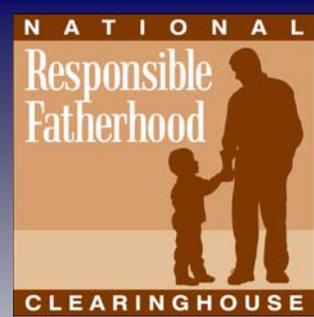


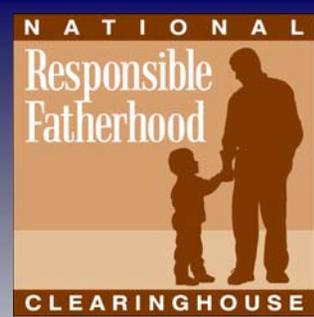
Promising Practices: Adopting, Implementing, and Replicating Fatherhood Curricula

Dr. Allison Metz
Child Trends



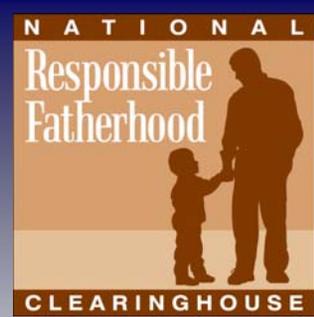
Main Points of Discussion

- Define program implementation
- Identify 10 concrete steps for adopting, implementing, and sustaining a fatherhood curriculum
- Discuss research-based strategies for effective program implementation
- Explore special issues related to replicating an existing fatherhood curriculum



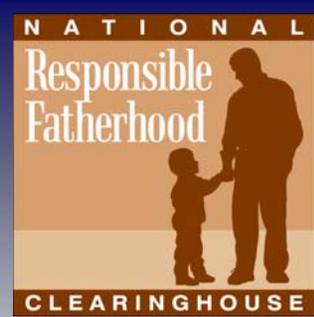
What is Program Implementation?

- Implementation is a specified set of activities designed to put into practice a program model, intervention, or curriculum of known dimensions.
- Implementation is a “mission-oriented process involving multiple decisions, actions, and corrections.”



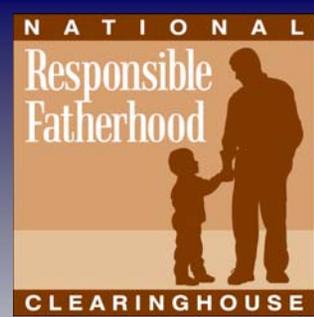
Stages of Implementation

- Exploration
- Adoption
- Early Implementation
- Full Implementation
- Sustainability
- Innovation
- Implementation can take two to four years!



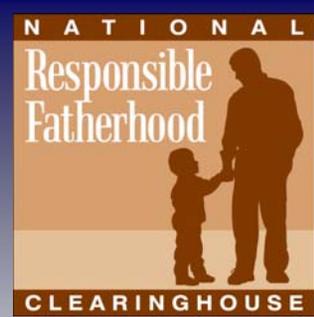
Adopting and Implementing Fatherhood Curricula: 10 Concrete Steps

- Planning and Assessing Readiness
 - Step 1: Prioritize outcomes
 - Step 2: Conduct readiness assessment
 - Step 3: Garner support of critical stakeholders



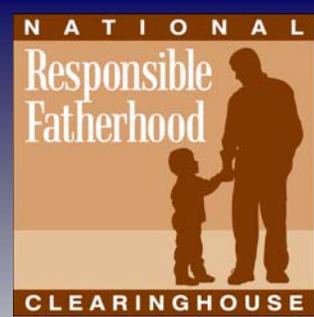
Adopting and Implementing Fatherhood Curricula: 10 Concrete Steps

- Creating the “Perfect Fit”
 - Step 4: Research and identify a “good fit”
 - Step 5: Decide on necessary program adaptations
 - Step 6: Seek information, TA, and program consultation



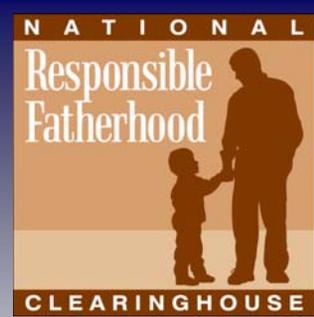
Adopting and Implementing Fatherhood Curricula: 10 Concrete Steps

- **Training Staff and Getting Going!**
 - Step 7: Provide staff training and coaching
 - Step 8: Begin initial implementation
- **Learning, Reflecting, and Improving**
 - Step 9: Conduct ongoing evaluation and fidelity assessments
 - Step 10: Create feedback loops for opportunities for learning and reflection



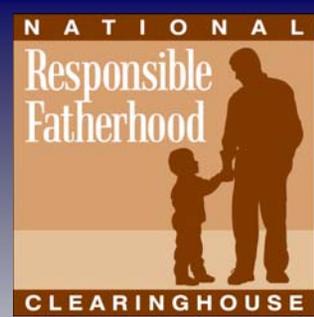
“What Works” for Effective Implementation?

- A closer look at Step 8
- Six “Drivers” of Successful Implementation
 - Staff Selection and Recruitment
 - Staff Training
 - Coaching, Mentoring and Supervision
 - Internal Management Support
 - Systems-Level Partnerships
 - Staff and Program Evaluation



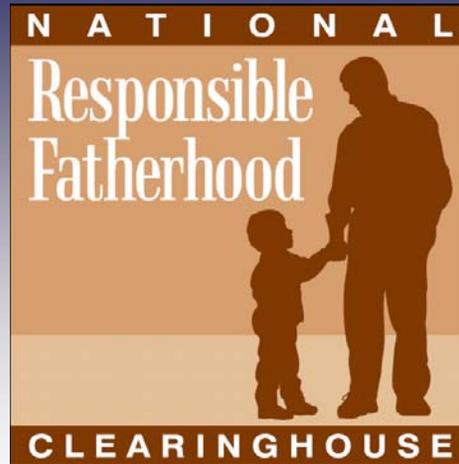
Replication of Fatherhood Curricula

- Identify core curriculum components
- Identify core implementation components
- Identify discretionary or adaptable components
- Clarify “stand alone” modules
- Understand efficacy of curriculum and modules
- Seek expert consultation
- Critically assess issues of culture



What do we know?

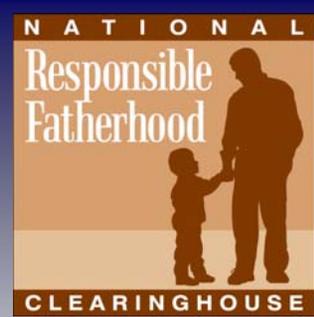
- Implementation is complex!
- There are research-based strategies which can help facilitate the effective implementation of program models, interventions, and curricula
- Consider certain issues when replicating an existing curricula
- Successful implementation is critical for achieving outcomes



Promising Practices: A Practitioners Perspective for adopting a curriculum

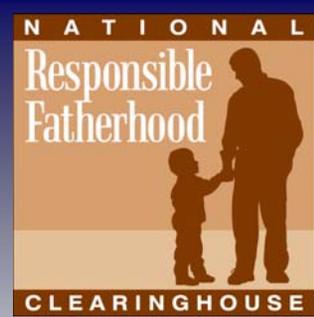
Jon Morris

Support to Eliminate Poverty
(formerly, Fathers at Work)



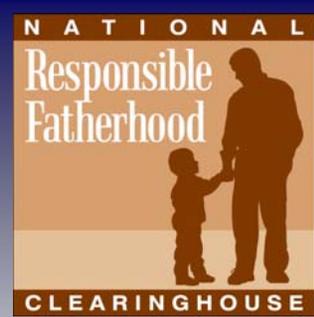
Main Points of Presentation

- Curriculum must fit your population
- Curriculum should enhance a program, not drive a program.
- Don't limit yourself
- Seek feedback from fathers. Give them ownership.
- Progression of Topics
- TRAIN, TRAIN, TRAIN!
- Lessons Learned.



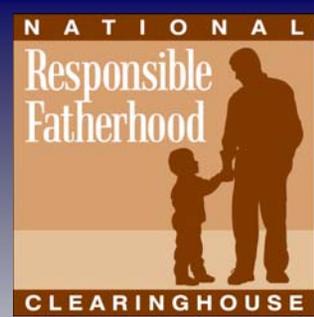
Curriculum must be appropriate

- Curriculum should resemble fathers' situation, age, and even their language.
- Participants should have a hand in choosing topics.
- Curriculum must be engaging. Fathers don't want a lecture. Make it interactive.



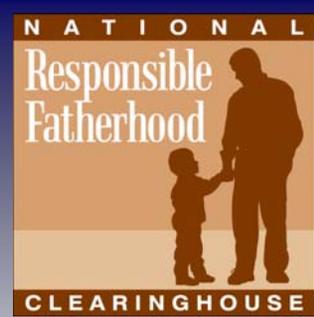
Curriculum should enhance

- What's more important, knowledge gained, or knowledge applied?
- Let services drive your program (Child support, legal assistance, improved parenting skills, father involvement, employment, etc.).
- Be flexible enough to drop the topic for a session.
- Group sessions should bring fathers closer (to other dads, children, children's mother, their families, and even staff).



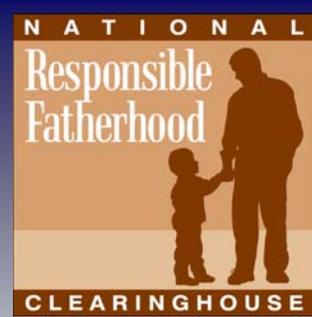
Don't limit yourself

- One curriculum may not work if you work with different populations or if you host several groups.
- Be flexible to change if your population changes.
- The more curricula you are exposed to, the better. Always search for new material.
- Seek input on curricula from other programs.



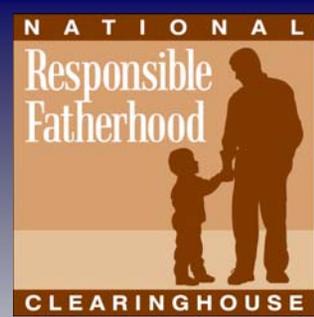
Seek feedback

- Fathers know what they like. Ask them.
- Let fathers evaluate individual group sessions and curriculum topics.
- Get staff feedback.
- If possible, allow fathers to choose curriculum or add content/topics to existing ones.



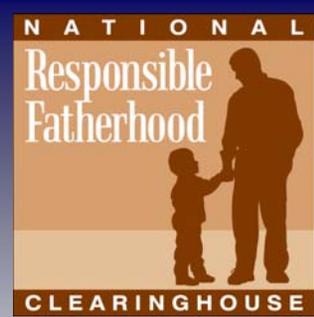
Progression of Curriculum Topics

Orientation	Introduction & Get Acquainted
Week 1	Values
Week 2	Responsible Decision Making
Week 3	Learning from the past
Week 4	Spirituality
Week 5	Child Support (Child Support Case Manager)
Week 6	Domestic Violence
Week 7	A Daddy's Influence (Fatherhood Alumni)
Week 8	Building your child's self esteem
Week 9	Fathers and Education
Week 10	Future Goals
Week 11	Self-Sufficiency
Week 12	Marriage (Guest speakers)
Week 13	Co-parenting
Week 14	Closure/Lessons Learned
Week 15	Graduation



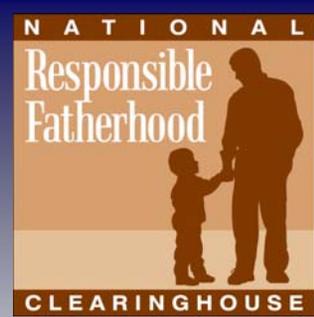
TRAIN, TRAIN, TRAIN

- Great facilitators can make a huge difference.
- Attend annual trainings and conferences.
- Provide regular staff meetings and staff development opportunities.
- Expect staff to serve fathers!
- Staff must be aware that they are role models. Staff persons who are dads must also “live” the curriculum.
- Develop a training plan to be updated annually.



Lessons Learned

- Make it fun!
- Make it measurable (knowledge, actions, attitudes, etc.)
- Incorporate mothers when appropriate
- Train alumni to facilitate groups
- Never stop learning
- Expect success
- Facilitate....don't lecture.
- Use outside resources.
- Guest speakers should be sensitive to the fathers. They should hold fathers accountable, but not preach.



Closing thought

- Curriculum alone won't make the difference with fathers.
- Emphasis should be placed on hiring quality staff with great facilitation skills.
- A great facilitator that is trained, is empathetic and non-judgmental, alongside a great curriculum can bring program success.