



Inside this issue:

| | |
|--|----|
| Your APHE Board Members | 2 |
| From the President's Pen | 2 |
| Put the PRO in Professional Development: Build a Learning Community | 3 |
| Can't Wait to See You at the SPCA of Texas! | 4 |
| Book Review, <i>How to Speak Dog: A Guide to Decoding Dog Language</i> | 5 |
| Favorite Conference Moments! | 5 |
| Visiting Cleveland Amory Black Beauty Ranch | 6 |
| Member Spotlight Q&A | 7 |
| Get Ready to Bid! | 8 |
| RedRovers Readers Training to be Offered as a Pre-Conference Option | 9 |
| Pippen's Pointers | 10 |
| Board Member Recommendations | 12 |

2014 National Humane Education Conference Preview

By Susan Helmink, CARE Center

Yeehaw! We can't wait to see you at the 2014 APHE National Humane Education Conference, "Deep in the Heart," February 27-28 in Dallas, Texas. In addition to two days of conference sessions, this year's conference features two unique pre-conference opportunities. See the separate articles about the RedRover Readers Training and excursion to Black Beauty Ranch, which will both take place Wednesday, February 26.

The pre-conference mixer will take place Wednesday evening at the conference hotel, the Doubletree Dallas Campbell Centre. Light appetizers and drinks will be available while you meet and mingle with other conference attendees.

Thursday and Friday, February 27 & 28, bring two full days of conference sessions. Thursday's sessions will be held at the conference hotel. On Friday, attendees will be transported to SPCA of Texas for conference sessions and, of course, tours!

We have an exciting lineup of topics and speakers at this year's conference! Do you need

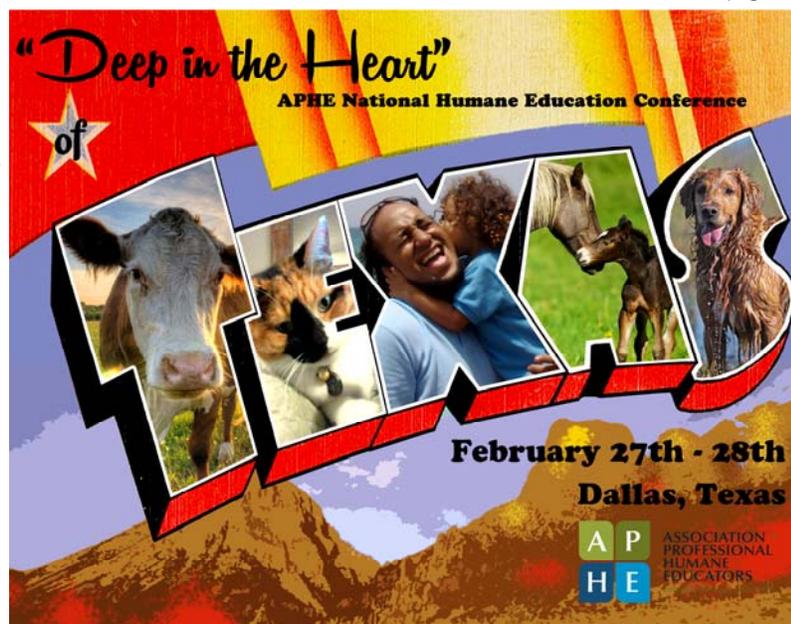
help with program evaluation or grant writing? Are you interested in working with teens or training dogs for education programs? These topics and many more will be addressed by fantastic speakers from a wide variety of agencies, including Dr. Lisa Lunghofer from Making Good Work, Jane G. Deming of Ocean State Animal Coalition, Katenna Jones from Association of Professional Dog Trainers, and Dr. Sheryl Pipe of Canisius College. For a complete list of session titles and presenters, visit the conference page in the Events section of www.aphe.org.

During conference lunches and breaks, attendees will have the opportunity to browse the Sharing Corral tables, shop from vendors, and network with fellow attendees. The Sharing

Continued on page 11

Association of Professional Humane Educators

APHE provides professional development opportunities and networking for educators who promote humane attitudes toward people, animals and the environment.



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From the President's Pen

Dear APHE Members,

It is always exciting to read the winter edition of the *Humane Education Quarterly* since it means that the APHE National Humane Education Conference is right around the corner! Reading the highlights that past participants shared reminds me of all the wonderful conferences APHE has hosted and how at each one I head back to work energized and filled with great ideas to try at my own organization. Plus the connections that I make with other humane educators at each conference are priceless. Hopefully some of you, who have not yet attended an APHE conference, will be able to make it this year to Dallas since the networking and conference presentations are well worth any cost.

The days will be filled with informative presentations, opportunities to learn about other programs and services at the Sharing Corral, and our interactive Roundtable sessions where facilitators moderate discussions on set topics so we can all learn from each other. We're looking forward to our conference day on Friday, February 28th at the SPCA of Texas so that we can see their facility and learn about the wonderful programs and services that they offer. HUGE thanks to the SPCA of Texas staff members who are helping with conference preparations, especially Corey Price!

While at the conference, we encourage you all to attend the APHE Membership Meeting occurring on Thursday, February 27th from 4:30 until 5:30 p.m. after the conference sessions at the Doubletree Dallas Campbell Centre. During this meeting, you'll learn about the various programs and services that the APHE Board is working on to better serve all of you, our members. We'll introduce the newly elected board members, share financial and membership reports, highlight any new or upcoming APHE benefits, and unveil the location of the 2015 APHE conference during this meeting. Please plan on attending so that you can hear what we have been up to over the past year and see how you can help in the future.

As we kick off 2014, thanks to all our members for the difference you make in the world by being a humane educator! Happy New Year and I look forward to seeing you all "Deep in the Heart" of Texas!

Warmly,

Stacey Zeitlin, President
Humane Society University



Be sure to check out the
newly designed website at
APHE.org!



Put the PRO in Professional Development: Build a Learning Community

By Stephanie Itle-Clark, Humane Society University

The field of humane education is evolving. There are changing mandates and standards, every few months there is new research about how students learn, and there are ever-evolving techniques and best practices for working with different audiences. Remaining current on the pedagogical and content research is paramount in the field of education, especially during this period of disruptive innovation. Professional development, or the practice of cultivating staff expertise and competencies, is a key to meeting the educational demands of the community (Hassel, 1999). In fact, research states that quality and continual career-related professional development not only deepens knowledge and skills, but allows for practice and reflection that builds and sustains expertise (Sparks, 2002).

What does high quality professional development look like?

Prior to the current educational reform models, professional development was often educator-centered and information was presented by the “sage on the stage” – or an expert who shared personal successes and strategies for implementation. In the current learner-centered culture professional development is more about connecting with the prior knowledge of the learner and should be set up to allow participants to understand and apply theoretical concepts (Burke, 2013). Other components of effective professional development include development of learning communities and strong leadership who support and motivate staff to be advocates for improvement (Sparks & Hirsch, 2000).



How to build a professional learning community

At first it may be easiest to start with personal professional development; however, the development of a learning community in your network or organization can lead to both personal and group benefits. Learning communities can be developed both in person and in online professional development, meaning that there is a network of like-minded individuals who support one another while navigating professional development and related outcomes. In constructing a learning community at work, the key is building system-wide capacity for sustainable change that takes place through operational processes such as “promoting collective and individual learning” and supportive “leadership and management” (Bolam, et al, 2005, p. i).

Professional learning communities exhibit a shared value and vision as well as a collective responsibility for on-going learning. When building a learning community in your department and organization build in time for reflection and the building of networks and partnerships. Over time a learning community will become more mature and a part of the

organizational system. This benefits not just individuals, but the entire group and it builds support of cross-departmental efforts and programs.

Step One: Determine Staff Readiness

Step one will require some research and review. Is there time set aside for individuals to work together? Are there barriers that limit improvement efforts? What are the strengths that can nurture the development of community?

Step Two: Get a Second Opinion

This optional step brings in a person who is not associated with the group in any way and asks them to review individuals and leadership to assess the situation and how change can be facilitated through the learning community. This outside perspective also offers a chance for an honest reflection on resources and limitations to help guide the learning community in choosing the best options.

Step Three: Have a Vision

An organization’s vision of improvement and goals is crucial to the development of a professional learning community—where the professionals come together to learn for improvement within a community setting.

Can't Wait to See You at the SPCA of Texas!



By Corey Price, SPCA of Texas

The SPCA of Texas is North Texas' leading animal welfare agency, operating two shelters, three low-cost veterinary clinics, animal cruelty investigations and educational programs that change the lives of more than 50,000 pets and their people in eight North Texas counties each year. The SPCA of Texas' Education Department reaches out to the public by providing information about the care and humane treatment of animals through these programs: Critter Camp, Birthday Parties, Shelter Education Tours, Youth Volunteering and PetEd Curriculum for K-6th.

The animal care center includes a spacious shelter for homeless animals, a fully equipped medical wing and surgery suite to care for injured animals and provide spay/neuter and wellness services to shelter animals and for the public, welcoming playrooms and outdoor green spaces where families can connect with adoptable pets, classrooms for humane education programs and volunteer training in the Rees-Jones Foundation Education Wing, a public call center, the Rescue and Investigations team, and administrative offices.



The SPCA of Texas is excited to host the second day of the 2014 APHE National Humane Education Conference at the organization's Jan Rees-Jones Animal Care Center and Myron K. Martin Spay/Neuter and Wellness Clinic, located in West Dallas at 2400 Lone Star Drive. This 70,000-square-foot facility opened to

the public on January 2, 2012. Tours will be available of the facility during lunch.

We can't wait to see you!



Lobby of SPCA of Texas



Cats at SPCA of Texas

Promote your program! Sell your product!

Participate in APHE's 2014 Sharing Corral and Vendor booths.

Do you have a program or lesson that you are excited to share with conference attendees? Do you have a product that you would like to sell? The Sharing Corral Applications and Vendor Applications are now available at www.aphe.org on the events page.

And, new this year APHE is offering a Ship and Display option. This option is great for people who won't be able to make it to the conference but still want to have a presence! For a small fee APHE will receive, store and display your brochures and/ or other paper promotional materials for you on our Take-one-Table! Email exhibits@aphe.org for more information.

Book Review: How to Speak Dog: A Guide to Decoding Dog Language by Alice Alexander Newman and Gary Weitzman, D.V.M.

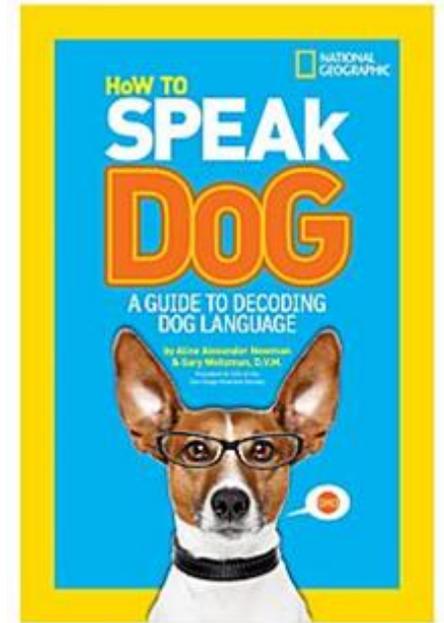
A book review by Sandy De Lisle

If you are looking for an informative and fun book on dog body language, this is it! What I love about this book is that it can be used by anyone from humane educators to shelter workers to postal carriers to just the average public who wishes to learn more about dogs; there truly is something for everyone.

The book is well organized, starting with a brief history of dogs and a pre-test on dog body language, so you can see what you need to bone up on. After that, there are seven chapters: Body Talk, Read My Face, The Nose Knows, Telling Tails, Hound Sounds, Trouble Talk and Doggie Demeanors. Each chapter has its own “Doggie Dilemma,” where the reader is presented a scenario based on the chapter’s content and has to interpret what is going on, and “Training Tips,” which you can use to teach your pup new tricks.

There are numerous photos and fun facts peppered throughout the book to hold the attention of younger readers. In fact, my nine-year-old was fascinated by the book and took it off my desk repeatedly while I was trying to write this review!

Although the intended audience for this book is children, I do believe that the information is so relevant and up-to-date that it could be used as a tool for bite prevention in shelters and in other professions where staff may encounter dogs. And with the handy index at the back of the book you can find the information you need in two shakes of a dog’s tail—which, by the way, I learned from the book, dogs wag their tails more to the right when they are happy.



Favorite Conference Moments!

By APHE Members



At the Chicago conference in 2010, Kellie Ireland from the RSCPA of Australia described her journey in setting up a humane education program in the impoverished villages of Papua New Guinea. Teachers gave lessons in schools that were nothing more than huts with dirt floors. Kids and families were encouraged to put out empty rice bags for stray dogs to have a dry place to lie during bad weather. It is programs like this that remind us as educators to persevere, that no odds or challenges you encounter are insurmountable, and that the message of kindness and compassion toward all creatures is a message worthy of spreading to the far corners of our world.

-Laura Nowlin, Wisconsin Humane Society

My first APHE National Conference was in 2005 in Tucson, Arizona. I had been newly appointed in charge of our humane education program at my shelter and I didn't know where to begin or what to do. Going to my first conference was like coming home. I instantly connected with people who had the same ideas, values and struggles that I did. Through the years, these people have become lifelong friends who not only have helped me grow professionally but also have inspired me to be a better person in general!

-Jen Self-Aulgur,
Humane Society of West Michigan

Visiting Cleveland Amory Black Beauty Ranch

By Jen Self-Aulgur, Humane Society of West Michigan

Don't miss out on the exciting excursion for the APHE National Humane Education Conference. On Wednesday, February 26 from 8:20 a.m. to 2:30 p.m., participants will travel to the Cleveland Amory Black Beauty Ranch.



Located in Murchison, Texas, the ranch cares for more than 1,000 formerly abused, abandoned and neglected animals. Although the 1,310 acre facility is not regularly open to the public, the sanctuary is excited to host APHE conference attendees. Attendees will be able to see the resident chimpanzees and other primates, horses and burros, bobcats, iguanas, antelope, ostriches and dozens of other species who have all been rescued from invasive research laboratories, factory farming, roadside zoos, the exotic pet trade, horse slaughter, and other forms of abuse. The sanctuary is operated by The Fund for Animals, an affiliate of The Humane Society of the United States.

The sanctuary, which opened in 1979, was established by Cleveland Amory, an American author who devoted his life to promoting animal protection. He joined the board of directors of The Humane Society of the United States in 1962, serving until 1970. In 1967, he established The Fund for Animals, an affiliate of The Humane Society of the United States.

Cleveland Amory was inspired by the Anna Sewell novel, *Black Beauty*, to create the sanctuary. According to *The Animal Rights Movement* by Kelly Wand (2002), Amory's goal when creating the animal refuge was to "create a sanctuary where its inhabitants would roam unfettered and unbothered by human taskmasters." The words on the ranch's gate are even taken from the final lines of Sewell's novel, "I have nothing to fear, and my story ends. My troubles are all over, and I am at home."

This ranch wasn't just an ordinary ranch for animal rights advocate Amory; for him, it was a ranch of dreams. As he explains in his 1997 book *Ranch of Dreams*, "It was not long after reading 'Black Beauty' for the first time that I had a dream that one day I would have a place which would embody everything Black Beauty loved about his

Continued on page 10



Photo credit: Jean-Paul Bonnelly



Member Spotlight Q&A

By Carol Everett, Kauai Humane Society



Kama Einhorn is a new member to APHE. She has made her mark as a creator of educational media. Animal welfare and compassionate living are her longtime commitments. She is now poised to bring her combined experience in writing, editing, teaching and curriculum design to the field of humane education.

HEQ: Please tell us about yourself.

KE: I'm a Brooklyn, NY-based writer and editor of children's and educational books and magazines. I've authored more than 40 books, published by Scholastic, Random House, HarperCollins, and Simon & Schuster. My work in humane education has mainly involved writing and editing material for kids and teachers, and I've done some volunteer teaching with HEART (Humane Education Advocates reaching Teachers).

Basically, I'm a creator of educational media, and animal welfare and compassionate living are longtime commitments.

HEQ: Even though you're a new member you have been involved with APHE for a while. How did you first hear about APHE and what was your experience?

KE: I saw the APHE booth at the Best Friends Animal Society conference in Las Vegas back in 2010 and was thrilled to learn there was such a field as humane education.

HEQ: Has attending the APHE conferences helped you and how?

KE: It's allowed me to meet other people working in the field and keep current with the latest research.

HEQ: You're a writer. How has APHE helped you with your career?

KE: It's helped me meet the people in the field who are doing the work I can support. For instance, I met Stephanie Itle-Clark at my first conference, and through her, became involved as an editorial adviser on The Humane Society of the United State's Kind News, the organization's magazine for kids. I really wanted to bring my combined experience in writing, editing, teaching, and curriculum design to the field of humane education, and APHE has helped me do that!

HEQ: What was the motivating factor that made you choose this line of work?

KE: As a writer and editor, I believe that print has the power change lives. And as a curriculum developer and humane educator, I believe that a strong lesson plan can change lives!

HEQ: Have you ever second-guessed your career choice?

KE: I feel very lucky to have figured out early on what I wanted to do, and was deliberate about the choices that made up my career path. It's a delight to be creatively engaged for a living!

HEQ: What is your favorite aspect of your job?

KE: Knowing that I helped a child succeed in school or that I have inspired in kids a desire to make a positive change in the world.

HEQ: Do you have any pets at home you get to cuddle with?

KE: I certainly do! I have two cats, Reuben and Marvin. Marvin is a Pet Partner-certified therapy cat. We visit a local nursing home every month, spreading joy (and fur).

HEQ: Thank you for your time, Kama.

KE: It's been my pleasure!

Please be sure to introduce yourself to Kama at the upcoming APHE National Humane Education Conference, February 27 - 28, 2014 in Dallas, Texas!



Like us on Facebook!

Our page features links to lesson ideas, interesting articles, APHE event information and much more! Search for APHENetwork.

Get Ready to Bid!

By Anna Payton

As many of you know, a highlight of the APHE National Humane Education Conference is the auction to



benefit the Nathania Gartman Memorial Scholarship Fund. Founded in 2003 by PetSmart Charities and Best Friends Animal Society, scholarships awarded from this fund enable APHE members to come to the National Humane Education Conference who could otherwise not attend. At the 2013 National Humane Education Conference, 11 attendees received scholarships and the auction raised \$3,219 to help replenish the scholarship fund. You can help support this vital program by donating items for the auction!

Please visit the conference page in the Events section at www.aphe.org for more information about collecting and sending donated items for the 2014 National Humane Education Conference to be held in Dallas, Texas February 27-28. A sample letter is included in the materials to help you request donations from businesses and organizations.

The online auction information also includes instructions on where and when to send donations. If you are unable to ship your donated items in advance, please let us know what you will be bringing using the form provided so we can plan accordingly.

If you are attending the conference, make it a point to join us the evening of February 27. It is a night guaranteed to be full of fun and friends. Be sure to pack an extra suitcase as there are always fantastic items to bid on!

If you have any questions about the auction, please feel free to contact me at auction@aphe.org.

Put the PRO in Professional Development: Build a Learning Community

(continued from page 3)

Step Four: Personal Learning

The most effective way to develop a professional learning community is to bring professionals together to learn. This group can be small or large and the meetings can happen in various ways. One of the best learning communities in which I ever participated was done virtually and we met once a week. It is important that multiple people from your department or organization take part if you want to create transformation. Without this critical connection, little will change toward bringing valuable learning experiences to your department or community.

One powerful strategy is to identify a need or problem and then bring the staff together at regular intervals to learn how to deal with the problem or goal and engage in dialogue about that learning. Professional development cannot be limited to a half-day or full-day workshop. In professional learning communities, professional development is a regular experience. To become a professional learning community, staff must begin by engaging in learning together.

Step Five: Systemic Change

Program or organizational development and improvement are directly dependent upon staff development and improvement. Without this critical link, little will change toward garnering support in your organization and bringing quality humane education and outreach to the community. Staff and administrators who successfully transform themselves into learning individuals create learning organizations. This promotes the professionalization of humane education and offers improved outcomes for programs as well.

The best professional development is ongoing, collaborative, and connected to and derived from organizational goals. As Thomas Guskey (1995, p.4) states, "One constant finding in the research literature is that notable improvements . . . almost never take place in the absence of professional development." Professional development is key to meeting today's demands and touting humane education. 🐾

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RedRovers Readers Training to be Offered as a Pre-Conference Option

By Karly Noel, RedRover

Join us on Wednesday, February 26, 2014 for the RedRover Readers training in Dallas, Texas. This year the RedRover Readers training is offered as a pre-conference option for the 2014 APHE National Humane Education Conference. During the training, participants learn how to implement the RedRover Readers curriculum. The training includes information about how stories about animals illustrate the human-animal bond and how using specific questioning strategies can generate critical thinking. We will compare methods of instruction, share tips about reading and working effectively with children, and discuss the relationship between reading and developing empathy. All participants will gain access to the RedRover Readers curriculum.

Here are a few quotes from recent trainees telling of their experience:

“ It is a really great workshop, very motivating. I was so impressed with the techniques and so inspired that I wanted to take it again this year.”

- Paula Fallis, Teacher

“ Please consider not only signing up for this course but also sharing it with friends and fellow educators who believe in building empathy and compassion in our children, while at the same time increasing language and critical thinking skills. Win/win. I took



the course last year and not only is Karly an incredible teacher, but I learned so much about conducting nonjudgmental, high-level learning discussions with my students, even after decades of teaching!”

– Kris Cassar, Retired Teacher

“ I took the RedRover Readers [training] at the Detroit Zoo in Royal Oak, MI last weekend, and I have to say that I am extremely impressed with the program. They have an excellent mission and are very well organized to accomplish their goals. If anyone is interested in humane education...please check out RedRover. Karly Noel, the educational manager for the RedRover Readers program, is very personable and knowledgeable. I'm proud to be a part of the RedRover Readers!”

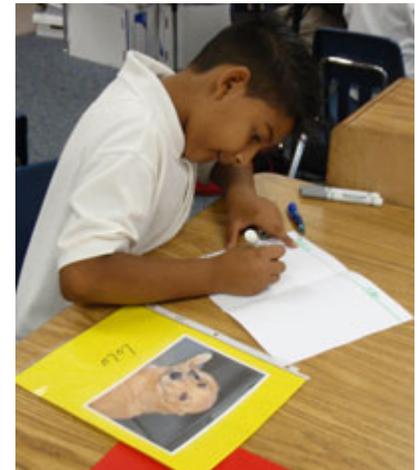
– Great Non-Profits testimonial

“ This program has forever changed how I interact with people and definitely how I present my reading programs. Every teacher should learn this in college prep classes.”

– Ingrid Norris, Humane Educator

The RedRover Readers training will take place at the SPCA of Texas on Wednesday, February 26, 2014; one day before the APHE National Humane Education Conference officially begins. What a great way to gear up for the conference! The RedRover Readers training will begin at 8:00 a.m. and end at 2:00 p.m. Lunch will be provided. Attendees must coordinate transportation to the facility. Non-conference goers are welcome to attend. Application and pre-registration is required. Registration fee is \$55. Learn more about RedRover Readers at www.RedRover.org/Readers

Register for this training on the conference page in the Events section at www.aphe.org.



Don't miss out on the Gryphon Press book give-away happening at the National Conference.

To learn about the great titles, visit <http://www.thegryphonpress.com/>.



The Gryphon Press • *a voice for the voiceless*

Visiting Cleveland Amory Black Beauty Ranch

(continued from page 6)

final home. I dreamed that I would go even a step further- at my place none of the horses would ever wear a bit or blinkers or check reins, or in fact have reins at all, because they would never pull a cart, a carriage, a cab, or anything else. Indeed, they would never even be ridden - they would just run free."

Don't miss this unique opportunity to tour this special place! The excursion costs \$55 and will include transportation and lunch. When you register for the conference in the Events section at www.aphe.org, you will be given the option of adding the excursion. For more information on the Black Beauty Ranch, visit their website at www.blackbeautyranh.org. 🐾



Photo credit: Jean-Paul Bonnelly

Pippen's Pointers

The Squeaky Wheel: The Art of Shameless Promotion



Pippen is an almost two-year old Chihuahua mix who hails from Tennessee. In her youth, she experienced first-hand the need for humane education. She now resides in Maryland and "works" at The Humane Society of the

United States where she soaks up information and best practices about humane education. She will be joining *Humane Education Quarterly* on occasion to share her knowledge and passion and welcomes any questions from readers at aphe@aphe.org.

Dear Pippen,

I am getting ready to attend a professional development conference and am really excited, but I am the only one from my group attending. How can I make the most out of the conference, especially if I will not know anyone there?

Sincerely,

Heading Out on My Own

Dear Heading Out,

Conferences are a great place to network, learn how to take informed action, gain inspiration, and of course take home new ideas. Most conference attendees are

comfortable with the idea of getting new ideas and making connections, but take your conference attendance to the next level and create action items. These action items can be people with whom you can follow up or a few ideas for improving a program or lesson. Also, if there are concurrent sessions (those that happen simultaneously) consider attending sessions that are presenting on topics that are not familiar. Conference presentations are often more basic in nature because of time constraints, so if you are listening to a familiar topic, you will take away less new material.

When you set out in the morning review your checklist of essentials:

1. business cards,
2. conference agenda with your session choices marked,
3. list of presenters with whom you want to connect, and a laptop, tablet, or notebook. I recommend a laptop or tablet so you can save your notes more easily.

Don't be shy handing out your business card. If there is a person with whom you really want to follow up, make sure you get his or her business card as well and take a few moments to write WHY this person is of interest on the back of the card. For example, "ask for the social justice program outline discussed in the presentation." That way when you get back home you will know

why this person is someone you need to contact and you can reference your exact ask in the email or phone call.

While attending sessions, do so with the idea of action during your real life mind. Write down ideas that correlate to your programs and those that can inspire you when you get home. An example, if there was a specific tip that you could adapt in your own work – or some piece of advice that really resonated, make a note. It is a good idea to create a one-sentence summary of each workshop before you move on to the next session; one key take-away from each presentation that is worth additional consideration upon your return to real life.

Once you wrap up the day at the conference I recommend creating your action item list. Review your notes and any workshop handouts and jot down two to three realistic actions you can take when you get home. In most cases you will have taken a lot of notes at the conference. Look for the items that are the most inspiring and those that you can actually accomplish. It is important to enter and exit the conference thinking of action. In your search to improve your humane education work, attend your next conference with high expectations and make the effort to reach them.

2014 National Humane Education Conference Preview (continued from page 1)

Corral allows participants to highlight their outstanding programs, tools and techniques. Also new this year is the opportunity to ship items for display on the free resources table. See page 4 to learn more about these opportunities.

APHE's annual Membership Meeting will take place from 4:30-5:30 p.m. Thursday, February 27 at the Doubletree Dallas Campbell Centre. All APHE members are invited to attend to conduct association business, highlight the year's accomplishments and learn what is coming soon to benefit members and the humane education field.

Thursday evening wraps up with a complimentary dinner and the annual

auction to benefit the Nathania Gartman Memorial Scholarship Fund at the conference hotel. Read more about the auction and how your purchases can help other humane educators on page 8.

Local airports in Dallas include Love Field (DAL) and Dallas/Fort Worth International Airport (DFW). Public transportation is available from the airport to within walking distance of the conference hotel. Rooms at Doubletree Dallas Campbell Centre are \$139 plus tax per night for a single or double room. This rate includes complimentary Internet, parking and breakfast buffet for up to two guests per room. Rooms will be available at this rate until February 3, 2014. Make your reservation with the hotel at 214-691-8700 with the group name "Association of Professional Humane Educators."

Conference registration is \$225 for APHE members and \$275 for non-members and includes the pre-conference mixer on Wednesday, conference sessions, snacks and lunches on Thursday and Friday, as well as the auction dinner on Thursday. Members can apply for assistance from the Nathania Gartman Memorial Scholarship Fund to help offset the costs of attending. To register or learn more, visit the conference page in the Events section at www.aphe.org or feel free to contact us at conference@aphe.org.

We're looking forward to another wonderful conference and hope that you will be able to join us! 🐾

Favorite Conference Moments!

By APHE Members

Each APHE National Humane Education Conference brings so many learning opportunities! I've met humane educators doing great things around the country, brought back engaging program ideas, and have been inspired by the wide range of presentations! I always head back to the office filled with new ideas and friends! Can't wait until Dallas!

-Stacey Zeitlin,
San Diego Humane Society and SPCA



Susan Helmink first introduced me to APHE in 2004. I was so grateful to have so many resources and information for the work that I was doing. I then attended my first APHE National Conference when it was held in Denver, Colorado. Being surrounded by so many great humane educators, meeting inspirational people like Jane Deming - it was then that I felt empowered. You can feel isolated in this field at times especially when you are a department of one. It was refreshing and reassuring to know that I wasn't in it alone.

-Anna Payton,
Kendall County Animal Control

My favorite conference moment was the excursion after the conference in Alexandria, Virginia. Despite the bus getting into an accident on the way to pick us up...all of us getting on the wrong bus and having to get picked up at Union Station...and getting a much later start than we planned...it was a wonderful night with great people (who helped me through the trauma of the almost failed excursion) and beautiful sites.

-Sheryl Pipe,
Canisius College and University of Denver





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Read On....

Did you enjoy this issue of HEQ? Want to learn more? Check our Board Member Book picks for this issue:

- “Building a Professional Learning Community at Work: A Guide to the First Year”
By Parry Graham and William M. Ferriter
- “The Educator’s Professional Growth Plan: A Process for Developing Staff and Improving Instruction”
By Jodi Peine
- “From Staff Room to Classroom: A Guide for Planning and Coaching Professional Development ”
Edited by Robin J. Fogarty and Brian M. Pete
- “Latham Letter Articles from The Latham Foundation” found at <http://www.latham.org/research-and-resources/latham-letter-articles>

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