

Shy Dogs: How Your Organization Trains Staff and Volunteers

Wednesday, February 24, 2016



Maddie's Institute

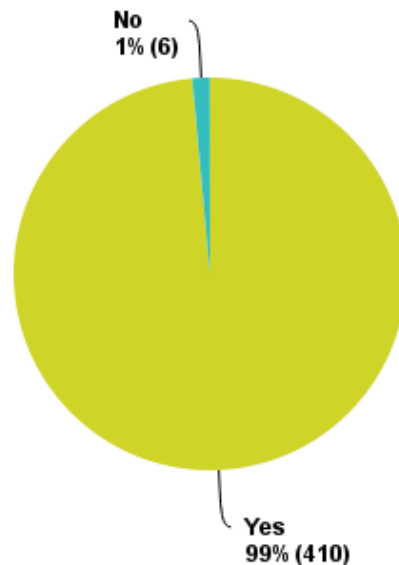
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Q1: Have you been an employee or volunteer for a shelter, rescue group, or animal welfare organization?



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Answered: 416 Skipped: 0



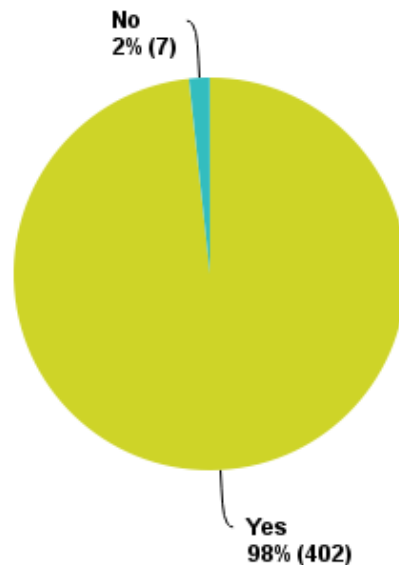
Answer Choices	Responses	
Yes	99%	410
No	1%	6
Total		416

Q2: Does your organization take in dogs with the aim of finding them homes?



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Answered: 409 Skipped: 7



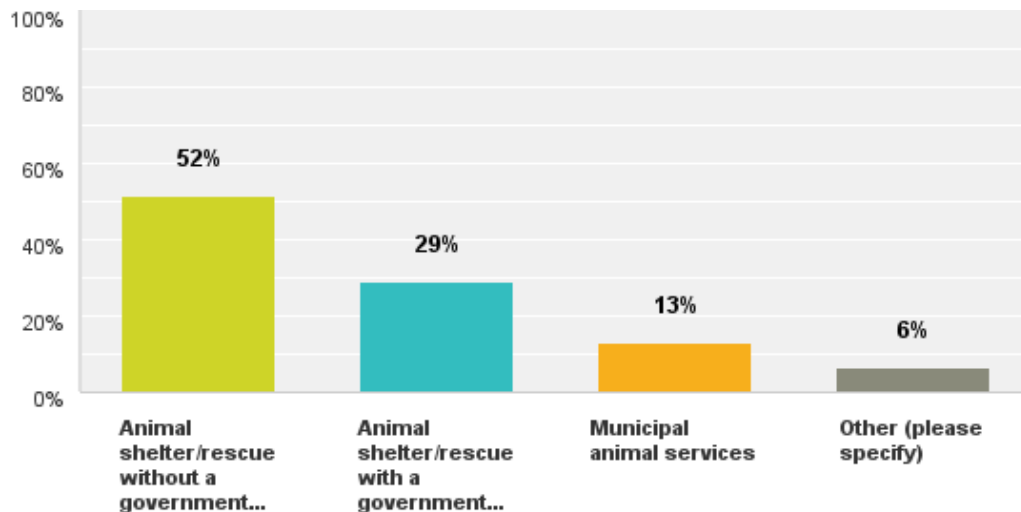
Answer Choices	Responses	
Yes	98%	402
No	2%	7
Total		409

Q5: Which best describes your organization?

Answered: 357 Skipped: 59



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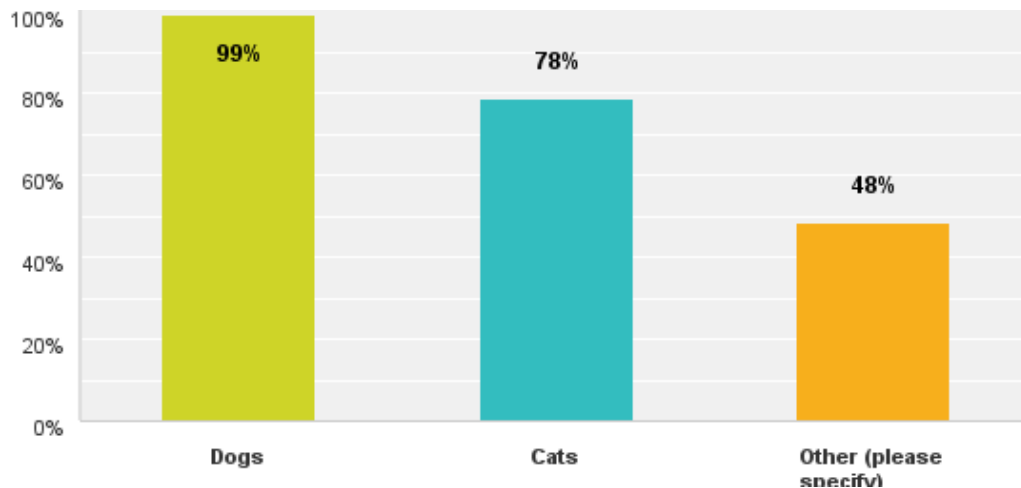
Answer Choices	Responses
Animal shelter/rescue without a government contract	52% 184
Animal shelter/rescue with a government contract (i.e., animal control or housing services)	29% 103
Municipal animal services	13% 47
Other (please specify)	6% 23
Total	357

Q6: Check all that apply. What types of pets does your organization assist?



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Answered: 357 Skipped: 59



Answer Choices	Responses	
Dogs	99%	354
Cats	78%	280
Other (please specify)	48%	173
Total Respondents: 357		

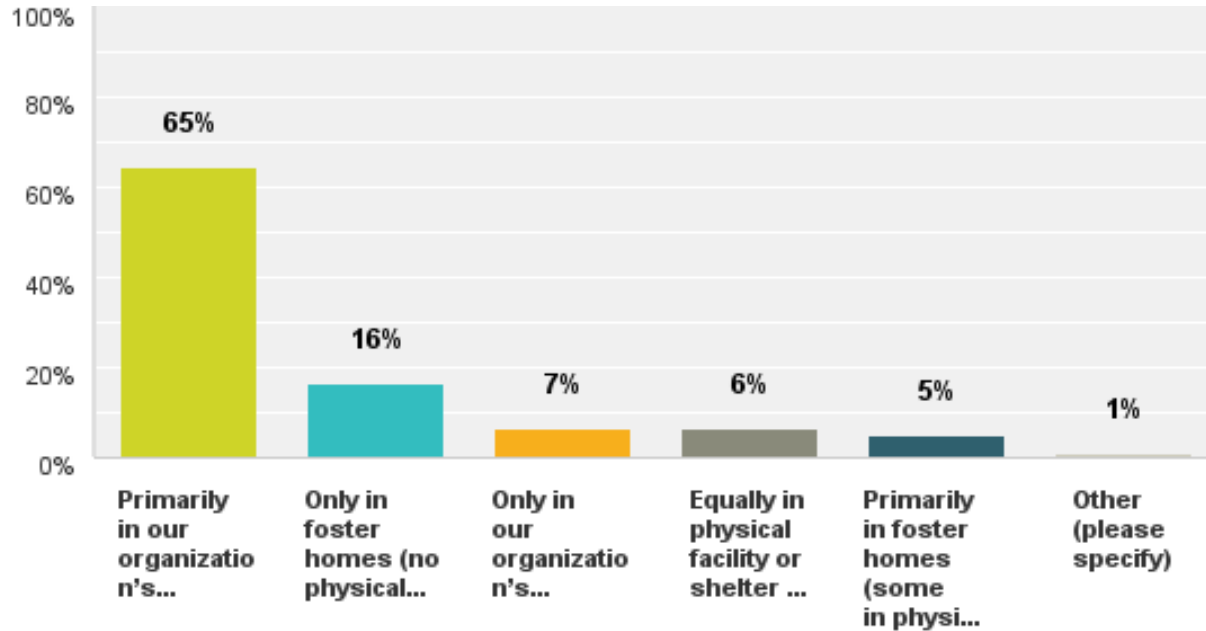
Q7: Where does your organization house dogs?

Answered: 357 Skipped: 59



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Q7: Continued.



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Answer Choices	Responses	
Primarily in our organization's physical facility or shelter (some foster care)	65%	230
Only in foster homes (no physical facility or shelter)	16%	58
Only in our organization's physical facility or shelter (no foster care)	7%	24
Equally in physical facility or shelter and foster homes	6%	23
Primarily in foster homes (some in physical facility or shelter)	5%	17
Other (please specify)	1%	4
Total		356

Other (please specify):

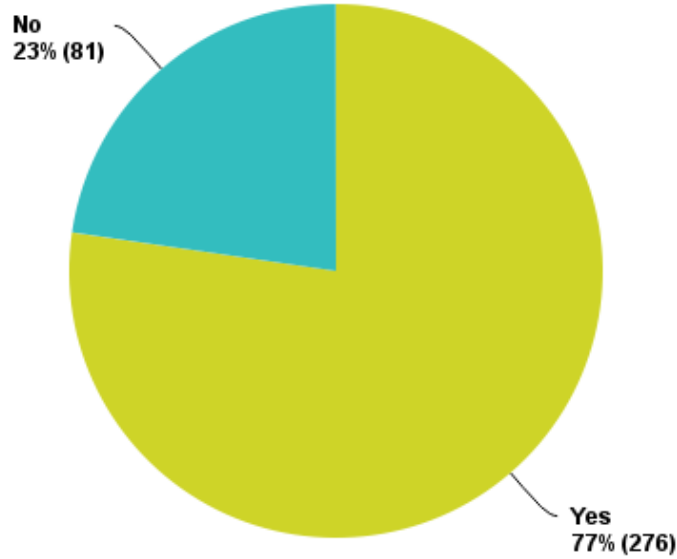
- A women's prison
- PetSmart houses some cats for adoption
- Primarily in the Shelter (dogs not yet ready for adoption) and in our Adoption Center (dogs that are ready for adoption), with some in foster homes.
- foster homes and boarding when no fosters are available.

Q8: Does your organization have paid staff?

Answered: 357 Skipped: 59



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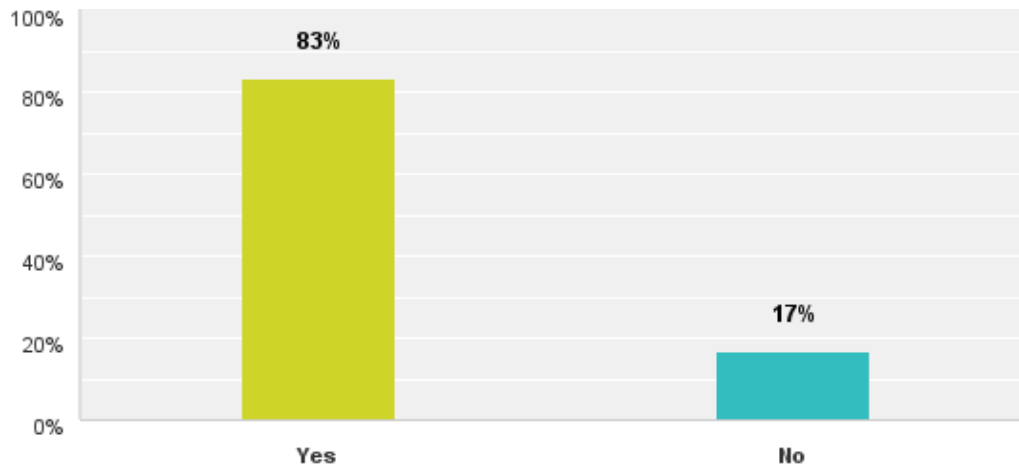
Answer Choices	Responses	
Yes	77%	276
No	23%	81
Total		357

Q9: Does your organization train staff about dog body language?



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Answered: 276 Skipped: 140



Answer Choices	Responses	
Yes	83%	216
No	17%	43
Total		259



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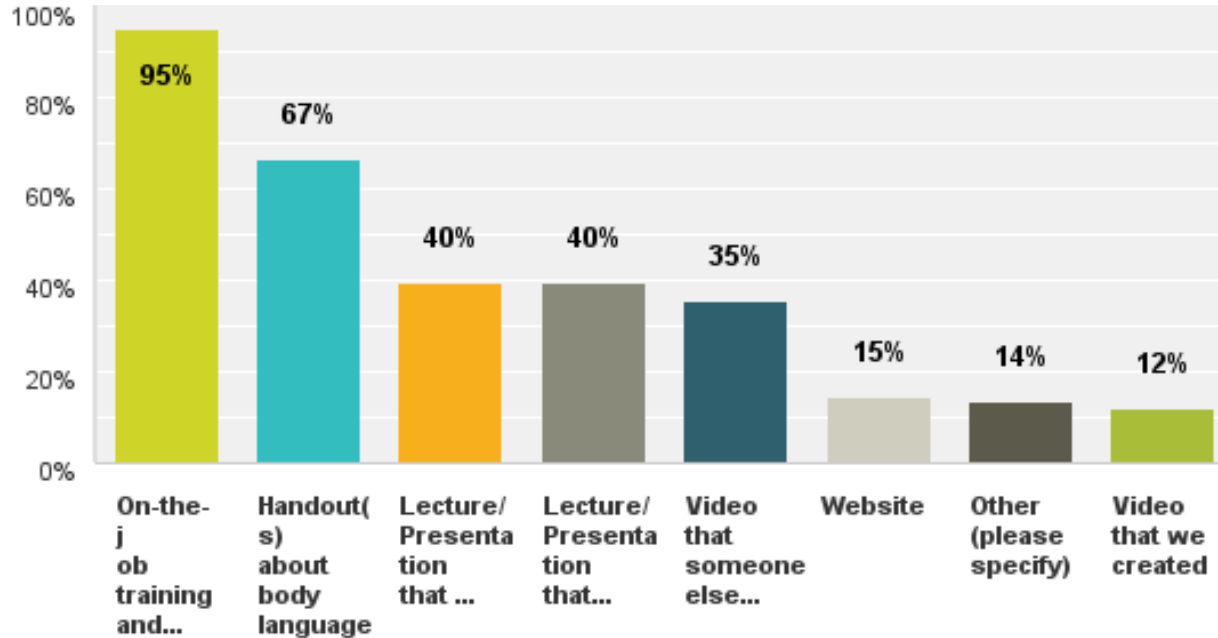
Staff Training

Q10: Please check all that apply. How are *staff* trained about dog body language?



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Answered: 204 Skipped: 212



Q10: Continued.



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Answer Choices	Responses	
On-the-job training and during interactions with dogs	95%	194
Handout(s) about body language	67%	136
Lecture/Presentation that we created	40%	81
Lecture/Presentation that someone else created	40%	81
Video that someone else created	35%	72
Website	15%	30
Other (please specify)	14%	28
Video that we created	12%	24
Total Respondents: 204		

Q10: Continued.

Showing 9 words and phrases



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Training Seminars Staff Videos Trainer Books
Professionals Meetings Dogs Playing for Life

Other (please specify):

- Books about dog language
- Discussion at weekly team meetings
- Dog trainer
- Dogs playing for life 2 day program in house
- Dogs Playing for Life, Aimee Sadler
- Dr Sophia Yin, youtube videos
- external training from behavior professionals
- Guest presenters doing hands on demonstrations
- had Behaviorist in to train us
- It is expected that a person hired for a staff position already has good knowledge of dog body language.
- Learning Dog COnference
- Mike Norris, dog trainer instructs staff and new owners.
- NACA
- one-on-one training with CPDT
- ongoing classes with our certified trainer
- on-site professional trainer teaches staff
- Seminars
- Trainer works with staff and volunteers
- Trainers coming in and working directly with staff.
- training from certified professional Dog Trainer / Behaviorist
- Visiting professionals
- We have a program manager who trains the inmates. She uses a variety of videos, class sessions, and one-on-one meetings with inmates
- We have trainers that come in for seminars and training
- Webinars and Enrichments

Q11: Please list the names and/or weblinks of any resources that you find particularly valuable related to this subject (e.g., ASPCAPro webinar, dog body language).



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Showing 14 words and phrases

Resources Bennett Maddies Fund Friends Animal Society
Sophia Yin ACT ASPCA
SAFER Dogs HSUS Webinars Involved
Video Training

Response:

- "The Language of Dogs" video
- acpcapro, center for shelter dogs, maddies fund
- ACT
- ACT Body Postures, ASPCAPro webinars, Brenda Aloff books, Sue Sternberg videos
- Animal Farm
- ASPCA Pro webinars
- ASPCA behavior page and webinars
- ASPCA Behavioral Rehab Center; Pia Silvani, Trainer
- ASPCA dog body language handout
- ASPCA Pro and Karen Pryor Clicker training
- ASPCA Pro webinar, body language
- ASPCA pro website
- ASPCA Pro, Dr. Yin
- ASPCA Pro, Sophia Yin, Doggone Safe, Karen Pryor



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- ASPCA Pro, Youtube Video " Guide to Dog Body Language", Dr. Sophia Yin, Language of Fear, Sarah Kalnajs, Brenda Aloff, Illustrated Guide to Dog Body Language
- ASPCA, Center for Shelter Dogs
- ASPCA, HSUS
- ASPCA, HSUS, all leading behaviorist webinars, seminars
- ASPCA, HSV
- ASPCA, Petfinder webinars, Petfinder Seminars
- ASPCApro and SAFER
- ASPCAPro Webinar - dog communication, dog body language; Dr. Sophia Yin - dog body language handouts and cartoon pictures
- ASPCAPro webinar on body language, ASPCA dog body language handout
- ASPCAPro webinar, dog and cat body language; Calming Signals DVD; Lilly chin and Dr. Sophia yin posters
- ASPCAPro Webinars and Karen Pryor behavior classes.
- ASPCAPro webinars, Dogs playing for life manual and website
- ASPCAPro; Outside professionals coming in to train us; Conferences
- ASPCAPro, "Canine Body Language" book (Aloff)
- ASPCAPro, ACT
- ASPCAPro, Best Friends Pet Care Library, Sue Sternberg Train to Adopt
- ASPCAPro, Center for Shelter Dogs, Dr. Sophia Yin
- ASPCAPro, center for shelter dogs, Language of Dogs video, Dr. Sophia Yin
- ASPCAPro, doggonese.com, Dr. Sara Bennett who evaluates and treats or behavior concerns
- ASPCAPro, HSUS, Animal Sheltering
- ASPCApro, Maddies Fund, Youtube videos/webinars
- ASPCApro, Maddies, American Humane
- ASPCAPro, Sophia Yin
- ASPCApro, SophiaYin.com, Patriciamcconnell.com
- ASPCAPro, The Center for Shelter dogs
- ASPCAPro, various CDs
- ASPCApro, webinars, powerpoint (What is your dog saying? What is your cat saying?), trainers that we have had in the shelter or heard at conferences
- Best Friends Animal Society Resources, ASPCAPro
- Best Friends Animal Society, Maddie's Fund
- Body language by blue dog production; Claudeen McAullife; Best Friends
- Body language handouts from ASPCA
- Calming Signals video
- Calming Signals, Our trainer created materials, ASPCAPro resources, Sophia Yin resources
- Center for shelter dogs; Language of Dogs video
- Center for Shelter Dogs, Lili Chin's cartoons!



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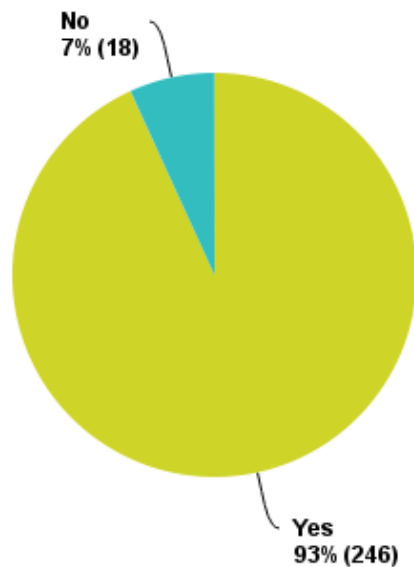
- Debby Jacobs, Fearful Dog; Me, I work a lot with fearful dogs.
- Demos using You tube; ASPCAPro webinars (SAFER training video); Centre for Shelter dogs videos
- Dog Body Language 101 & 201
- Dog course given by Robin Bennett, Susan Briggs; Knowing Dogs 101 and the Language of Dogs 201, workbooks and DVDs
- Dogs Out Loud; Best Friends; Mallocca Force Free Training
- Dogs Playing for Life
- Dr. Sophia Yin handouts; video from Sue Sternberg including her dog park videos; several book
- Dr. Sophia Yin, ASPCAPro, Safer test,
- Dr. Yin
- familydog.com
- Fearfuldogs.com; ASPCA
- <http://aspcapro.org/webinar/2012-04-19-040000/canine-body-language>; <http://aspcapro.org/webinar/2013-04-02-190000/feline-communication>
- <http://www.centerforshelterdogs.org/Home/DogBehavior/ProblemsandManagement/FearofPeople.aspx>
- <http://www.liamjperkfoundation.org/talk.html>
- <https://www.sfspca.org/behavior-training/dog-behavior-resources>; <http://hubpages.com/@alexadry>; <http://fearfuldogs.com/>; <http://www.nicolewilde.com>; http://drsophiayin.com/resources/dog_behavior
- Maddie's Fund Webinars, Center for Shelter Dogs and ASPCA Pro
- Maddie's Fund, Dogs for Life, ASPCA pro, Canine Behavior Center (MA)
- maddies fund, Oklahoma Vet Board
- Nick Clark Professional Dog Trainer
- Open Paws
- SAFER
- Sophia Yin Handouts; Aspcapro webinars; Center for Shelter dogs Fear of People handouts and videos
- Sophia Yin, ASPCA behavior articles (although many of them have been removed with the recent update), www.fearfuldogs.com, Cautious Canine by Patricia McConnell, and A Guide to Living with and Training a Fearful Dog by Debbie Jacobs.
- Sophia Yin's videos
- Sue Sternberg, ASPCA, Dr. Sophia Yin
- The Language of Dogs DVD
- The Language of Dogs; ASPCAPro Webinar canine communication series
- TheGoodDogWay; Our founder, Debin
- Various webinars, resources found by our behavior department.
- WebEx. Trish king
- Webinars from ASPCAPro, Maddie's, Sophia Yin, Patricia McConnell
- whole dog training
- Zoom Room; Doggone Safe; Family Dog

Q12: Are you interested in recommendations for how to train *staff* in this subject?



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Answered: 264 Skipped: 152



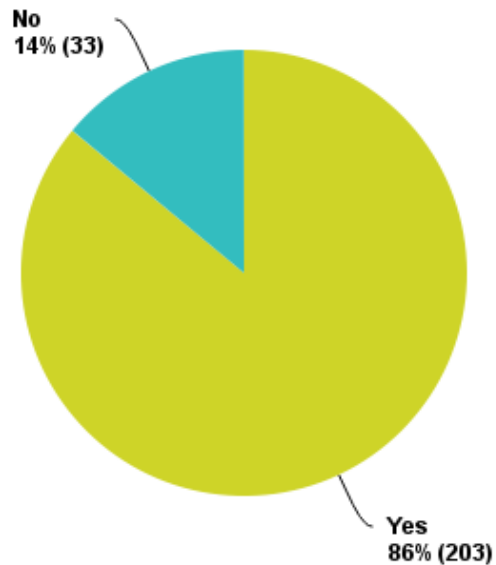
Answer Choices	Responses	
Yes	93%	246
No	7%	18
Total		264

Q13: Does your organization train *staff* about safety/preventing dog bites?



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Answered: 262 Skipped: 154



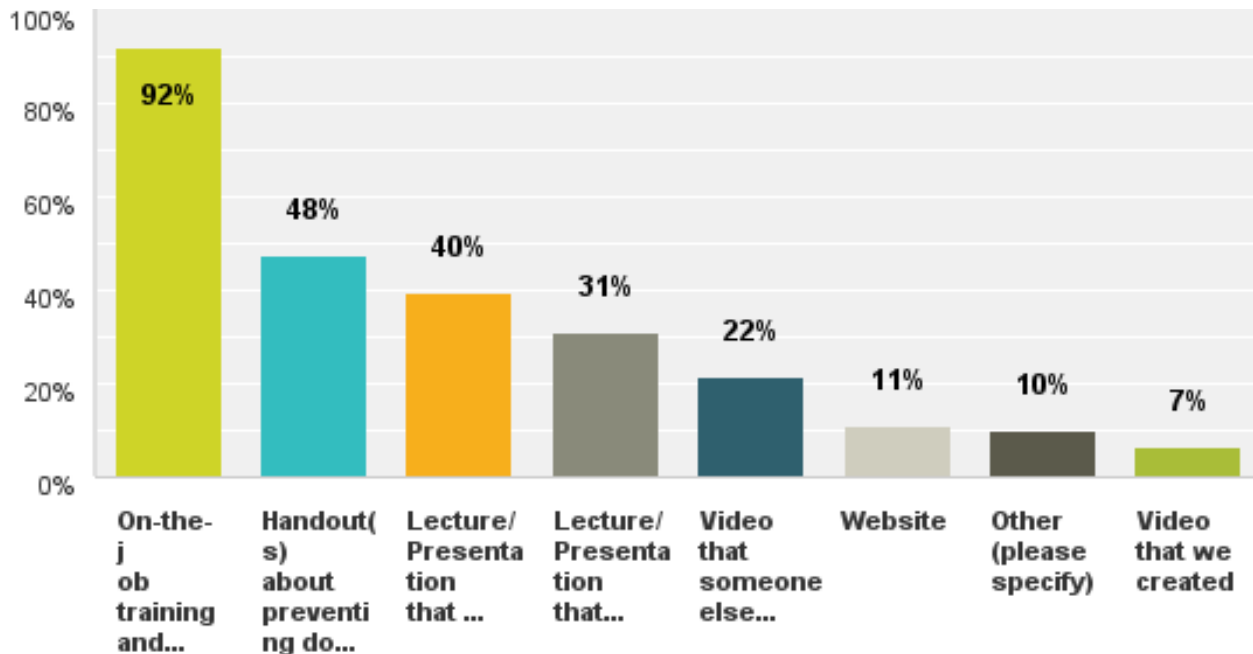
Answer Choices	Responses	
Yes	86%	203
No	14%	33
Total		236

Q14: Please check all that apply. How are *staff* trained about safety/preventing dog bites?



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Answered: 200 Skipped: 216



Q14: Continued.



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Answer Choices	Responses	
On-the-job training and during interactions with dogs	92%	184
Handout(s) about preventing dog bites	48%	95
Lecture/Presentation that we created	40%	79
Lecture/Presentation that someone else created	31%	62
Video that someone else created	22%	43
Website	11%	22
Other (please specify)	10%	20
Video that we created	7%	13
Total Respondents: 200		

Q14: Continued.



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Other (please specify):

- ACT
- aspca and other e-mail newsletters
- conferences
- Direction from Kennel manager and Exec. Director
- Discussion at weekly staff meetings, communications on our Employee Group FB page
- Dunbar
- During training for play groups.
- Guest presenters
- in house certified trainer
- Learning DOg Conference
- Mike Norris, dog trainer individually instructs staff
- No presentation, but we do talk to new volunteers about this
- One on one safety and handling theory and practice
- one-on-one training with CPDT
- Professional on hand
- Seminars
- Through Conversations
- went to a training seminar
- Working directly with trainers.

Q15: Please list the names and/or web links of any resources that you find particularly valuable related to this subject.



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Answered: 49

Skipped: 367

Showing 9 words and phrases

Video Training **Sophia Yin** Friends Animal Society
ASPCA Pro Body Language **Maddies**
Sternberg **Behavior Assessments**

Q15: Continued.



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Response Text

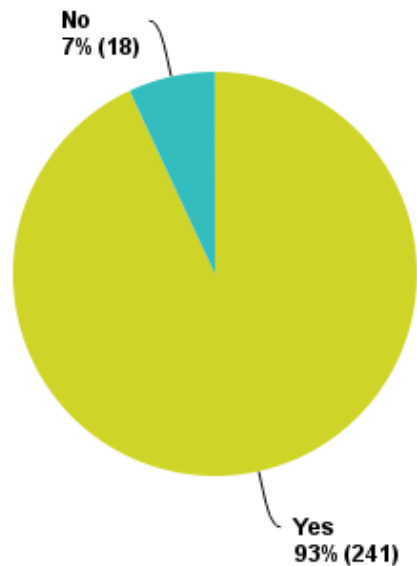
- ASPCA pro webinars
- ASPCA pro website
- ASPCA, HSVMA
- ASPCA, Petfinder
- ASPCAPro Defensive Handling
- ASPCApro, American Humane, Maddies
- Aspcapro, maddies fund, Youtube
- Best Friends Animal Society
- Boo boo
- Dog aggression video by sue Sternberg
- Doggone Safe
- http://drsophiayin.com/videos/entry/why_dogs_bite1; <https://www.avma.org/public/Pages/Teaching-children-about-dog-bite-prevention.aspx>; <http://www.doggonessafe.com/>
- <http://imnotamonster.org/any-dog-can-bite/>
- http://leerburg.com/flix/player.php/893/How_to_Break_up_a_Dog_Fight
- Humane Guidelines and Training Program for Dogs in Shelters, Handout on Dog Body Language
- Jim Crosby associated materials
- maddies fund, Oklahoma animal control assn. NACA
- Maddiesfund, aspcapro, centerforshelterdogs
- Mallacore Force Free Training; Dogs Out Loud; Best Friends
- Nick Clark Dog Trainer
- Robin Bennett and Susan Briggs
- Sophia Yin and Ian Dunbar
- Sophia Yin Low Stress Handling, any body language information to get a better read on the dog
- Sophia Yin, the Language of Dogs video,
- Sophia Yin, Victoria Stilwell
- TheGoodDogWay; Maddie's Institute; Our Founder, Debin
- Various, resources found through our behavior department. Behavior assessments to identify animals most likely to bite.
- We use DVDs for new staff and volunteers that are mandatory and we have brought in Trish King to train us and we have sent two staff to her academy

Q16: Are you interested in recommendations for how to train *staff* about this subject?



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Answered: 259 Skipped: 157



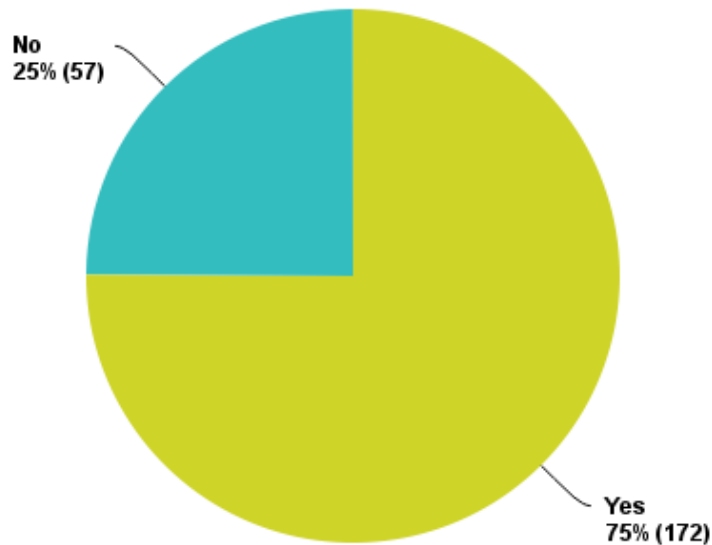
Answer Choices	Responses	
Yes	93%	241
No	7%	18
Total		259

Q17: Does your organization train *staff* about reducing fearful and shy behavior in dogs?



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Answered: 258 Skipped: 158



Answer Choices	Responses	
Yes	75%	172
No	25%	57
Total		229

Q18: Please check all that apply.

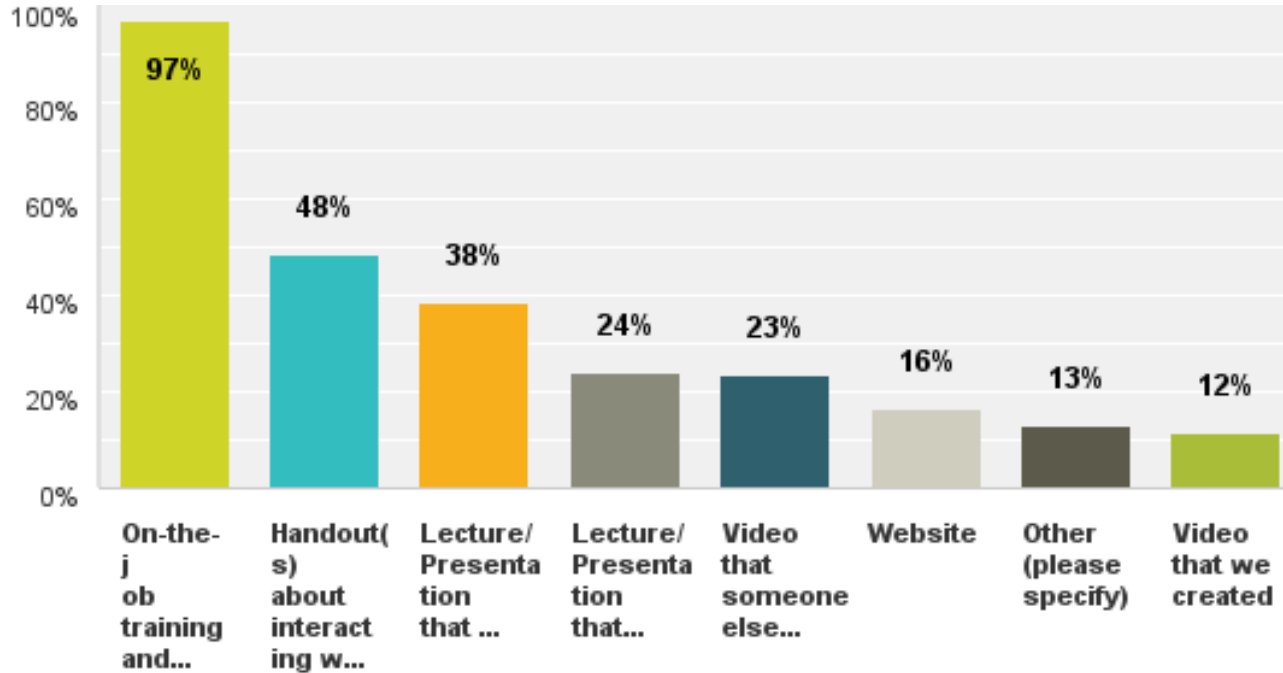
How are *staff* trained about reducing fearful and shy dog behavior?



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Answered: 172 Skipped: 244



Q18: Continued.



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Answer Choices	Responses	
On-the-job training and during interactions with shy dogs	97%	167
Handout(s) about interacting with shy dogs	48%	83
Lecture/Presentation that we created	38%	66
Lecture/Presentation that someone else created	24%	41
Video that someone else created	23%	40
Website	16%	28
Other (please specify)	13%	22
Video that we created	12%	20
Total Respondents: 172		

Q18: Continued.



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Other (please specify):

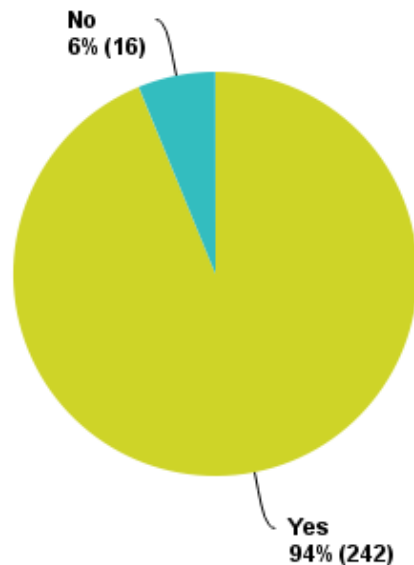
- ASPCAPro
- aspcapro, hsus, sophia yin, nicole wilde
- Books - mainly for behavior staff
- Books that staff can check out-e.g.Patricia McConnell-Cautious Canine
- By working with local trainers and behaviorists.
- Canine behavior consultant on staff
- Certified trainer
- Certified Trainer/ Behaviorist
- Classes at conferences
- Debbie Jacobs fearful dogs facebook group <https://www.facebook.com/groups/fearfuldogs/>
- Discussion at weekly team training
- Dog trainer
- Guest presenters
- In one of our six shelters we have an at home room and volunteers take shy dogs in there and work with them out of the kennel environment. It has really helped get those dogs adopted.
- Learning Dog COnference
- Mike Norris, again, main person to teach.
- Our behavior (staff) manager has trained several volunteers to teach a 1.5 hour class in body language and general tips for handling scared dogs in the shelter. It is mandatory before handling dogs with orange collars (scared dogs). We also have a scared dog team (BOO Dawgz) of volunteers who do ongoing training for volunteers who want to work with scared dogs and fosters of scared dogs as well as behavior staff who work with dogs in the shelter and provide support for fosters and adopters as well. We intend to make additional videos for fosters and adopters.
- Our behavior department evaluates and creates plans for individual dogs.
- Same as above
- Training with our Dog Kennel Enrichment Program and Dog Behavior Team
- We have a Dog Behaviorist working with our Volunteers
- We have shy dog classes that volunteers sit with them and other dogs so they are comfortable and not stressed out.

Q20: Are you interested in recommendations for how to train *staff* about this subject?



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Answered: 258 Skipped: 158



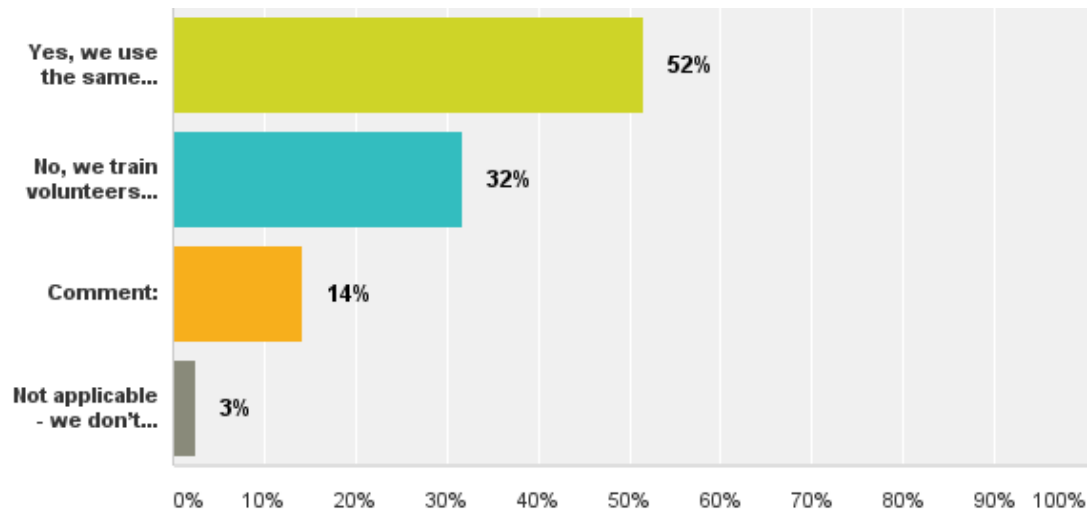
Answer Choices	Responses	
Yes	94%	242
No	6%	16
Total		258

Q21: Do you use the same training protocols and materials for staff vs. volunteers?



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Answered: 258 Skipped: 158



Answer Choices	Responses
Yes, we use the same training materials for both groups.	52% 124
No, we train volunteers differently than we train staff.	32% 76
Comment:	14% 34
Not applicable - we don't utilize volunteers.	3% 6
Total	240

Q21: Continued.



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Comment:

- Actually staff is trained by management and on the job. Our Volunteers are trained by a volunteer program that we have in place where we pay a Dog behaviorist for this training
- Both groups get similar trainings but modified depending on what they are allowed to do
- Don't do enough to train volunteers yet re: shy dogs
- Employees are trained on the job. Volunteers attend a structured orientation.
- Generally do not have volunteers interact with animals if there is a possibility of them getting bit
- It's hit or miss, no specific policy in effect or knowledgeable staff
- It's hit or miss, no specific policy in effect or knowledgeable staff
- Mike speaks individually to volunteers re: dog behavior.
- Only 1 paid staff (the ED)
- Orient volunteers; no further training; no formal staff training other than for Officers
- Shelter employee's handled separately than volunteers.
- Some of the same materials overlap, but others we focus on just staff.
- Some of the same, but less in-depth for volunteers. Volunteers learn about the areas they are interested in.
- Some staff receives more in depth training
- Some the same, some different
- staff have been local PD. Shape and make up of organization has changed. Is a private/org with city connections.
- staff train the volunteers
- Staff training protocols include information for staff-only procedures, and for dogs volunteers aren't permitted to handle
- Training process is a bit different with staff/volunteers, but the content is essentially the same.
- Volunteers are not handling the dog until they are suitable for adoption, so staff are handling the more fearful ones.
- Volunteers nor staff receive training materials or training protocols besides verbal 'pass-down' communication
- Volunteers receive one initial group orientation only
- Volunteers work with local trainers.
- we currently have not sent volunteers to external training, we have varying levels of volunteers and will only allow volunteers with more training to handle specific dogs (ie fearful, reactive, etc)
- We do the same training for both groups but our volunteers do more hands on work with our shy dogs
- We have a paid professional, three professional volunteers, one knowledgeable non-professional, and inmates. We don't train volunteers, but we all help train inmates.
- We have different level of volunteers and depending on training depends on what dogs with issues they work with - we have an improving adoptability program for our volunteers
- We have volunteers filling different roles and only some are specially trained/allowed to work with our severely fearful dogs.
- We try to be consistent, but with so many volunteers and the lack of a volunteer coordinator, we cannot guarantee that information and training is delivered consistently.
- We use a scaled down explanation for volunteers because we don't have many long-term volunteers-usually have them ignore shy dogs and interact with others, utilize them for hand-feeding and target work, reading to dogs
- We use similar materials tailored to their roles
- We would like to but currently there is only volunteer training
- Yes for safety and handling but vols do not assess temp



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Volunteer Training

Q22: Does your organization have a program for training *volunteers* about dog body language?



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Answered: 209 Skipped: 207



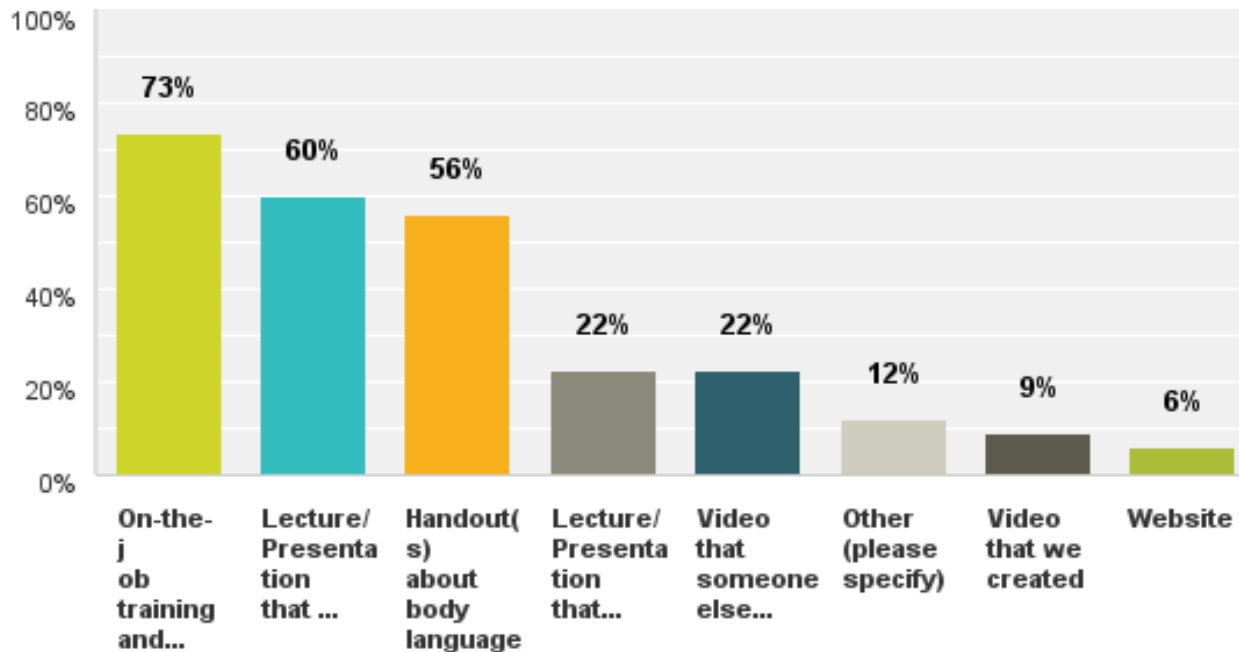
Answer Choices	Responses	
Yes	53%	101
No	47%	88
Total		189

Q23: Please check all that apply. How are *volunteers* trained about dog body language?

Answered: 98 Skipped: 318



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Q23: Continued.



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Answer Choices	Responses	
On-the-job training and during interactions with dogs	73%	72
Lecture/Presentation that we created	60%	59
Handout(s) about body language	56%	55
Lecture/Presentation that someone else created	22%	22
Video that someone else created	22%	22
Other (please specify)	12%	12
Video that we created	9%	9
Website	6%	6
Total Respondents: 98		

Other (please specify):

- A Sound Beginning training Program
- Coaching by other skilled volunteers
- DOG TRAINERS WHO VOLUNTEER AT THE SHELTER
- on-site professional trainer sometimes works with volunteers
- Play group training. We have one shy dog room at one shelter that is volunteer run.
- rescue has a trainer who gives techniques and training on an individual basis
- Trainer from Cape Fear Dog Training Club conducts a class
- Visiting trainers
- We also continue training with volunteers as they progress with the behavior department
- work directly with a certified behaviorist

Q24: Please list the names and/or web links of any resources that you find particularly valuable related to this subject.



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Answered: 31

Skipped: 385

Showing 5 words and phrases

Sophia Yin Videos ASPCA PRO Body Language Language of Dogs

Response:

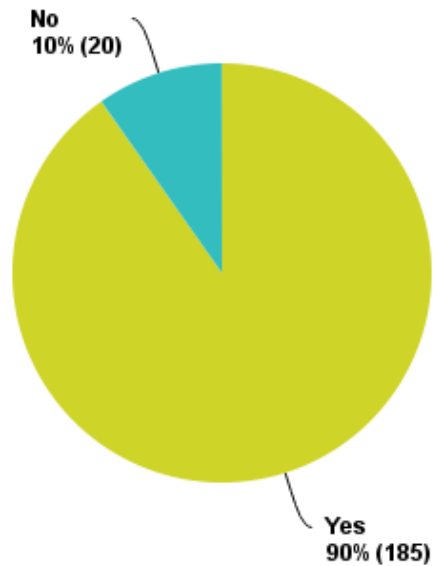
- "The Language of Dogs"
- ACT videos
- ASPCA PRO and Karen Pryor
- ASPCA pro website
- ASPCAPro, AVSAB, Center for Shelter Dogs, Sophia Yin, The Language of Dogs videos
- ASPCAPro, Dr. Sophia Yin
- Canine Body Language - a photographic guide; On Talking Terms Calming Signals - Turid Rugaas; The other end of the leash and Lost in Translation - Patricia McConnell
- Center for Shelter Dogs, ASPCA Pro
- Dr Sophia Yin, Low Stress Handling and Restraint, Brenda Aloff, Stanley Coren How to Speak Dog
- For our volunteers who want extra training to work with our more challenging dogs we require they watch Sarah Kalnaj's Language of Dogs
- Greyhounds for Dummies Book
- hssv.org
- <http://asoundbeginningprogram.com/>
- http://hssv.convio.net/site/DocServer/Body_language.pdf?docID=3150
- <http://pets-lovers.net/how-to-read-your-dogs-body-language/>
- Pat Hastings; Ian Dunbar etc..
- Sophia Yin, Dumb Friends League, Aspca Pro, HSUS
- Sophia Yin's shy/fearful/anxious dog body language poster
- vspn.org
- Wolf Park's Ethogram for body language; Turid Rugas Calming Signals

Q25: Are you interested in recommendations for how to train *volunteers* about this subject?



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Answered: 205 Skipped: 211



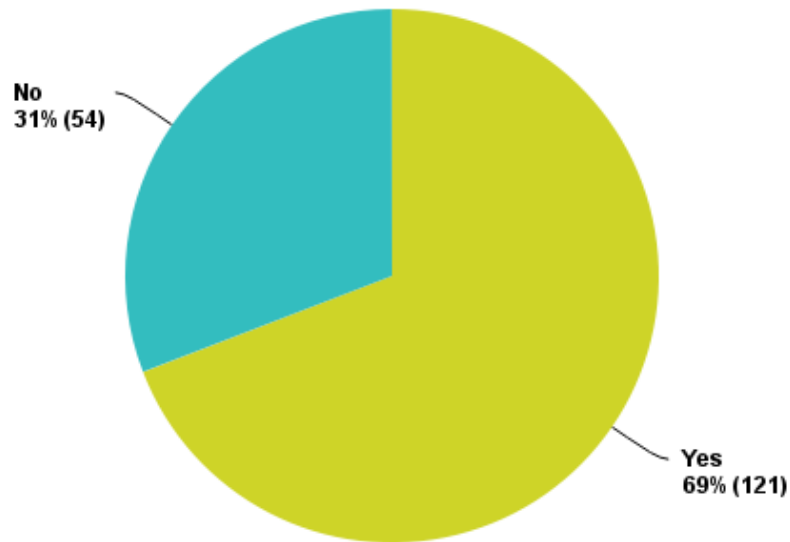
Answer Choices	Responses	
Yes	90%	185
No	10%	20
Total		205

Q26: Does your organization train *volunteers* about safety/preventing dog bites?



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Answered: 205 Skipped: 211



Answer Choices	Responses	
Yes	69%	121
No	31%	54
Total		175

Q27: Please check all that apply.

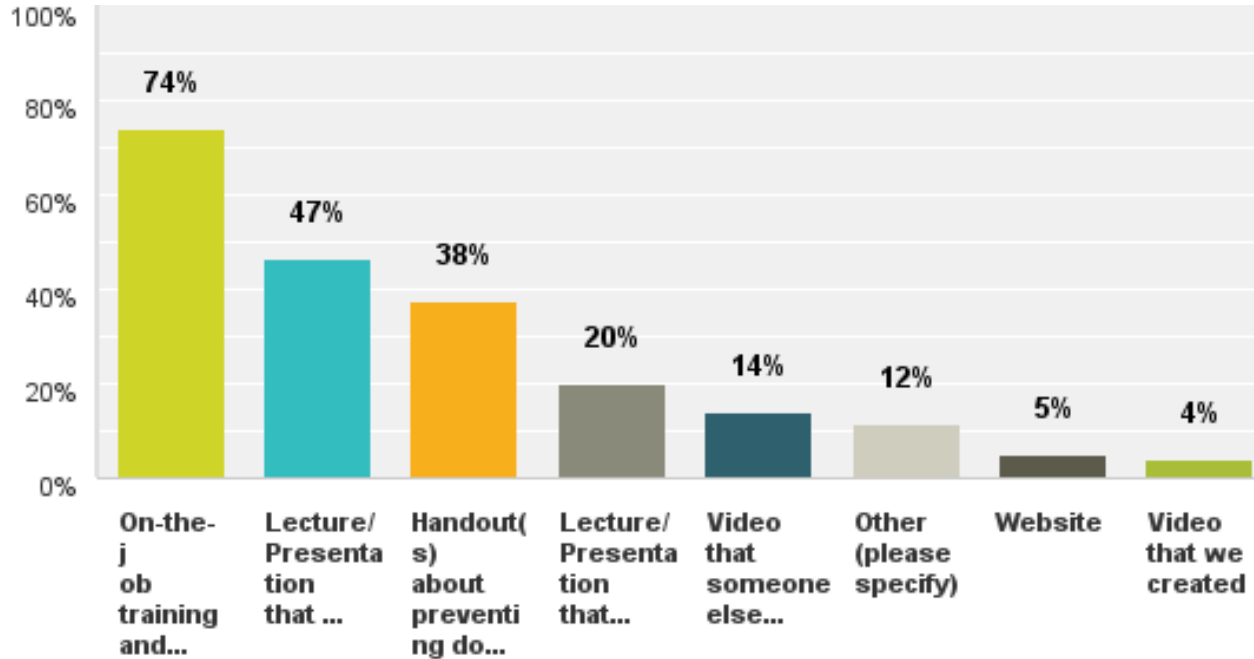
How are *volunteers* trained about safety/preventing dog bites?



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Answered: 120 Skipped: 296



Q27: Continued.



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Answer Choices	Responses	
On-the-job training and during interactions with dogs	74%	89
Lecture/Presentation that we created	47%	56
Handout(s) about preventing dog bites	38%	45
Lecture/Presentation that someone else created	20%	24
Video that someone else created	14%	17
Other (please specify)	12%	14
Website	5%	6
Video that we created	4%	5
Total Respondents: 120		

Other (please specify):

- A Sound Beginning training
- basic volunteer orientation lecture
- cape fear dog training club trainer
- DOG TRAINER VOLUNTEERS
- Guest presenters
- handbook on website
- Made a bpk tj\hat goes with every dog filled with information about different situations
- One on one discussions and observations on site
- One on one training with trainer, hand outs and discussions while at the adoption events
- One-on-one discussion and guidance
- Our Dog Behaviorist
- Personal coaching by other skilled volunteers
- We have a behaviorist that our careers can access and a forum where people can post questions

Q28: Please list the names and/or web links of any resources that you find particularly valuable related to this subject.



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Answered: 23

Skipped: 393

Response:

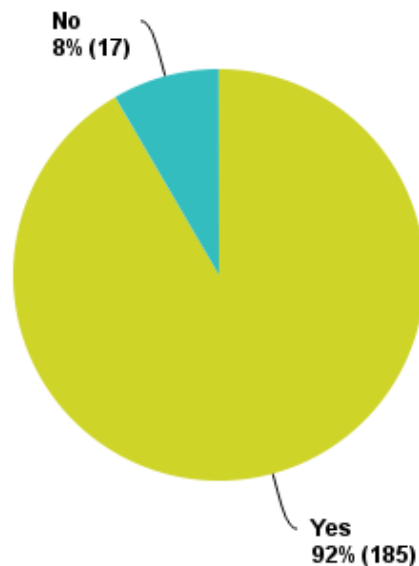
- ASPCA Pro
- ASPCAPro, Dr. Sophia Yin
- DogGoneSafe; Dr. Sophia Yin; Dr Patricia Mcconnell books
- Doggonessafe.org
- For our volunteers interested in working with our more challenging dogs, we require they watch Sue Sternberg's Defensive Handling DVD. Unfortunately, this DVD has gone out of print, so eventually we will need to replace our lending copies with something else.
- <http://asoundbeginningprogram.com/>
- http://drsophiayin.com/videos/entry/why_dogs_bite1; <http://drsophiayin.com/blog/entry/free-dog-bite-prevention-week-resources>
- maddies fund, acpcapro, center for shelter dogs
- The Language of Dogs, ASPCAPro

Q29: Are you interested in recommendations for how to train *volunteers* about this subject?



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Answered: 202 Skipped: 214



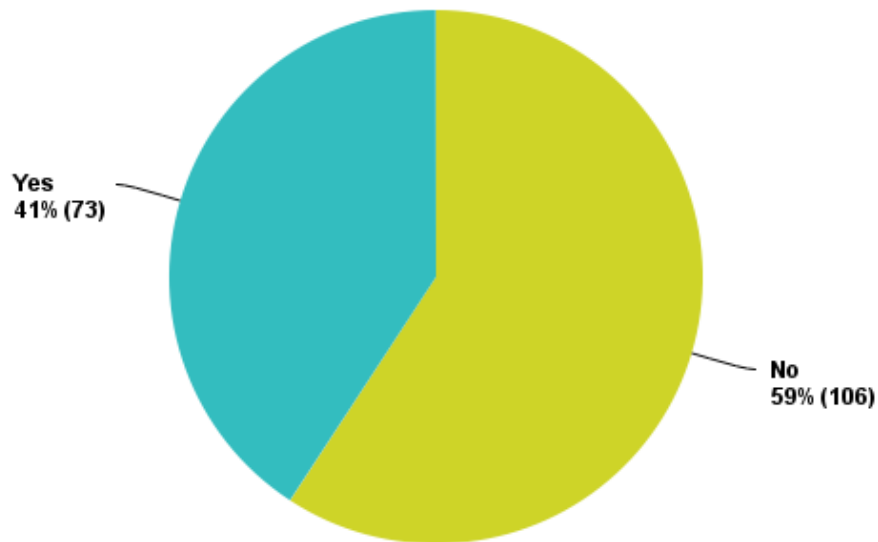
Answer Choices	Responses	
Yes	92%	185
No	8%	17
Total		202

Q30: Does your organization have a program for training *volunteers* about reducing fearful and shy behavior in dogs?



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Answered: 201 Skipped: 215



Answer Choices	Responses	
No	59%	106
Yes	41%	73
Total		179

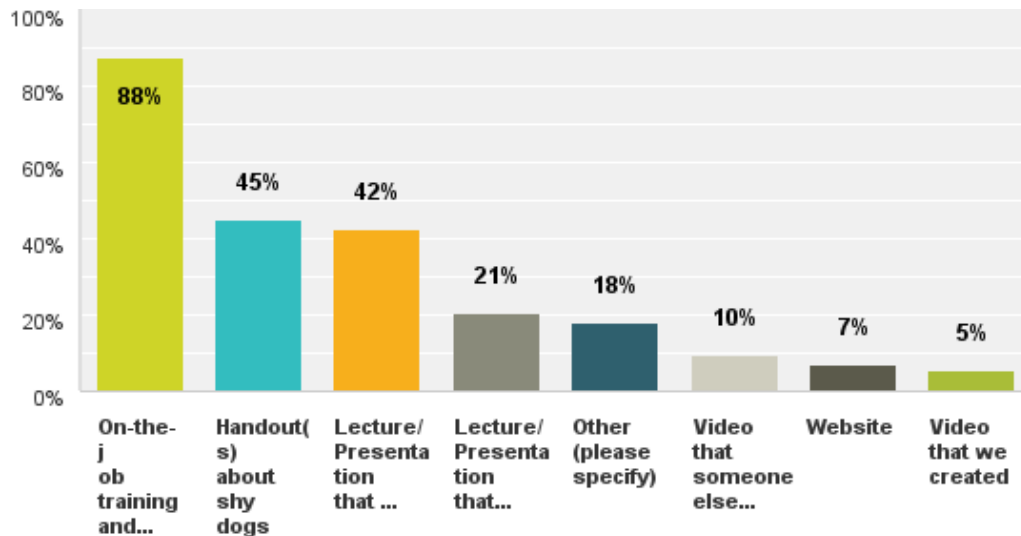
Q31: Please check all that apply. How are *volunteers* trained about reducing fearful and shy dog behavior?



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Answered: 73 Skipped: 343



Q31: Continued.



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Answer Choices	Responses	
On-the-job training and during interactions with shy dogs	88%	64
Handout(s) about shy dogs	45%	33
Lecture/Presentation that we created	42%	31
Lecture/Presentation that someone else created	21%	15
Other (please specify)	18%	13
Video that someone else created	10%	7
Website	7%	5
Video that we created	5%	4
Total Respondents: 73		

Other (please specify):

- A Sound Beginning
- Dog behaviorist
- Behavior Modification Team help available to foster parents with shy dogs. Also have fund reserved for dogs needing extra help behaviorally for training such as vet behaviorists or positiver trainers
- Dog behavior team
- DOG TRAINER VOLUNTEERS
- Exposure in a managed social play group environment
- Fearfuldogs.com
- Guest presenters who have expertise
- One-on-one guidance, reference material
- Personal coaching by other skilled volunteers
- Trainers, webinars
- We are currently working on building the program

Q32: Please list the names and/or web links of any resources that you find particularly valuable related to this subject.



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Answered: 17

Skipped: 399

Response:

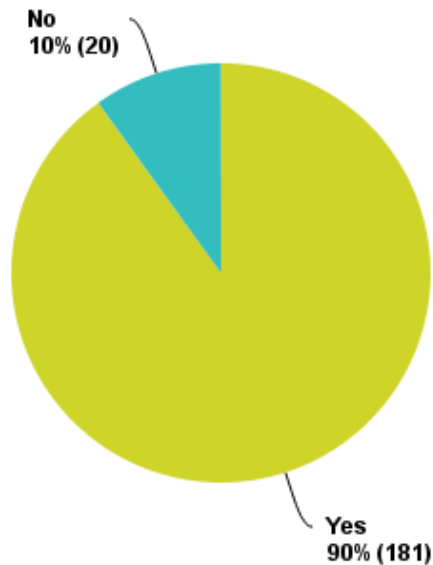
- Any volunteers interested in working with shy/fearful dogs must work closely with our behavior department. The Center for Shelter Dogs has some great ideas for shy dogs but we don't allow our volunteers to interact with these dogs unless we can trust them to follow our guidelines for the interaction.
- ASPCA pro website
- ASPCA PRO; Dr Ian Dunbar
- ASPCAPro, Dr. Sophia Yin
- Bridges Training/Sarah Owings
- Dr Patricia McConnell - The Other End of the Leash book - the Cautious Canine - CD (she has a series of CD's that we use).
- drsophiayin.com
- Fearfuldogs.com
- <http://asoundbeginningprogram.com/>
- <http://bestfriends.org/resources/techniques-helping-feral-or-shy-dogs>; http://www.mywoofgang.com/handouts/YPC/YPC_0908.pdf
- <http://fearfuldogs.com/> plus two booklets by Mcconnell and Jacobs
- other greyhound organizations

Q33: Are you interested in recommendations for how to train *volunteers* about this subject?



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Answered: 201 Skipped: 215



Answer Choices	Responses	
Yes	90%	181
No	10%	20
Total		201



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Foster Caregivers

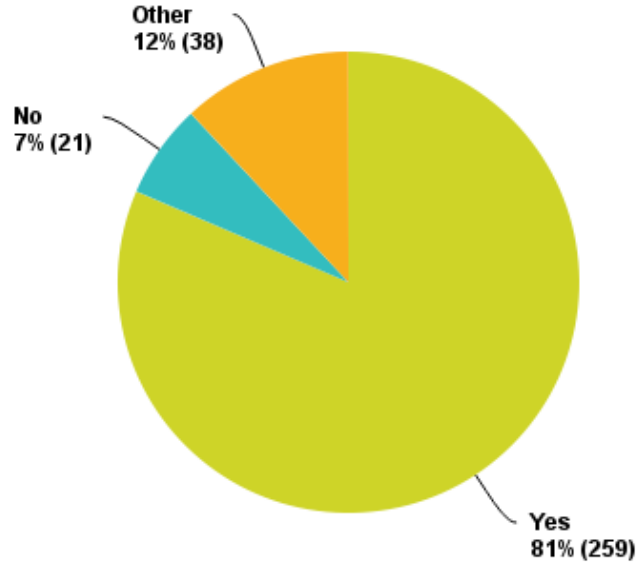
Q34: Does your organization ever place shy dogs in *foster* homes?

Answered: 325 Skipped: 91



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Answer Choices	Responses	
Yes	81%	259
No	7%	21
Other	12%	38
Total		318

Q34: Continued.



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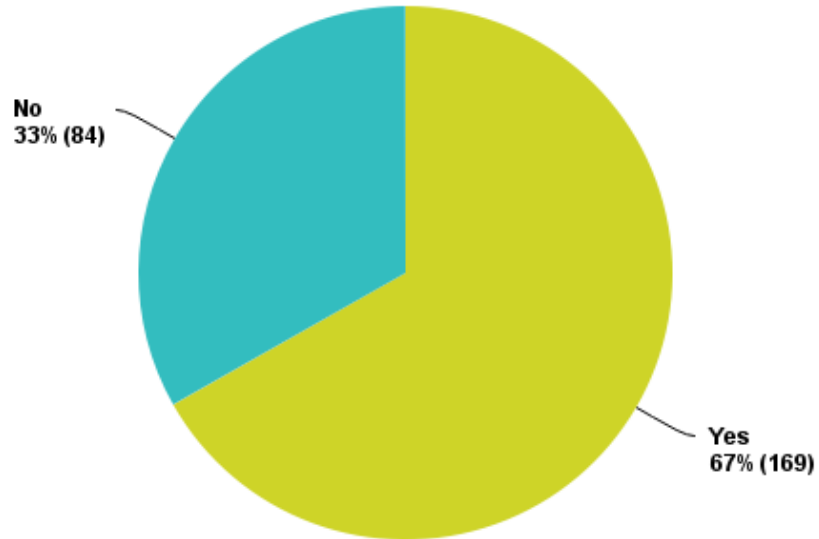
- ALWAYS!!
- Carefully
- depending on shyness of dogs, it's where they are most likely to end up
- Depends on the dog, the fosters ability. usually after long term with me then move on to foster to see how well they do before any possible adoption
- Foster is not offered enough though, staff limits the opportunity
- I thought this survey would be about how I, as a foster, deal with shy dogs. But the organizations I've worked with foster many dogs; I wouldn't know what the other fosterers are dealing with.
- It would have to be a special case
- usually tags them for euthanasia
- No, Small dogs are placed in foster homes when available
- not often.
- Not SOP, but with staff in exceptional cases
- Not usually. We can work with them here
- Occasionally, but we prefer to put them through our B-Mod program
- Occasionally for those whose behavior can be modified
- Only occasionally
- only with staff members generally
- Rarely, we are well set-up to do that in house, but some staff will foster special cases.
- Sometimes with experienced dog ppl
- Special cases - really shy/fearful dog we try to send to rescue group qualified
- They probably do without adequately interviewing adopter
- We are so limited on Foster Homes it is hard to do
- We are working on that currently
- We do, however, we have found it to be most successful keeping shy dogs here, at our facility. This way, we create only one transition from shelter to home for a more successful bonding and growth experience with the new family. We utilize in-house socialization (in office time, playgroups, volunteer time, training, walks, etc) to help. We have found consistency is paramount for shy dogs.
- We have a limited foster program, mainly for ill dogs or very young
- we have no choice but to. with around 120-150 dogs in rescue at any given time, placement in best suited homes are far better than alternative most foster homes have multiple fosters
- we have very few foster homes, so almost never
- We send a training plan and use fosters that have followed these plans in the past.
- We try to get shy dogs to foster homes as soon as foster space and an experienced foster becomes available.
- when possible
- When we have fosters available which we are very limited on, mostly we work with them in the shelter.
- with experienced foster mom who does shy ones regularly
- Yes but it would have to be an experienced foster home
- Yes when we can. We have limited suitable foster homes for dogs.
- Yes, dogs that are not doing well in our program for shy and fearful dogs go out to foster
- Yes, VGSR does place shy dogs in foster homes. I fostered a shy dog for 6 months working with her everyday in all outdoor situations, with people and other dogs and she improved tremendously and continues to improve with her owners.

Q35: Does your organization train *foster* volunteers about how to safely live with and help shy dogs?



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Answered: 297 Skipped: 119



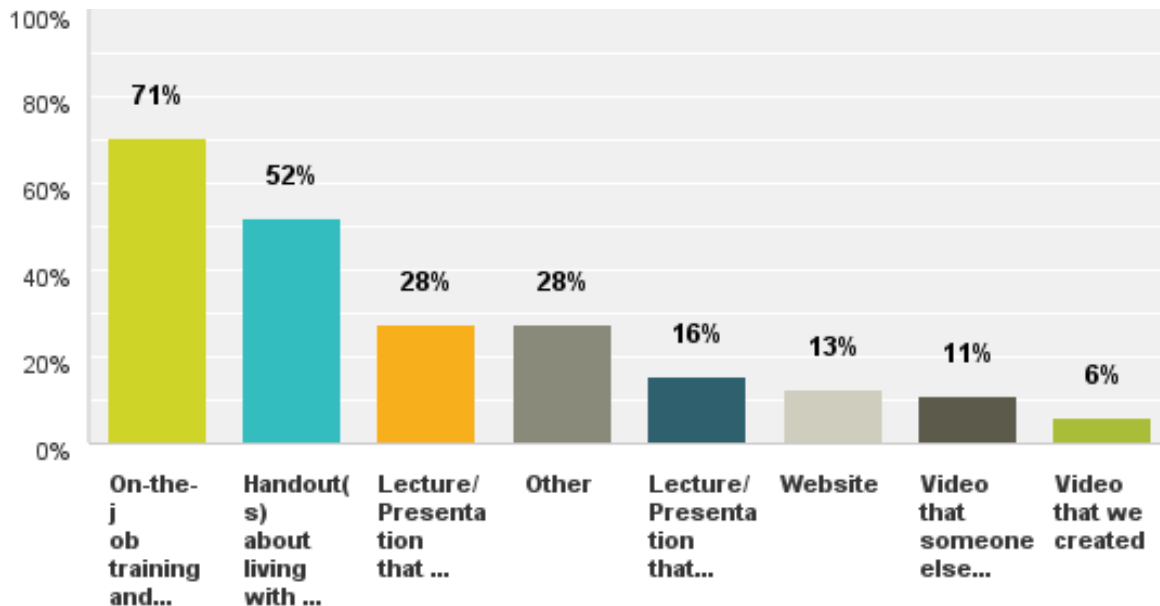
Answer Choices	Responses	
Yes	67%	169
No	33%	84
Total		253

Q36: Please check all that apply. How are *foster* volunteers trained about safely living with and helping shy dogs?



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Answered: 167 Skipped: 249



Q36: Continued.



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Answer Choices	Responses	
On-the-job training and during interactions with shy dogs	71%	118
Handout(s) about living with and helping shy dogs	52%	87
Lecture/Presentation that we created	28%	46
Other	28%	46
Lecture/Presentation that someone else created	16%	26
Website	13%	21
Video that someone else created	11%	18
Video that we created	6%	10
Total Respondents: 167		

Showing 13 words and phrases

Conversation_{Discussion} Training_{Phone} Trainer
Meet and Greet **Foster**_{Support} Volunteers
Handbook Behaviorist_{Utilize} Individual



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Other (please specify):

- A Sound Beginning
- Advice/tips given by our foster department.
- again our Dog behaviorist
- Behavior Department Consultation and video taping
- Behavior staff will send a detailed description of the kinds of fearful behavior we have seen and ways to work through it, tailored to each shy foster dog.
- Behaviourist on hand and discussion in forum
- Coaching by skilled volunteers.
- Conversation is had per dog, per personality, our phone lines are always open for more questions and observations.
- Counsel, bmod plan to meet individual dogs needs
- Help of trainers and other experienced fosters.
- I am in the process of developing a program that will expand on our current program and looking for ideas.
- Individual plans - we are hoping to develop a training soon
- Individual sessions with trainer or veterinary behaviorist
- It's mostly a discussion we have. Normally if there is a foster home that we know is familiar with shy dogs and their behavior we will go that route. We don't utilize new/untrained foster homes for these dogs.
- Keep them in contact with certified trainers
- Meet and greets at the shelter prior to taking animal into home
- Meet and greets with shy dogs and conversation with the foster coordinator.
- member handbook on website
- More experienced foster are used for shy/fearful dogs
- one on one meetings, dog body language talk
- One on one support from our dog trainer and RVT
- one on one training with our trainer
- One on one training with trainer, attend group classes etc
- One on one trainings with staff trainers before dog goes home, and continued support with trainer once dog goes to foster home
- One-on-one communication and visits by trainer
- one-on-one support and guidance
- Phone consultations when they are home
- Pre-meet with our fostercoordinator who is also a CPDT-KA
- prior experience of the foster volunteers
- specific training by foster supervisor
- very little...brief conversation
- Volunteers with experience
- we actually utilize several veterinarian offices in our town
- we do send home some information about flight risk dogs and precautions they should take to avoid escape. They are also invited to join the BOO Dawgz volunteer google group and given the email for the behavior team (staff and volunteers) for any questions that come up. We intend to eventually teach classes for fosters through the BOO Dawgz team and create videos.
- we have classes
- We meet them first. We only used experienced foster homes shy dogs. We will not putnan aggressive dognin foster
- we only use foster homes that are experienced
- We send the foster to shy dog classes and or private sessions. We also have a volunteer who is a trainer
- We use people we know and feel they are informed
- Work with our behaviorists
- working 1-1 with a certified behaviorist

Q37: Please list the names and/or web links of any resources that you find particularly valuable related to this subject.

Answered: 27

Skipped: 389



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Response:

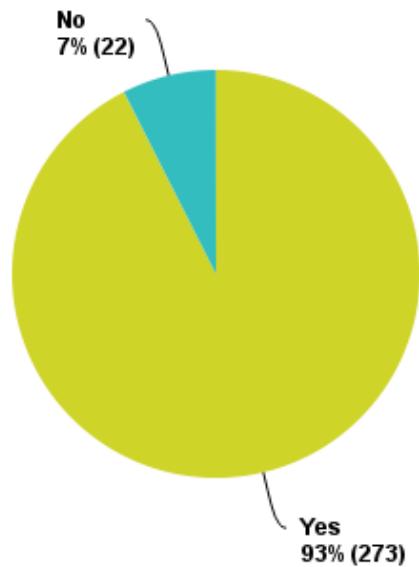
- ASPCA Behavioral Rehab Center
- ASPCA, Pawsibilities
- ASPCApro handouts
- ASPCApro Webinars
- ASPCApro, Center for Shelter Dogs, Dr. Sophia Yin
- Aspcapro, Maddies fund, Youtube
- Association of Professional Dog Trainers; www.dogstardaily.com
- Best Friends Animal Society Resources, ASPCApro, Chad Culp of Thriving Canine
- Books & other rescue organizations
- Dogs Out Loud; Best Friends; ASPCA
- Fearfuldogs.com
- Fearfuldogs.com and Debbie Jacobs fearful dog fb
- <http://asoundbeginningprogram.com/>
- <http://bestfriends.org/resources/techniques-helping-feral-or-shy-dogs>
- Humane society
- Nick Clark Dog Trainer
- Petfinder Webinar, seminar, ASPCA

Q38: Are you interested in recommendations for how to train *foster* volunteers about this subject?



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Answered: 295 Skipped: 121



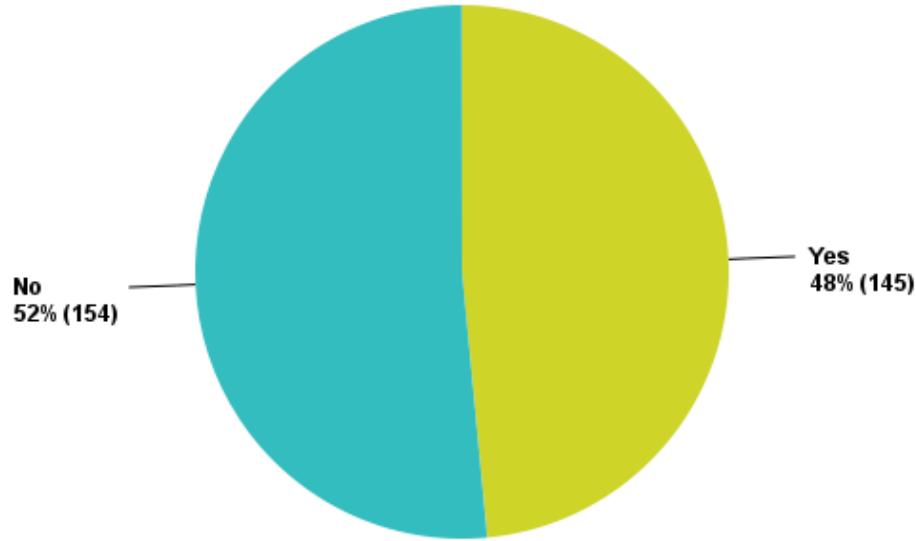
Answer Choices	Responses	
Yes	93%	273
No	7%	22
Total		295

Q39: Does your organization have a structured plan for housing, interaction with, and enrichment for shy dogs in a shelter or foster home?

Answered: 327 Skipped: 89



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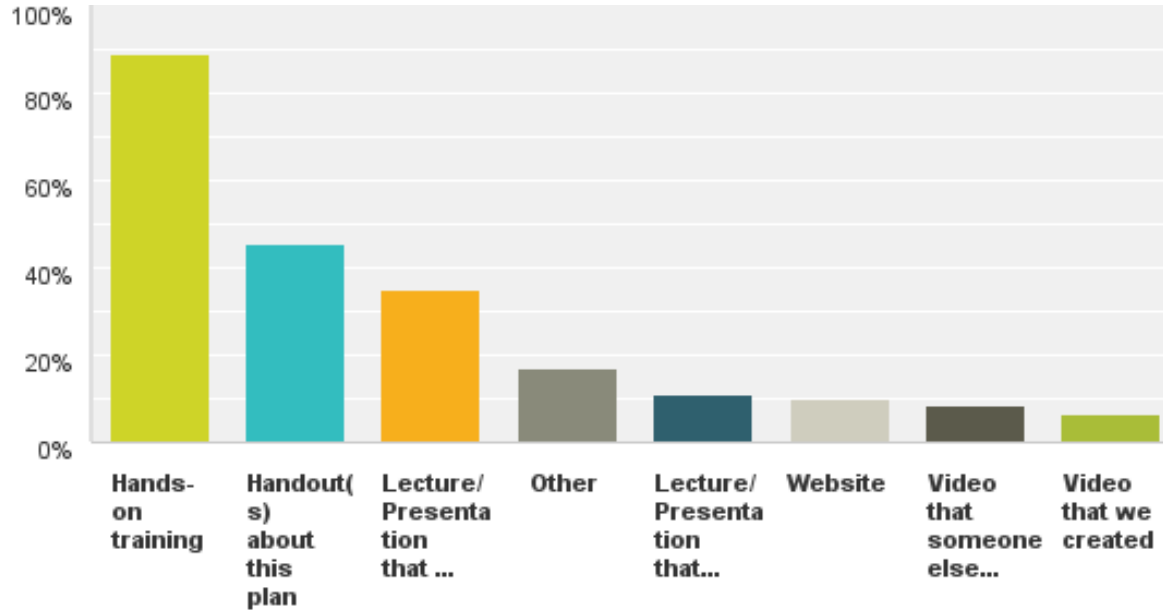
Answer Choices	Responses	
Yes	48%	145
No	52%	154
Total		299

Q40: How are staff and/or volunteers trained about this plan? Check all that apply.



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Answered: 143 Skipped: 273



Q40: Continued.



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Answer Choices	Responses	
Hands-on training	88.81%	127
Handout(s) about this plan	45.45%	65
Lecture/Presentation that we created	34.97%	50
Other	16.78%	24
Lecture/Presentation that someone else created	11.19%	16
Website	9.79%	14
Video that someone else created	8.39%	12
Video that we created	6.29%	9
Total Respondents: 143		

Q40: Continued.

Showing 5 words and phrases



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Staff Foster Experienced Dogs Animal Trainers

Other (please specify):

- A Sound Beginning (ASB)
- Animal Farm Foundation
- are dogs are only foster homes. Most experienced get harder to handle dog problems
- Fosters who are helping with shy dogs are people that have lots of prior/current experience with them
- Have worked with them for 20 yrs, they are in my home the volunteers come and we work with all. To begin the most valuable tool I found is to ignore. The other dogs are the greatest resource available. Within a week or so a switch can be activated, then the challenge is them gaining confidence with someone else.
- <http://www.nafcanimalsshelter.org/wp-content/uploads/2011/02/Calming-Fearful-Dogs2.pdf>
- In person training with a trainer tailored to individual dog person is taking to foster
- Individual instructions are created for each case.
- meetings with staff, conversations with kennel supervisor
- One on one instructions for specific dogs
- One-on-one guidance
- Ongoing teaching by experienced people
- personal training with animal staff management
- Pilot at one of our six shelters operated by one volunteer.
- Some of our shy dogs are just timid while other shy dogs have a tendency to be aggressive. Shy dogs are handled only by the most experienced volunteers and the kennel staff. We teach the dogs basic commands and socialize the dogs slowly.
- Sort of. We have a system of making sure specific dogs get extra interaction on a daily basis, whether that be through volunteers or staff.
- Special classes with our trainer and supervised interaction with the trainer.
- Trainers
- Trainers and behaviorists
- Training from behavior staff.
- We discuss plans for each animal who needs one during staff meetings, we are small enough so that we can make an individual plan that best accommodates each dog's personality.
- we have a foster experienced with shy ones that fosters them, but only 1
- We have presentations about reactive dogs and offer individual training plans to staff for each dog.
- Work with our behaviorist

Q41: Please list the names and/or web links of any resources that you find particularly valuable regarding implementing a training plan for shy dogs.

Answered: 30 Skipped: 386



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Showing 5 words and phrases

Dogs Staff ASPCA Karen Pryor Maddies Fund

Response:

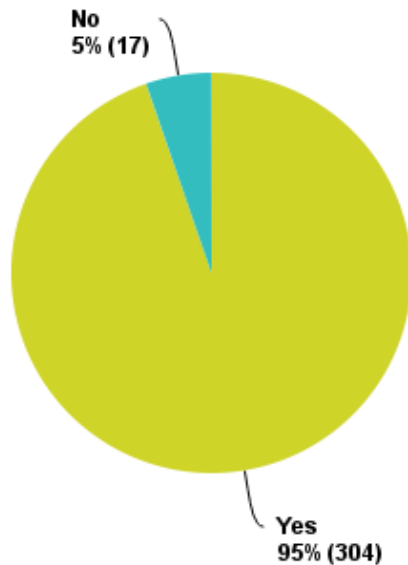
- ASPCA pro website
- ASPCA pro, Dogs playing for life
- ASPCA, NACA, Maddies Fund
- ASPCA, Pawsibilities
- Center for Shelter Dogs, ASPCA Pro, Dr. Patricia McConnell and Dr. Sophia Yin
- Center for Shelter Dogs, Dr. Sophia Yin, ASPCAPro
- Dog Whisperer, Tia Torres
- Dogs Out Loud; Best Friends; ASPCA
- Dunbar
- Fearful dogs
- <http://asoundbeginningprogram.com/>
- <http://www.nafcanimalshelter.org/wp-content/uploads/2011/02/Calming-Fearful-Dogs2.pdf>
- https://www.sfspca.org/sites/default/files/dog_body-language.pdf; https://www.sfspca.org/sites/default/files/dog_commands_find-it.pdf; https://www.sfspca.org/sites/default/files/dog_behavior_fearful-behavior.pdf; https://www.sfspca.org/sites/default/files/dog_commands_touch.pdf
- Karen Pryor and ASPCApro
- Nick Clark Dog Trainer
- Petfinder webinar, seminar
- Tellington TTouch
- We defer to our on staff dog trainer.
- We used the ASPCAs website for a lot of our handouts, but since they have change the "Virtual Behaviorist" section and cut a lot of content, we use it less.

Q42: Are you interested in recommendations for shy dog housing, interaction and enrichment?



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Answered: 321 Skipped: 95



Answer Choices	Responses	
Yes	95%	304
No	5%	17
Total		321