

CELEBRATE CHILD WELFARE WORKER APPRECIATION WEEK

SEPTEMBER

11-15

2023

CHILD WELFARE WORKER RECOGNITION EVENT

As part of Child Welfare Worker Appreciation Week, September 11-15, 2023, NCWWI and the Children's Bureau will host a one-hour virtual recognition event on Tuesday, September 12, 2023, at 3:00 pm EDT.

As we come together to honor and recognize the workforce, the air will be filled with collective positive energy from a shared appreciation for the immense challenges faced, and the victories families achieved with our support. So mark your calendars and spread the word.

REGISTER

PROVIDING NATIONAL RECOGNITION

Recognition is simple, yet powerful! We are seeking thank you messages, video clips, and images for this year's Child Welfare Worker Recognition Event. Fill out the form & make your submission by EOD August 31, 2023. Then just register to join and plan your celebration!

ONLINE FORM

[NCWWI.org/CWworkforce](https://ncwwi.org/CWworkforce)



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STEPS TO A SUCCESSFUL RECOGNITION EVENT

- ▼ Prior to promoting, address any staffing issues (e.g. answering the phones) during the event.
- ▼ Decide if you'll host an in-person viewing party. If yes, register your group to watch the live stream presentation and reserve a meeting space that has a large screen projector, speakers, laptop, and internet. You may also want to plan other activities to celebrate and encourage attendance (e.g. refreshments, awards ceremony).
- ▼ Download marketing materials, graphics, and templates at [NCWWI.org/CWworkforce](https://www.ncwwi.org/CWworkforce).
- ▼ Send out a calendar invite to encourage staff to reserve time to attend. Include the registration link for staff who will participate remotely.
- ▼ Not everyone will be able to attend, so we recommend planning other activities during Child Welfare Worker Appreciation Week. We've included ideas below. We will also provide a link to the recording to anyone that registers.
- ▼ On the morning of the event, send a reminder to encourage attendance. Then, if needed, prepare the meeting space. The link to the live stream will be provided in the registration confirmation email, and we recommend logging on 5-10 minutes early.
- ▼ Share images of your celebration on social media using the hashtag #CWworkforce and tag @NCWWI.

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PRAISE AND APPRECIATION



Employees crave recognition, and its importance can not be understated - it encourages employee engagement, is a positive motivator, decreases turnover, and helps team members overcome uncertainty. Effective praise must be genuine and specific. Appreciation should be customized so ask, "What's the best way to show you that I/we appreciate your efforts?" We've provided no-cost ideas below.

- Call out staff or team achievements during large meetings
- Add kudos to meeting agendas to encourage peer-to-peer recognition
- Provide more autonomy
- Set up a wall of fame bulletin board
- Have a notable executive or elder send a letter of gratitude
- Detail accomplishments in the employee's file
- Write a LinkedIn recommendation
- Mail a handwritten note
- Call & give a heartfelt thank you
- Write a haiku
- Recognize in a newsletter
- Feature on your website
- Praise on social media
- Pass around a silly trophy
- Create a recognition program like employee-of-the-month
- Invite to skip a meeting(s)
- Give permission to have a long lunch or leave early on Friday
- Do their least favorite task
- Hook them up with new(er) office equipment
- Present them with a picture that demonstrates their positive effect
- Provide one-on-one mentoring
- Print a quote & put in an unused frame from home
- Promote to the local community the effective changes made & how your staff are serving children, young adults, & families*

*For more information, view the NCWWI Communications Guide: How to Advance Organizational Goals Through Effective Messaging, Storytelling, and Public Relations.

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CELEBRATING SUCCESSES



Celebrating team successes is not just about having a good time; it has tangible benefits for team dynamics, employee satisfaction, and overall organizational success. Celebrations serve as opportunities for reflection, motivation, and building a positive work culture, which can lead to even greater achievements in the future. Below is a 1-2-4-ALL activity to help you do this with your team.

What you'll need: Multiple sheets of newsprint taped together to make one large sheet, sticky post-it notes, markers, and a facilitator.

Activity:

1. **Silent Self-Reflection:** Provide 5 minutes for participants to reflect on these two questions and have them write their headlines - the gist of the story condensed to fit on a post-it note.
 - a. What aspects of your work are you most proud of?
 - b. What has been particularly positive/rewarding during the last year?
2. **Pairs:** Take 10 minutes to share their headlines and generate other successes, building on ideas from their self-reflection.
3. **Groups of 4:** Use 15 minutes to share successes and group them by similar themes. One person from each group will report out.
4. **Large Group Debrief:**
 - a. As the group's report out, the facilitator will use a marker to add the themes to the large newsprint. Leave room around them for the post-it notes.
 - b. The group reporter will share their headlines and important takeaways as they place the post-it notes on the large newsprint under the appropriate theme.
 - c. After all the groups have reported, the facilitator will ask one or more of the following questions:
 - i. What aspect of our team's work are you most proud of?
 - ii. What does our team do exceptionally well?
 - iii. Would anyone like to share a story that illustrates an important impact of our team's work? Impact could mean outcomes, effect, influence, change, relationships, connections, positive experiences, growth, accomplishments, milestones, and achievements.
5. **Close** with congratulations message.

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TEAM BUILDING

Picture this: A week of laughter echoing through the hallways, camaraderie, and sharing proud moments as you celebrate the incredible team that keeps the magic happening!

While it may seem frivolous, the Pew Research Center found that 60% of workers who are balancing working from home and the office feel disconnected from their co-workers. And here's the real kicker: the most crucial factor in job satisfaction is close relationships with colleagues.

But fear not! Child Welfare Worker Appreciation Week is all about restoring the bonds of friendship and connection! So, what's in store for this laughter-filled week? That's up to you! Below are some ideas to get you started but feel free to add your wacky ideas to add to the mix! Just plan something fun for each day and break down the barriers of distance through the power of pure fun!

- **Keep Sunday Going:** No one is ever ready for Monday! Have staff wear their PJs and bring comics to share while supervisors serve them coffee and pastries.
- **Silly Skit Day:** Create outrageous skits that showcase your most "interesting" moments at work. Trust us; you'll be laughing until your sides hurt!
- **Movie Marathon Madness:** Time to kick back and relax with a marathon of feel-good flicks that remind us of the power of teamwork and friendship.
- **Dance-Off Extravaganza:** Let's groove to the rhythm and dance like nobody's watching. Bring back all the classic moves from the Macarena to the Floss!
- **Food Fiesta:** What brings people together better than good food? Dig into a delectable feast and exchange recipes that remind you of home. Consider transforming it into an epic tailgate, proudly showcasing the spirit of your favorite school or sports team.
- **Lip Sync Battle Royale:** Tap the talents of a team member that makes crazy good mocktails and lip-sync to all your favorite songs. Don't want to wait till happy hour? Host music trivia throughout the day!
- **High School Flashback:** Dress up and relive the exciting moments of your high school days. Wear clothes representing your former high school selves - and don't forget the hair! Then hop in a photo booth and document your epic outfits.

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