



7713 State Road 64 E, Zolfo Springs FL 33890

863-452-0808

steeleequinedvm@gmail.com

steele-equine.com

Student Shadow Application Packet

First and foremost, on behalf of the entire Steele Equine Team, THANK YOU for your interest in our practice!

If you are interested in veterinary medicine as a career, the first step is making sure you know what the job entails. A career as a veterinarian or a veterinary technician can be glamorized with sweet pictures of adorable pets, but veterinary medicine is a lot more than playing with horses, puppies and kittens every day. The best way to decide if veterinary medicine is the right career for you is to spend time inside a veterinary clinic.

In this packet you will find our application requirements and process for shadowing, practice policies and student safety, our expectations of students and useful information to enable you to have a positive and rewarding learning experience.

We welcome you to visit our "Meet The Team" page on our website to familiarize yourself with our team.

Application for Student Shadowing

Please submit the following information to: steeleequinedvm@gmail.com:

- Name, address, phone number (you & your guardian), date of birth (must be 16 or older)
- Brief explanation of what you would like to accomplish in a shadowing experience
- Brief explanation of your equine experience
- Brief explanation of your future academic and professional plans
- What days and times you are available to shadow/volunteer
- Your current school, grade level, and interests
- Copy of participant's ID (if you don't have a state-issued ID, please provide a school ID)
- Proof of insurance
- Signed liability waver

Once an application is submitted it is reviewed for completeness by our communications manager Mrs. Billee Faulkner. If complete, it is then evaluated by our practice manager Ms. Brittany Mercer. If Ms. Mercer approves the application, it is then sent to Dr. Steele for final approval. Once our practice has evaluated and approved your application, we will contact you to set up a day and time to shadow. If you have not heard from us within 2 weeks of applying, please call our office to be sure we received your packet and information.



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WAIVER AND RELEASE OF LIABILITY

I, _____, agree to participate in a shadowing experience provided by Steele Equine Veterinary Services and Performance Horse Center. This shadowing experience is a temporary, unpaid exposure to the veterinary workplace and is entirely voluntary. I hereby acknowledge that by attending and participating in the shadowing experience that I am fully aware of the possibility of physical illness or serious/fatal injury, including, but not limited to, exposure to pathogens and other potentially infectious materials and equine bites, kicks and strikes and I knowingly assume any and all risks associated with the shadowing experience. I do hereby for myself, my personal representatives, heirs, assigns, and all others who might have a similar claim, waive, release and forever discharge any and all rights, claims and liabilities for injury whether from exposure during the shadowing experience or otherwise and whether foreseen or unforeseen, known or unknown, which may arise now or in the future against Steele Equine Veterinary Services and Performance Horse Center and its owners, administrators, officers, agents or representatives, for any and all damages which I may sustain or suffer while attending and participating in the shadowing experience. I agree not to sue Steele Equine Veterinary Services and Performance Horse Center for any of the claims and liabilities that I have waived, released or discharged herein; and I indemnify and hold harmless Steele Equine Veterinary Services and Performance Horse Center from any claims made or liabilities assessed against them as a result of my actions. I understand that this release, waiver and agreement to indemnify and hold harmless includes, but is not limited to, damages which are caused, or alleged to be caused, in whole or in part by the negligence of Steele Equine Veterinary Services and Performance Horse Center

I have provided to Steele Equine Veterinary Services and Performance Horse Center proof of medical insurance covering myself for any injury that may occur during the shadowing experience and fully understand that I am solely responsible for any and all medical expenses that are not covered or paid for by my medical insurer.

I agree to keep confidential and not disclose to any person any confidential information that I learn in connection with the shadowing experience and, if I am unclear about what constitutes confidential information, to ask the person at Steele Equine Veterinary Services and Performance Horse Center who is supervising my shadowing experience. I understand that any property of Steele Equine Veterinary Services and Performance Horse Center that I receive and all records and papers of any kind relating to Steele Equine Veterinary Services and Performance Horse Center shall be the exclusive property of Steele Equine Veterinary Services and Performance Horse Center.

Without the prior written consent of an authorized officer of Steele Equine Veterinary Services and Performance Horse Center, I shall not duplicate or disclose to any third party any confidential or proprietary information or trade secret pertaining to the business, products or services of Steele Equine Veterinary Services and Performance Horse Center.

By signing this Waiver and Release of Liability I consent to the use of my name and/or photograph or other likeness by Steele Equine Veterinary Services and Performance Horse Center without any additional compensation or inspection. I also confirm that I am over the age of 18 or if I am under the age of 18, my parent or legal guardian has signed on my behalf, and that all facts in this Waiver and Release of Liability are true.



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I further state that I have carefully read the foregoing Waiver and Release of Liability, know the contents thereof, understand that by signing it I have given up substantial rights, and agree to sign this Waiver and Release of Liability as my own free act and deed.

Signature of Participant

Date

Signature of parent/legal guardian

Date

IN CASE OF MEDICAL EMERGENCY:

If the participant has any severe allergies (including allergies to medications) or chronic medical conditions (epilepsy, for example) please list them here:

Should the participant need any medical attention while at the facility, please list the emergency contacts name, phone number and relation here:



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PRACTICE POLICIES AND STUDENT SAFETY

- **Client-Patient-Confidentiality:**
We must uphold the highest standards of respect in regard to confidentiality. This is not only ethical but legally required as well. You can NOT share client or patient information. Failure to do so will result in immediate dismissal from the practice and in some circumstances legal action. Thank you for abiding by these legal and ethical standards.
- **Safety:**
Large animals = large injuries. In our line of work the saying goes “it’s not IF you will get hurt, it’s WHEN you will get hurt”. Please be aware of your safety at all times. Our technicians and staff are well trained to handle all types of equine behavior. However, we must take it upon ourselves to try and foresee the inevitable and use common sense to prevent injury. It is a requirement that you have personal health insurance to shadow/intern/extern/volunteer at our clinic.
- **Hospitality:**
Water is provided in the front office. Please bring lunch and snacks.

OUR EXPECTATIONS FROM STUDENT SHADOWS

- Wear appropriate and professional clothing. If you have a pair of scrubs please wear them, you will fit right in at most clinics. If not, that’s alright, we ask that you wear jeans (not full of holes) and a polo or buttoned shirt. Shoes should be closed toed preferably boots or sneakers (no open toed or flimsy shoes). Be sure to wear something that you don’t mind getting horse hair on.
- Show up on time. You may just be coming for a day but if things go well, the veterinary clinic staff that you are shadowing may just become mentors and future colleagues. Start off with a good impression.
- Bring questions. Our team enjoys having a student ask questions in between appointments. It shows interest and opens up fun conversations. Just be mindful that if the staff is extra busy, they may not have a lot of time for long answers.
- Be respectful during appointments. When you are introduced to the clients, a short greeting is appropriate. However, most veterinarians are on a tight schedule and talking too much during the appointments can make it harder for the veterinarian to stay on time. Most questions are best asked in between appointments.
- Please wait to touch and handle horses until you are invited to do so. Many horses at the veterinary clinic are stressed and may be more likely to bite or kick than they are at home. We do not want our students to get injured.
- Be upfront if you are queasy and don’t want to observe a specific task. There is no shame in disliking needles at first or opting not to watch a surgery.



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- On the flip side, if there is something that you are specifically interested in, let us know. Do not hesitate to follow a doctor or technician into a room if you have already been invited once (unless specifically asked to wait for a special reason). I see a lot of job shadows afraid to following a doctor in unless asked every time. Many doctors have such a routine when it is busy that they may sneak into a room without you. Ask a staff member if you can head into that room behind the doctor. If the answer is yes, keep following the doctor.
- Leave your phone behind. shadowing or volunteering can be difficult in that it can become hard to stand and watch when you do not have an active role in the procedure. Playing on your phone indicates to the staff around you that you are not interested in your experience. This is one of the most common reasons for NOT being invited back to our clinic.
- Do not worry too much about “being in the way.” Veterinary clinics are often small spaces with a lot going on. We all understand that there is never a good place to stand when observing. Most veterinarians and staff would prefer that you are close and engaged rather than worrying about being in the way. Just be mindful of how big the horses are and stay out of any danger zones.
- If you are not actively involved in observing an appointment or procedure, ask if you can help with anything. The answer might be no, but we all appreciate you asking.
- If the experience goes well, and you are invited back...keep coming back. If you are planning on applying to veterinary school, the more hours that you log in a veterinary clinic the better your application will look. And once you have your foot in the door, you are more likely to be hired as an assistant or a veterinary technician. Additionally, developing a good working relationship with a veterinarian is great when it comes to getting letters of recommendation for veterinary school.

HELPFUL HINTS AND WORDS OF WISDOM

- Laughter – A wise old man once asked, “If you can’t laugh at work, why go?” Another favorite quote “If you don’t laugh out loud at least once per day something is terribly wrong and you need to hit the reset button and start again.” We, as a team, combine professionalism with laughter to create a warm inviting environment.
- Respect – By far the best lesson Dr. Steele has ever learned is to treat EVERYONE with the SAME respect. The stall cleaner is treated with the same respect as the Practice Owner. The janitor is treated with the same respect as the CEO. Our team’s success revolves around this principle. I am no more entitled than any other member of our team. Yes, we as veterinarians carry more responsibility. Yes, we as veterinarians are in leadership roles. But the role of veterinarian does not ENTITLE us to respect, we must strive to EARN that. I have witnessed young adults with a sense of entitled respect struggle, and witnessed young adults that strive to earn respect excel. This is a consistent pattern. Our ENTIRE team evaluates each shadow and volunteer.



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Our Mission, Vision and Values

Steele Equine Veterinary Services & Performance Horse Center is known and respected for its exceptional services, diagnoses, and treatment of horses. It has an ever growing and impressive reputation for the equine services provided. Founded in 1998, Steele Equine (formerly known as Ridge Large Animal Veterinary Services) work has been grounded on one primary goal – to create a unique Veterinary facility offering innovative diagnostic, performance horse, surgical, reproductive, and rehabilitative services in Hardee County and surrounding areas, as well as providing an engaging learning/training environment for aspiring Veterinarians from youth to advanced Veterinary students.

Mission

We provide medically sound and leading-edge Veterinary and horse performance services. We treat customers with respect, honesty and compassion and treat their horses as if they were our own. We call this Veterinary service with integrity, and it guides us in all we do.

Vision

Trusted and respected equine veterinary team with focused intensity to serve.

Values

Patient and Client Care First

We put the patient and client first in all that we do. Providing the highest level of responsive, individual care is the priority of every role and every person on our team.

Integrity and Professionalism

We passionately adhere to the highest ethical and moral standards, emphasizing complete honesty, integrity, and sincerity. Through our words and actions, we earn and value the trust and respect of our customers and community.

Excellence and Value for the Client

We strive for excellence and continuous improvement in order to exceed client's expectations. We utilize advanced scientific knowledge and leading-edge therapy and equipment. We are innovative, problem solvers, and embrace challenges. We work to provide the best value and affordable alternatives for our patient and customers in a clean, safe, and friendly environment.

Community-Based

We work together - leveraging our diverse skills, experiences, and ideas - to create solutions that benefit our patients, customers, community, and practice. We strategically and thoughtfully strive to impact economic development in Hardee County, surrounding counties and central Florida by being a growing, sustainable, and culturally relevant business.

Guided by Christ

Our foundation and belief system are firmly rooted in Christ. We believe God has chosen us to stand upon the platform of Veterinary Medicine to provide care to His creatures while spreading the Gospel.