

Staff training and development
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setting boundaries for staff - not having to require overtime every week
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Fast decision-making

Faster, more consistent outcome decisions.

More surgical capacity

Increase foster homes that can bottlefeed orphaned kittens so staff doesn't feel obligated to take them home.

Matching kitten intake and foster capacity

RTH for all cats from the community who are have a good BCS

Our vet reading diagnostics in a more timely manner

Increasing proactive fosters (and a staff member to keep up!)

Increase RTF