



ADW & Sunrise Springs Trainer-in-Residence (TIR) Program

ABOUT US

ADW has a long history of training service dogs for mobility challenges caused by multiple sclerosis, cerebral palsy, accidents, traumatic brain injuries and combat injuries. Our dogs can also be trained to serve those with Autism Spectrum Disorder and PTSD. And some of our dogs choose to serve our clients as medical alert dogs. We train them to work with those with Type 1 Diabetes and seizure disorders.

Our crisis response canines work with First Responders in trauma-informed field work and FBI Victim Advocates to help victims of mass trauma and disasters. ADW facility dogs work with handlers to assist with interventions in occupational, psychiatric, psychological, speech, play and physical therapy practices. Other facilities that have successfully worked with our assistance dogs include college libraries, Drug Treatment Centers, Hospitals and Judicial Districts.

The cornerstone of our program is our student trainers. Student trainers include our elementary and high school students, veterans and community volunteers. We teach our student trainers to support the work of our professional trainers by working directly with our dogs.

Our Puppy Enrichment Program works diligently to ensure the puppies we breed are well socialized in their first four months of life and are ready to serve in the wider world. ADW breeds Labrador Retrievers two to three times per year.

ABOUT YOU

At ADW we value kindness, respect, gentleness, flexibility, willingness and humor in all situations. Whether you are working directly with dogs or the people who surround and support our dogs on a daily basis, these core values are essential. This job requires not only passion and drive, but also, the ability to be flexible and adaptable on a daily basis due to the nature of our clients', dogs' and students' ever-changing needs.

Trainers-in-residence (TIR) must be age 18 or older, have a valid driver's license and be eligible to work in the U.S.

All prospective TIRs must complete an application, submit a letter of interest, and a resume or transcript from your school. Also, prospective TIRs will be asked to interview with our team.

Physical Demands

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of the job.

While performing the duties of this job, the employee is frequently required to stand, bend, stoop, kneel, crouch, crawl and perform a variety of physical motions with his or her hand, arms, shoulders and legs in order to care for and train dogs.

The employee must be able to manipulate and use all equipment and tools necessary to care for dogs, including leashes, medicines, locking mechanisms and dog toys.

The employee must regularly lift and move up to 50 pounds and frequently lift and/or move up to 25 pounds.

The employee will cover shifts at the Puppy Enrichment Center, which includes overnight duties. The employee must be able to respond to the needs of a litter of pups and the mother dog as well as any situation that may need immediate attention on a 24/7 basis.

Shift Responsibilities

Based on your TIR Program, the schedule will include evenings and weekends. Participant must be open to working additional shifts on an as needed basis. Flexibility will be required to accommodate the schedules of our clients, co-workers and dogs. The Puppy Enrichment Center requires flexibility because of the pups' needs, growth and age.

ABOUT THE Trainer-In-Residence (TIR) PROGRAM

The ADW Trainer-In-Residence Program is an experiential learning model that allows people to further their skills in the raising and training of assistance dogs for various jobs while gaining knowledge in the professional development and personal growth required to maintain an ADI (Assistance Dogs International) accredited organization.

Participants will support the daily activities of ADW's Puppy Enrichment Center, student training programs, administration and client placement trainings while further developing their service dog training skills.

The TIR Program is focused on participants mentoring closely with ADW staff, trainers, volunteers and board members to attain skills. We focus on leadership development combined with emotional intelligence to learn how to make sound decisions based on environmental cues, skill level, immediate need of our dogs and clients, and long-term growth and development of ADW programs. This training prepares the intern to have the values, knowledge and attitudes that will help serve their constituents and communities in more effective and meaningful ways.

At the end of the TIR Program participants will complete a self-directed and self-designed culminating project reflecting their specific area of interest within the field of assistance dog training and nonprofit management. A project proposal will be submitted to ADW and Sunrise Springs staff by the end of the first 3 months of the yearlong TIR program. Once the proposal has been accepted and approved, the TIR participant has the remainder of their year to complete the project.

This is a 6-12 month program with the opportunity to further your professional development in support of the organization. Graduates of our TIR program may be eligible for extended mentorship.

Examples of possible outcomes, which will provide proficiency at the novice level, intermediate level or advanced level dependent upon a variety of factors, are listed below. Following are examples of learning opportunities and learning outcomes.

To Apply/Contact: Send a resumé and three letters of reference to
pam@assistancedogsofthewest.org

Puppy Enrichment Center

Learning Opportunity

- Assist in prepping new mom for whelping
- Assist in whelping a new litter
- Learn the developmental stages of the first 16 weeks of the puppies' lives
- Develop enriched environment & activities for puppies appropriate to their developmental stages
- Conduct daily caretaking tasks like feeding, weighing administering meds and supplements
- Create and maintain a safe and clean environment
- Monitor health and wellness of all puppies
- Learn developmentally appropriate puppy training skills
- Train puppies daily in accordance with ADW training

Expected Learning Outcomes

- Operate sonogram equipment to monitor Mama and puppies during gestation (App)
- Recognize and evaluate stages of gestation and delivery (Eval)
- Identify and apply interventions required to maintain life in newborn puppies (Kno & App)
- Create, construct and design enrichment materials and activities appropriate to every stage of puppy development (App)
- Evaluate new mom and puppy health and wellness daily. Provide necessary medical interventions as needed. (Eval)
- Apply Relationship Centered Training and Positive Reinforcement Learning theories to the training of age appropriate service dog tasks with puppies and dogs (App)
- Maintain puppies' skill levels as they grow
- Create & execute lesson plans for guest classes (Syn)
- Develop beginning understanding of temperament (Comp)

Student Training Programs (Warrior Canine Connection [WCC], In-School and After School Programs, Summer Camps, Puppy Raisers)

Learning Opportunity

- Assist in transporting dogs as needed
- Assist in the development of ADW's Student Training Curriculum
- Create engaging lessons for student trainers and enriching activities for service dogs in training
- Provide instruction to various student trainer groups
- Develop classroom management and leadership skills

Expected Learning Outcomes

- Demonstrate proper loading and unloading of dogs in vehicle (App)
- Develop lessons plans with goals, objectives and instructional plans specific your student trainer audience (Syn)
- Implement lesson plans with professionalism and efficacy (App)
- Evaluate and problem solve any issues with classroom instruction and training (Eval)
- Use appropriate strategies for classroom management and for creating an effective learning environment (App)

Client Placement Training

Learning Opportunity

- Assist in the partnership matching process prior to client placement
- Assist in the development and preparation of Client Placement Training curriculum and materials
- Participate in week-long trainings and outings
- Assist clients in attaining necessary dog training skills in preparation for placement and Public Access Test
- Increase awareness and knowledge of various disabilities
- Understand relationship between client, teacher and coach

Expected Learning Outcomes

- Evaluate service dog skills (Eval)
- Assess clients' needs, skills and resources (Eval)
- Recognize what correct match and successful partnerships look like from the dog's side and the human's side (Kno)
- Provide critical feedback to clients regarding their dog training skills and partnership (Eval)
- Understand the needs and traits of the following disabilities; physical disabilities, PTSD, TBI, Spectrum Disorders, Type 1 Diabetes and seizure disorders (Comp)
- Understand the needed skills for facility and crisis response training (Comp)
- Create professional and healthy boundaries with clients (Syn)
- Maintain confidentiality and become familiar with HIPPA Law (Kno)

Service Dog Training Skills

Learning Opportunity

- Advance training skills related to various dogs' jobs including Courthouse dogs, Crisis Response Canines, assisting clients with mobility issues, PTSD, TBIs, Spectrum disorders, Type 1 Diabetes or seizure disorders.
- Training necessary age appropriate service dog tasks with puppies and adult dogs.

Expected Learning Outcomes

- Using positive reinforcement and relationship centered training techniques, TIR participant will;
 - build confidence in puppies/adult dogs (Syn)
 - demonstrate scent training skills (App)
 - train puppies and adult dogs in navigational skills (App)
 - shape puppy and adult dog behavior specific to clients' needs (App)

Administrative Skills

Learning Opportunity

- Support administrative staff on various ADW projects and events as needed
- Support our Youth Board initiatives
- Support social media/marketing campaigns
- Support fundraising campaigns
- Gain knowledge of the nonprofit sector
- Support Volunteer Coordinator in organizing and training new volunteers.
- Participate in professional development

Expected Learning Outcomes

- Develop and maintain organizational systems and processes to create an effective and efficient office (Syn)
- Engage with Youth Board Members and offer leadership with respect to their own self-governance (App)
- Coordinate fundraising initiatives (App)
- Participate in Santa Fe Community Foundation workshops (Kno)
- Communicate on a regular basis with Volunteer Coordinator regarding recruitment and training of ADW volunteers (Kno)
- Identify and assimilate relevant ADI (Assistance Dogs International) policies and resources (Comp)

Relationship Building

Learning Opportunity

- Enhance hospitality skills by engaging with guests
- Support Sunrise Springs Guest Services
- Provide ongoing support to ADW family (SS guests, clients, student trainers)

Expected Learning Outcomes

- Build short term (guests) and long term (student trainers, clients) relationships (App)
- Demonstrate awareness and sensitivity to guest experience (App)
- Deftly evaluate and balance the needs of the PEC & dogs versus the guest's experience (Eval)
- Participate in Guest Recovery activities (App)
 - Anticipate guests needs
 - Listen & acknowledge guest's feelings
 - Apologize and take responsibility
 - Offer alternative experience or activity
 - Make amends
- Create a culture of excellence and professionalism as an ADW Ambassador (Syn)

Bloom's Taxonomy - a cognitive framework
Kno = Knowledge App = Application
Comp = Comprehension Eval = Evaluation
Ana = Analysis Syn =