

## **Sharing Successes within Your Organization**

Treatment Foster Care is all about successes. We constantly strive to help young people achieve success in their lives, which in the past have often been filled with abuse, sadness and failure. Be vigilant in searching for successes. We too often focus on problems and set-backs. Celebrate successes, even small ones. Here are some ideas about sharing successes within your organization.

- A. Start an in-house Newsletter which is published regularly. The newsletter can provide general information about events, changes and procedures, but its biggest contribution is to share successes: “Tyrone got his brown belt in Karate,” “Paige’s drawing was awarded an Honorable Mention in the art fair,” etc. Everyone loves to see his or her name in print, especially when the article is related to some success.
- B. Provide achievement certificates to staff that have completed 100% of their documentation, or who have gone beyond job expectations to help a child.
- C. Award achievement certificates to foster families for length of service, number of children served, success in helping children return home, and willingness to take in the most challenging children.
- D. Send a news article to the local newspaper or relevant association newsletter (such as NASW) describing the achievements of staff that receive higher degrees, special training or promotions.
- E. Share positive results of satisfaction surveys with staff and foster families through a newsletter, at meetings or in a special mailing.