



CAIT Strategic Plan 2006-2011

*Our mission is
to improve the lives of companion animals and reduce the surplus of
cats and dogs in Tennessee by promoting humane education and
spay/neuter initiatives.*

A= < \$999

B= \$1,000+

C = \$5,000+

D =\$10,000+

Goal 1: To develop and encourage diverse partnerships and collaborations across the state.

Objective 1.1 Build relationships with a majority of elected state public officials by June 2009.

Action Steps	Deadline	Done	Responsible	\$	Resources
Identify legislative districts and officials.	12-05-06		<ul style="list-style-type: none"> Legislative Committee – Trammell 	A	<ul style="list-style-type: none"> www.tn.gov website
Develop fact sheets for use in educating public officials on companion animal related topics facing Tennessee.	03-31-07		<ul style="list-style-type: none"> Legislative, Sterilization, & Education Committee Chairs 	A	<ul style="list-style-type: none"> CAIT Committees Nat'l Orgs Public Websites
Initiate quarterly reports to legislators regarding CAIT legislative activities.	04-30-07		<ul style="list-style-type: none"> Legislative Committee 	A	<ul style="list-style-type: none"> Committee reports Legislative network Fact sheets
Develop a network made up of a local liaison in each legislative district who can educate elected officials on companion animal related issues.	06-01-07		<ul style="list-style-type: none"> Legislative Committee 	A	<ul style="list-style-type: none"> www.tn.gov website

Objective 1.2 *Establish partnerships with statewide and regional stakeholders by June 2009.*

Action Steps	Deadline	Done	Responsible	\$	Resources
Meet with Ag Extension agents to explore potential partnerships and projects.	07-01-07		<ul style="list-style-type: none"> • Education Committee <ul style="list-style-type: none"> ○ New ○ Jennings 	A	<ul style="list-style-type: none"> • UTIA Contact list
Meet with public health officials to explore potential partnerships and projects (dog bite, the link, etc.).	07-01-07		<ul style="list-style-type: none"> • Education Committee <ul style="list-style-type: none"> ○ New ○ Jennings ○ Slemmer ○ Owen? 	A	<ul style="list-style-type: none"> • Veterinary Public Health faculty • Regional Public Health Department Directors
Develop educational presentations for the Animal Control Association of Tennessee (ACAT) / Tennessee Humane Association (THA) annual conference.	11-01-07		<ul style="list-style-type: none"> • Education Committee <ul style="list-style-type: none"> ○ Jennings ○ Head ○ Slemmer 	B	<ul style="list-style-type: none"> • CAIT Speakers Bureau
Partner with Tennessee Veterinary Medical Association for up to 6 continuing education events.	01-01-08		<ul style="list-style-type: none"> • Education Committee <ul style="list-style-type: none"> ○ New ○ Jennings ○ Hammon ○ Strand 	C	<ul style="list-style-type: none"> • TVMA Executive Board • Regional VMA officers (www.tvmanet.org)
Increase the number of participating shelters in Tennessee that serve as sites for training in shelter operation and animal care.	01-01-09		<ul style="list-style-type: none"> • Sterilization Committee 	B	<ul style="list-style-type: none"> • Shelter survey
Facilitate training in shelter operation and animal care in partnership with ACAT/ THA or other shelter based organizations.	01-01-09		<ul style="list-style-type: none"> • Armstrong 		<ul style="list-style-type: none"> • Education Committee • Sterilization Committee • Legislative

					Committee
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Objective 1.3 *Establish partnerships and collaborations with the majority of community based and private animal welfare organizations throughout the state by June 2009*

Action Steps	Deadline	Done	• Responsible	\$ \$	Resources
Develop a comprehensive statewide list of community based and private animal welfare organizations.	01-01-07		• Jennings	A	• Existing lists
Identify a humane educator in each of the combined statistical areas (CSA's) in Tennessee	03-01-07		• Education Committee –Slemmer	A	• Contact network • Various lists
Collect selected statewide sheltering and spay/neuter program data in TN.	03-01-07 & annually		• Sterilization Committee –Jennings; email, fax –Gordon; phone calls –Baxter; mailings	A	• Shelter survey • Comprehensive list from 1.3.1
Compile and publish statewide sheltering and spay/neuter program data.	03-20-07 & annually		• Sterilization Committee –Weimer	A	• Survey data • CAIT website • CAIT newsletter
Identify teachers who have used Learning to Save Lives (LTSL) and assist in dissemination of the curriculum across the state.	06-01-07		• Education Committee –Slemmer	B	• News Sentinel
Identify and recruit a liaison in each of the (CSA's) of TN, to facilitate communication between CAIT and companion animal organizations.	12-01-07		• Jennings	A	• Contact network • Various lists
Provide conflict management training for appointed liaisons	12-01-08		• Strand	A	• Existing training

					materials
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Goal 2: To reduce the surplus of unwanted cats and dogs in Tennessee.

Objective 2.1 *Identify underserved areas of the state regarding spay/neuter services and explore practical solutions by June 2008.*

Action Steps	Deadline	Done	Responsible	\$\$	Resources
Develop summary information from US Census data on socioeconomic factors by county as a measure of underserved areas	04-01-07		• Jennings	A	• Student worker • Census.gov
Identify licensed vets in each county and counties in which they practice	12-19-07		• Chassy	A	• TN Board of Examiners
Develop resources for animal friendly license plate grant applicants	01-30-08		• Jennings • New	A	• Grant writing workshops
Develop a “Best Practices” packet for small shelters	06-30-08		• Chassy • Jennings	B	• Humane Alliance • National Orgs

Objective 2.2 *Increase numbers of spays/neuter services for low income citizens and other target populations throughout Tennessee by at least 5% per year, beginning in 2008 (using 2007 as a base line).*

Action Steps	Deadline	Done	Responsible	\$\$	Resources
Expand UTCVM spay neuter hotline to include options for residents outside the “Nine County” area.	Revisit 06-30-07		• Jennings • Fundraising Committee		• Current hotline

Establish partnerships with private veterinary practitioners and UTCVM students during externships to offer more spays/neuters of companion animals.	08-01-07		<ul style="list-style-type: none"> • Sterilization Committee –Gordon 	A	<ul style="list-style-type: none"> • TN Board of Examiners list • Dr. Brace's list of currently approved externship sites in TN
Determine a baseline number of spay/neuter surgeries for low income citizens	01-31-08		<ul style="list-style-type: none"> • Sterilization Committee 	A	<ul style="list-style-type: none"> • Shelter survey
Increase the number of spay/neuter surgeries offered by private veterinary practitioners to low income animal owners.	12-31-08		<ul style="list-style-type: none"> • Sterilization Committee 	A	
Work with private practitioners, community-based groups and animal control agencies to increase the number of feral cat spays/neuters	03-01-09		<ul style="list-style-type: none"> • Sterilization Committee • Education Committee <ul style="list-style-type: none"> ○ Pennington ○ Slemmer • Legislative Committee 	A	<ul style="list-style-type: none"> • Feral Fixin' Bureau
Organize spay/neuter clinics based on the Rural Area Veterinary Services (RAVS) model in underserved counties in Tennessee involving UTCVM students, staff and faculty, and private practitioners in those counties.	03-01-10		<ul style="list-style-type: none"> • Sterilization Committee • Fundraising Committee 	D	<ul style="list-style-type: none"> • Tammy Rouse • TN Spay Neuter Mobiles

Objective 2.3 *Facilitate at least 6 sterilization events per year beginning Jan 2007.*

Action Steps	Deadline	Done	Responsible	\$\$	Resources
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Host at least four events to sterilize feral cats.	12-31-07		<ul style="list-style-type: none"> • Sterilization Committee • Fundraising Committee 	D	<ul style="list-style-type: none"> • KFCF • UTCVM working group
Host one spay/neuter day event for dogs of low income citizens and/or animal organizations in the Nine County area.	12-31-07		<ul style="list-style-type: none"> • Sterilization Committee • Fundraising Committee 	D	<ul style="list-style-type: none"> • Purina donations • SpayKnox • Area orgs
Hold a sterilization event in honor of Spay Day Tennessee.	02-28-08 & annually		<ul style="list-style-type: none"> • Sterilization Committee • Fundraising Committee 	C	

Goal 3: To raise awareness of companion animal issues in hopes of motivating people to take action.

Objective: 3.1 Educate youth on responsible stewardship of companion animals in Tennessee annually, beginning with the 2007-08 school year.

Action Steps	Deadline	Done	Responsible	\$\$	Resources
Identify teachers who have used Learning to Save Lives (LTSL) and assist in dissemination of the curriculum across the state.	06-01-07		<ul style="list-style-type: none"> • Education Committee –Slemmer 	B	<ul style="list-style-type: none"> • News Sentinel
Meet with Ag Extension and 4-H leaders to explore potential partnerships and projects to increase awareness among TN farm families about the needs of companion animals.	07-01-07		<ul style="list-style-type: none"> • Education Committee <ul style="list-style-type: none"> ○ New ○ Jennings 	A	<ul style="list-style-type: none"> • UTIA Contact list
Provide quality educational materials that target children in veterinary offices	12-31-07		<ul style="list-style-type: none"> • Education Committee <ul style="list-style-type: none"> ○ Slemmer 	B	<ul style="list-style-type: none"> • Coloring sheets

Develop the K-2 curriculum for the “Learning to Save Lives” series	05-01-08		<ul style="list-style-type: none"> • Jennings, Lively 		<ul style="list-style-type: none"> • Alice Dollar • Anik Vasington
Modify/ expand the “Learning to Save Lives” curriculum for use in 4-H and other youth organizations.	12-31-08		<ul style="list-style-type: none"> • Education Committee 	B	<ul style="list-style-type: none"> • Existing curriculum • Dollar

Objective: 3.2 *Develop a multi-media educational campaign for the general public by December 2009.*

Action Steps	Deadline	Done	Responsible	\$\$	Resources
Develop The Speakers Bureau series of PowerPoint presentations on companion animal topics for use at community events	01-01-07		<ul style="list-style-type: none"> • Education Committee <ul style="list-style-type: none"> ○ Jennings ○ Mahurin 	A	<ul style="list-style-type: none"> • Volunteers • National orgs
Develop and distribute Spay Day Tennessee promotional materials.	02-01-07		<ul style="list-style-type: none"> • Education Committee <ul style="list-style-type: none"> ○ Slemmer 	A	<ul style="list-style-type: none"> • UTCVM IR • UTCVM Media Relations • National Orgs
Develop and distribute 5 Public Service Announcements to area media outlets.	07-01-07		<ul style="list-style-type: none"> • Education Committee <ul style="list-style-type: none"> – Taylor – Pennington 	B	<ul style="list-style-type: none"> • UTCVM IR • Pets 911 • UTCVM Media Relations
Develop a TV series on companion animal issues.	12-31-09		<ul style="list-style-type: none"> • Education Committee <ul style="list-style-type: none"> – Cann – Slemmer – Vlna 	D	<ul style="list-style-type: none"> • Instructional Video

Goal 4: To increase the involvement of the UTCVM students in companion animal welfare initiatives

Objective: 4.1 *Develop a plan to increase learning and community service opportunities for UTCVM students that demonstrate the profession's role in the community by December 2008.*

Action Steps	Deadline	Done	Responsible	\$\$	Resources
Develop shelter medicine externship and volunteer opportunities for UTCVM students.	01-01-08		<ul style="list-style-type: none"> • Dr Brace • Dr DeNovo • Dr New • Jennings 	A	<ul style="list-style-type: none"> • Sterilization survey
Develop and implement a Shelter Medicine elective for UTCVM students.	01-01-08		<ul style="list-style-type: none"> • Dr Brace • Dr DeNovo • Dr New • Jennings 	D	<ul style="list-style-type: none"> • Chassy • Miller • National Orgs • Other CVMs • Assoc Shelter Vets • Yahoo list serves
Increase the number of approved participating shelters in Tennessee that serve as sites for shelter medicine externships.	01-01-08		Sterilization Committee	A	<ul style="list-style-type: none"> • Sterilization survey • Dr Brace's list of approved shelters

Objective: 4.2 *Develop demonstration projects aimed at promoting companion animal health that also protect the human population from animal-borne diseases by January 2010.*

Action Steps	Deadline	Done	Responsible	\$\$	Resources
Evaluate participating in Homeless Connect to determine needs of companion animals of homeless individuals that are not being met.	09-01-07		<ul style="list-style-type: none"> • Dr New • Teri-Lee James 	A	<ul style="list-style-type: none"> • Existing programs • Medical and related literature

Evaluate impact of Feral Fixin' events on feral cat populations	01-01-08		<ul style="list-style-type: none"> • Dr New • Jennings • Lisa Muller 	A	<ul style="list-style-type: none"> • Data collected at events • Caretaker observations
Design a system to assist in intervention of multiple animal cruelty or neglect situations (e.g. hoarding)	01-01-10		<ul style="list-style-type: none"> • CVM Department Heads • Jennings 	A	<ul style="list-style-type: none"> • ICS- DART • HSUS • Gary P.

Goal 5: To become financially self sustaining through the generation of funding from extra mural sources.

Objective: 5.1 *Achieve long term financial sustainability and project possible growth by June 2011.*

Action Steps	Deadline	Done	Responsible	\$	Resources
Secure from CAIT committees project descriptions and associated budget estimates in a format that can be readily used by UTCVM Development Office	04-01-07 & annually		<ul style="list-style-type: none"> • Fundraising Committee • Tedford 		<ul style="list-style-type: none"> • Claire E. • Committee Chairs
Identify potential external sources of funding for programmatic expenses and administrative expenses.	07-01-07 & annually		<ul style="list-style-type: none"> • Fundraising Committee • Tedford 		<ul style="list-style-type: none"> • National orgs
Prepare and submit proposals	08-01-07 & as needed		<ul style="list-style-type: none"> • Fundraising Committee • Tedford • New • Jennings 		<ul style="list-style-type: none"> • Claire • Hampstead

