

## Pawsitive Outcomes Implementation Plan - Draft 1



**Goal: Increase Live Outcome Rate to 90% Within 5 Years**

	<b>Objectives</b> ↓	<b>Action Items</b> ↓		
<b>1</b>	<b>Ambitious spay/neuter (high volume, low cost)</b>	1.a. Increase owner responsibility	1.b. Limit population of stray/homeless pets	1.c. Keep free-roaming cats out of shelter
		1.d. Develop consortium of partners	1.e. Analyze data to target strategies	
<b>2</b>	<b>Progressive adoption policies</b>	2.a. Get more people to adopt from shelter	2.b. Open selection adoptions	2.c. Animal behavior / training program
<b>3</b>	<b>Shelter diversion (finder-to-foster or positive alternatives to shelter surrender/PASS)</b>	3.a. Increase owner responsibility	3.b. Increase return to owner	3.c. Limit population of stray/homeless pets
		3.d. Keep free-roaming cats out of shelter	3.e. Use technology (scanners)	3.f. Pet retention efforts
		3.g. Animal "Control" to "Protection" or "Resource"	3.h. Create large dog program	3.i. Animal behavior/ training program
		3.j. Microchips	3.k. Analyze data	
<b>4</b>	<b>Transparency</b>	4.a. Post photos upon intake	4.b. Keep intake open	4.c. Use technology
		4.d. Moratorium on killing for certain reasons	4.e. Open selection adoptions	4.f. Analyze data to target strategies
<b>5</b>	<b>Trap/Neuter/Release cats (TNR)</b>	5.a. Limit population of stray/homeless pets	5.b. Keep free-roaming cats out of shelter	5.c. Barn cat program
		5.d. Microchips	5.e. Analyze data	
<b>6</b>	<b>Reduce animal intake</b>	6.a. Increase owner responsibility	6.b. Increase return to owner	6.c. Limit population of stray/homeless pets
		6.d. Keep free-roaming cats out of shelter	6.e. Keep intake open	6.f. Use technology

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		6.g. Pet retention efforts	6.h. Animal "Control" to "Protection" or "Resource"	6.i. Microchips
		6.j. Foster Finder		
7	Rescues/transfers	7.a. Use technology	7.b. Develop consortium of partner	7.c. Animal behavior / training
		7.d. Disease control / vaccinations		
8	Unsocialized cat solutions	8.a. Limit population of stray/homeless pets	8.b. Keep free-roaming cats out of shelter	8.c. Barn cat program
		8.d. Return To Field (RTF)	8.e. education and outreach for community cats	
9	Control/prevent illness/disease at shelter	9.a. Building/environment improvements	9.b. Vet Tech staffing	9.c. Veterinary partners
		9.d. Veterinary interns	9.e. Drug company partners	9.f. Protocols / procedures
10	Robust Volunteer Program	10.a. Tiered volunteer program	10.b. Create job descriptions	10.c. Volunteers post pictures
11	Unified/countywide vision & strategic partnerships	11.a. Keep intake open	11.b. Develop consortium of partners	11.c. Analyze data to target strategies
12	Foster program	12.a. Keep intake open	12.b. Use technology to recruit and train fosters (social media)	12.c. Foster to adoption program
		12.d. Focus on large dog program	12.e. Add dedicated position to develop foster program	12.f. Priority for special needs animals
		12.g. Animal behavior / training program specific for fosters	12.h. Analyze data	12.i. Develop a foster medical fund
13	Community/public involvement & empowerment	13.a. Use technology for community involvement (Facebook, etc.)	13.b. Pet retention efforts	13.c. Animal "Control" to "Protection" or "Resource"
		13.d. Develop consortium of partners	13.e. Get more people to adopt from shelter	13.f. Microchips
		13.g. Analyze data to target strategies		

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<b>14</b>	<b>Resources</b>	14.a. Keep intake open if shelter has unlimited space	14.b. Use technology	14.c. Pet retention efforts
		14.d. Large dog program	14.e. Animal behavior / training program	
<b>15</b>	<b>Lifesaving Vision</b>	15.a. Animal "Control" to "Protection" or "Resource"	15.b. Progressive core values	15.c. Public education and outreach
		15.d. Use technology to analyze who's most at risk		
<b>16</b>	<b>Target Safety Net Programs</b>	16.a. Bottle feeding volunteers	16.b. large dog program (training, matchmaking, SOP for evaluating)	16.c. Program to promote the long-stays
		16.d. Fundraising to help sick and injured (exploit cases for pleas)	16.e. Partner with rescues and vets	16.f. Train volunteers to work with unsocial and fear-based animals