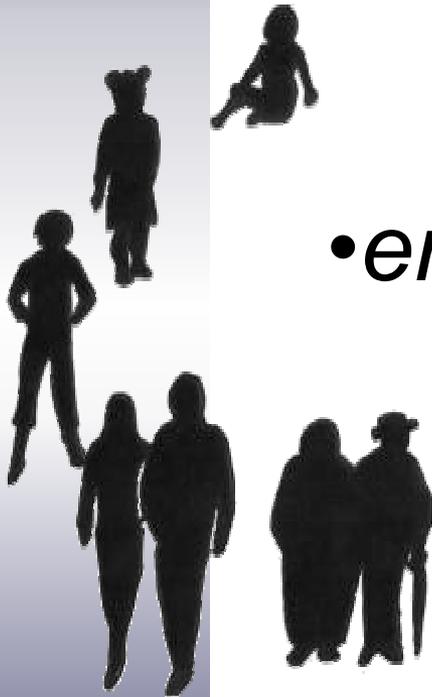


Promoting Responsible Fatherhood

Leading Agency



• *en***FAMiLIA**, Inc

Art and Family Learning Center

Promoting Responsible Fatherhood

U.S. Dept. of Health & Human Services
Administration for Children & Families

Priority Area 3, Level one

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Agenda

Program's Implementation

- enFAMILIA's mission and partners
- Goals, objectives and methodology
- Curriculum and target population
- Accomplishments
- Lessons learned
- Concerns and challenges

Agenda – Continuation

II. Evaluation

- Development and administration of process evaluation forms
- Development and administration of outcome evaluation forms
- Other programmatic areas
- Lessons learned
- Concerns and Challenges
- Contact information

Leading Agency



en **FAMiLIA**, Inc

Art and Family Learning Center

Mission Statement

To build healthy family relationships, examine and preserve cultural values and enrich the quality of life through education and the arts.

Program's Implementation

Partners

- Centro Campesino, Florida City
- Everglades Community Association, Florida City
- Galata Inc, Florida City
- Redland Christian Migrant Association (RCMA), Florida City
- Mercy Family Center, Kendall & Hialeah
- ASPIRA South Youth Leadership Charter School, Leisure City

Partners Continuation

- Catholic Charities/South Dade Child Care center, Leisure City
- Barry University/Even Start center, Homestead
- M.U.J.E.R Inc, Homestead
- Legal Aid Society, Miami
- Covian Consulting Inc, Miami

Objective

To implement a holistic, multi-faceted, and culturally sensitive program for the purpose of “improving the well being of families, by increasing the proportion of sons and daughters growing up with responsible, involved, caring and committed fathers.”

Goals & Methodology

- **To serve 260 dads per year**
 - To train facilitators & create a facilitator's support group.
 - To implement **25** series of workshops of 8 weeks each.
 - To implement **25** Domestic Violence and Marital Rape prevention workshops.
 - To have **4** family educational events per year implemented by Legal Aid with issues related to Family Law
 - To establish a Dad's Mentor program

Curricula & Target Population

Curricula

- 24/7 DADS &
- Nurturing Fathers

Target Population

- The Hispanic & Haitian Community
- The Low Socio Economic and Farm worker families

Accomplishments

- Fathers that have graduated in the program: **176** (Fathers enrolled: 405)
- Cycles of 8 sessions completed: **22**=
176 sessions of 2 ½ hrs each
- Domestic Violence session for dads and participated wives: **22** cycles completed (176 sessions)
- Child Abuse Prevention Education

Accomplishments- Continued

- Family Education Event with Legal Aid/Family Law seminars 3 - total of 175 participants and 2hrs each
- Mentors/Dads Support groups: 2 centers, Galata-Haitian community, Catholic Charities-Hispanic

Accomplishments - Continued

- Partnership meetings: 10
- Facilitators trainings: 2 weekends
- Facilitators follow-ups: 6 meetings of 2 hrs each
- Attended NFRC Technical Assistance telephone conferences: 6
- On-going evaluation process

To be completed...

- 3 more cycles of 8 sessions/16 hrs each cycle
- 34 more dads (*modified goal for 2007, 200 dads*)
- 1 more family education event (*September 22, Haitian community*) with the Legal Aid/Family Law
3 Domestic Violence sessions
- Last partnership meeting September 20, 2007

Concerns & Challenges

Leading agency

- Maintaining the fidelity of the grant
- Female Director running a Fatherhood program
- Learning to lead 12 agencies

Concerns & Challenges

Partners

- Accountability with the partners
- Participation in partnership meetings
- Collaborating on Family Events
- Compliance with MOU

Concerns & Challenges

Budget

- Partners submitting up-to-date documentation
- Ongoing revision of invoices to ensure accountability of funds
- Quarterly budgeting reports
- To accurately follow-up fiscal protocols

Concerns & Challenges

Fathers

- Retention (out of the 400 enrolled, only half completed the entire program)
- To what extent fathers have become aware of their role in maintaining family stability as a result of the program?

Concerns & Challenges

Spouse

- Determine to what extent wives are contributing to the success of the program
- Does a father feel comfortable when his wife's is present?
- How are dads reacting when the wives are not present?

Concerns & Challenges

Children

- What is the impact of this training on the children?
- How can we verify any changes on the dads?
- How to be more effective with the family education events?

Concerns & Challenges

Recruitment

- Who is responsible?
- Professional service payment for recruitment
- Some father's complain that they are not well informed about the purpose of program
- To set up an strategy and guide lines for recruitment

Concerns & Challenges

Training

- Logistics at the training sites
- Hours of actual training
- Schedule changes

Concerns & Challenges

Facilitators

- Define a criteria for selecting facilitators
- Ongoing follow up to ensure effective implementation of the trainings
- Style of facilitating
- Coaching the facilitators

Concerns & Challenges

Additional Services

- Domestic violence high risk behaviors
- To implement written DV protocols
- Identifying patterns of abusive relationships
- Protocol for potential abusers
- Court mandated clients
- Follow-up services
- To implement a case management procedures

Concerns & Challenges

Curriculums

- Nurturing Father-Not part of the initial grant
- Is the manual arrangement effective?
- Are the manuals used in class?
- Are home assignments being done?
- Are some fathers feeling intimidated with the amount of information given in the manuals?

Lessons Learned / Solutions

- Adaptation of the curriculum to fit our community
- Change of schedules from week days to weekends
- The need to use better strategies for recruitment
- Need to refer families to other local services

Lessons Learned / Solutions - *Continued*

- The participation of women in the Fatherhood Program
- The Faith Based groups tend to have more women participation and the attendance is a little more consistent
- The need to create a DV protocol to follow-up with potential high risks clients
- Facilitators need to be coached continuously
- To capture the actual impact on the children

II. Program Evaluation

Development and Administration of Process Evaluation Forms

Covian Consulting developed an **intake form** to capture demographic and socio-economic characteristics of participants. Main indicators collected are:

- Country of Origin
- Age
- Race and ethnicity
- Current residence
- Marital Status
- Number of Children
- Yrs. of Education
- Yrs. in the US and level of English Proficiency
- Type of employment
- Expectations towards the workshop

Instrument's administration: Participating agencies collect this information during the first and second session of the workshop. Facilitators assist in filling out the instrument to those participants who literacy levels are low.

Intake Form- Example of Reporting Qualitative Data

Expectations about the workshop

- *“Valuable information that I can use on my kids,”*
- *“To have patience and to know how to speak when is necessary,”*
- *“How to better teach and lecture my kids,”*
- *“How to behave better with my children.”*
- *“I hope to educate my children,”*
- *“To improve the relationship with my son,”*

Expectations about how to improve their relationship with their children

- *“Techniques on how to handle a difficult situation or conflict,”*
- *“To know how to speak, not yell at them, do not insult them,”*
- *“Better ways to lecture and handle them when they misbehave,”*
- *“To take care of them and understand them,”*
- *“I would like to motivate them and have a good quality of life,”*

Process Evaluation Forms – Continuation

The Pre and Post instrument

- The pre and post test is composed by 18 questions related to the modules covered during the workshop.
- The instrument is a modification of the 24/7 pre and post questionnaire. This questionnaire has simple True, False and Do not know statements that are easy to read and comprehend

Instrument's administration: Pre instrument is collected on the second day of the workshop to increase participation. The post test is administered at the last day of the workshop

Pre and Post

Sample of questions

STATEMENT	ANSWER		
1. Rewarding good behavior spoils children.	TRUE	FALSE	DON'T KNOW
2. A good way for men to handle their feeling of hurt and pain is to keep them inside.	TRUE	FALSE	DON'T KNOW
3. It is healthy to talk about feelings and experiences.	TRUE	FALSE	DON'T KNOW
4. Feeling anger is normal and acceptable.	TRUE	FALSE	DON'T KNOW
5. Being aggressive when you are angry is normal and acceptable.	TRUE	FALSE	DON'T KNOW
6. People tend to parent their children the same way that their parents acted with them.	TRUE	FALSE	DON'T KNOW

Note: For a complete version of this instrument, please contact Covian Consulting

Development and Administration of Outcome Evaluation Forms

The data collection tools to document program's outcome consists of the following:

- Satisfaction Surveys- This instrument documents not only general satisfaction questions but also questions on how this program has changed participants' lives.
- Children's participants Pre and Post- This new instrument will be pilot tested at the end of this first grant cycle. It includes questions related to areas covered in the training such as communication between fathers and their children, changes in the role of fathers and discipline methods. Children who are **12 years and older** will participate in this evaluation.

Satisfaction/Impact

Example of Reporting Data

- **Over three quarters of participants (78%) indicated that their current life situation have changed** because of their participation at the workshop. Some participants reported their lives change because:
 - *“I devote more time with my sons,”*
 - *“I speak more with my children; I tried to spend more time with them,”*
 - *“I learned new things and be content with everybody,”*
 - *“I do not yell anymore,”*
 - *“To comprehend my children more,”*
 - *“How to explain my children about other forms of discipline them rather than punish them and to focus more on them,”*
 - *“I learned to give my children what I did not receive when I was a kid which is love and attention to my kids,”*

Children's Pre and Post

Sample of questions Children's Pre and Post

Sample of questions

1. My father keeps his feelings inside.

Strongly Agree Agree Neither agree nor disagree Disagree Strongly Disagree

2. I feel that my opinion is important to my father in making decisions.

Strongly Agree Agree Neither agree nor disagree Disagree Strongly Disagree

3. My father doesn't really know how to talk to me.

Strongly Agree Agree Neither agree nor disagree Disagree Strongly Disagree

4. For my father, family is more important than work.

Strongly Agree Agree Neither agree nor disagree Disagree Strongly Disagree

5. My mom is better at raising children than my dad.

Strongly Agree Agree Neither agree Disagree Disagree Strongly Disagree

Note: For a complete version of this instrument, please contact Covian Consulting

Other Areas Evaluated

Covian Consulting also documents the opinions of trainers and partner agencies as a mechanism of ongoing quality improvement. The areas that are evaluated are as follow:

- Channels of communication
- Challenges identified
- Overall satisfaction
- Partner's involvement with partnership activities and support.

Challenges

- Partners do not send all evaluation forms to program coordinator which has, to some extent, affected the analysis of data.
- Incomplete evaluation forms

Lessons Learned / Solutions

- To pilot test pre and post instruments before implementation
- To simplify the language of questions to meet the needs of target audience
- To promote open communication between partners and evaluators. This is crucial for the development and administration of evaluation tools
- To provide orientation to all facilitators in the administration of the evaluation tools

Contact Information

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