



# IMPLEMENTATION TIMELINE



## *Planning & Preparation*

- Secure leadership buy-in and identify a program champion
- Outline goals: save rates, foster numbers, data collection, etc.
- Draft budget (supplies, staff time, training, veterinary care)
- Establish partnerships (local shelters, vet clinics, universities)
- Market the program to your community – utilize your Board of Directors
- Promote with local media networks and social media
- Beginning training and recruiting fosters
- Order or request donations of necessary supplies



## *Program Development*

- Decide on structure: nursery-based, **foster-based**, or hybrid
- Develop written SOPs and protocols aligned with HQHV Kitten Care
- Classify fosters
- Designate foster mentors
- Alert area rescues and shelters; encourage collaboration
- Create training modules for fosters, staff, and volunteers
- Identify data metrics and set up a system for collection/tracking



## *Recruitment & Training*

- Recruit fosters through outreach campaigns, orientations, and social media
- Train staff and fosters in bottle-feeding, sanitation, and emergency care
- Launch onboarding systems & outreach platform
- Build foster support systems (hotlines, supply hubs, mentorship)





## Soft Launch

- Start slowly to test systems
- Track outcomes, troubleshoot protocols, and refine workflows
- Gather feedback from fosters and staff
- Begin sharing program updates publicly to generate excitement



## Full Launch

- Scale up to intended capacity (nursery or foster placements)
- Promote the program publicly with branding, media, and events
- Celebrate milestones and early success stories
- Offer ongoing education for fosters (advanced classes, webinars)



## Sustainability & Growth (Ongoing)

- Regularly update protocols with latest research
- Report outcomes to stakeholders and funders
- Expand partnerships (vet clinics, shelters & rescues, NKC network)
- Apply for grants and seek long-term funding



**Thank you for joining the National Kitten College Program.** We look forward to supporting your organization in becoming a leader in neonatal kitten care and building healthier, more compassionate communities for our most vulnerable feline friends.

