

Fatherhood Programs and Initiatives: Assessing Readiness and Sustainability



Hear From Your Peer

May 14, 2015



*Supporting communities to
give every child a Healthy Start.*

Healthy Start EPIC Center

Welcome and Purpose

Highlight the value of father inclusion and provide an overview of agency and program readiness to implement a sustainable fatherhood program and initiative.



Webinar Objectives

- State the importance of fatherhood involvement
- Distinguish between fatherhood programs and initiatives
- List at least three agency, program and staff considerations for implementation of sustainable fatherhood programs and initiatives



Today's Speakers

- Makeva Rhoden, MPH, CHES – Division of Healthy Start and Perinatal Services
- Kenn Harris- New Haven Healthy Start
- Tony Jolliffi, Kyle Hinton and Peggy Vander Meulen - Strong Beginnings
- Faye Johnson and Jack Johnson - Magnolia Project

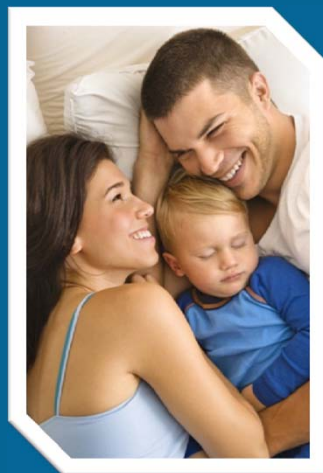


Father Engagement and the Federal Healthy Start Program

Makeva M. Rhoden, MPH, CHES
Program Management Officer

Division of Healthy Start and Perinatal Services (DHSPS)
Dept. of Health and Human Services (HHS)
Health Resources and Services Administration (HRSA)
Maternal and Child Health Bureau (MCHB)





What about the fathers?



THE NATIONAL HEALTHY START PROGRAM

Overview of Father Involvement

- For the past 22-years, many projects have structured their programs to incorporate fathers by:
 - Providing health education and direct case management
 - Facilitating male support groups
 - Providing guidance on navigating the judicial system (i.e., child support, custody issues)
 - partnering with community organization to provide support for job readiness
 - Assistance with GED preparation



THE NATIONAL HEALTHY START PROGRAM

Overview of Father Involvement

- Prior to Healthy Start 3.0, forty-eight (48) Healthy Start projects stated that they either had or previously had a fatherhood/male involvement initiative in place (NHSA, 2013).
- These programs provided both direct health care and enabling services, reaching 3,656 males in 2010.



THE NATIONAL HEALTHY START PROGRAM

Why increase Healthy Starts' focus on fatherhood?

- Research by Alio, Salihu, Kornosky, Richman and Marty (2009) showed that father involvement can affect maternal behavior during pregnancy (i.e., engagement in prenatal care services and reduction of harmful health behaviors such as smoking and alcohol use)
- Other research has also analyzed the effect that involved fathers have on the lives of their children such as reduction in poverty, lowered risk of drug abuse, health and behavioral problems, and acts of child abuse (President's Advisory Council on Faith-Based and Neighborhood Partnerships, 2010)



Why increase Healthy Starts' focus on fatherhood?



THE NATIONAL HEALTHY START PROGRAM

Why increase Healthy Starts' focus on fatherhood?

1. Support the goal of the Responsible Fatherhood Working Group and other male involvement initiatives as outlined by the Obama Administration and other .
2. Build on recommendations from the Commission on Paternal Involvement in Pregnancy Outcomes (CPIPO) (2010) which specifically suggests a policy shift in programs that serve children and families to now create “father-friendly” practices that embrace and promote family values.
3. Increase the capacity for Healthy Starts to conduct outreach to male participants and help them actively engage in the pregnancy process and beyond.



THE NATIONAL HEALTHY START PROGRAM

Revisions to the Healthy Start Program at the Federal Level

- The five new Healthy Start Approaches:
 - Improve Women's Health
 - Promote Quality Services
 - **Strengthen Family Resilience: To support the ability of an individual, family, and community to cope with adversity and adapt to challenges or change**
 - Achieve Collective Impact
 - Increase Accountability through Quality Improvement, Performance Monitoring, and Evaluation



THE NATIONAL HEALTHY START PROGRAM

Revisions to the Healthy Start Program at the Federal Level

- Three Levels of Healthy Start funding:
 - Level 1: Community-based Healthy Start
 - Level 2: Enhanced Services Healthy Start
 - Level 3: Leadership and mentoring Healthy Start

Each level includes escalating activities focused on father involvement (i.e., outreach, parenting education, activities and support services to promote resiliency.





Fatherhood Programs and Initiatives:

Assessing Readiness and Sustainability

Kenn L. Harris

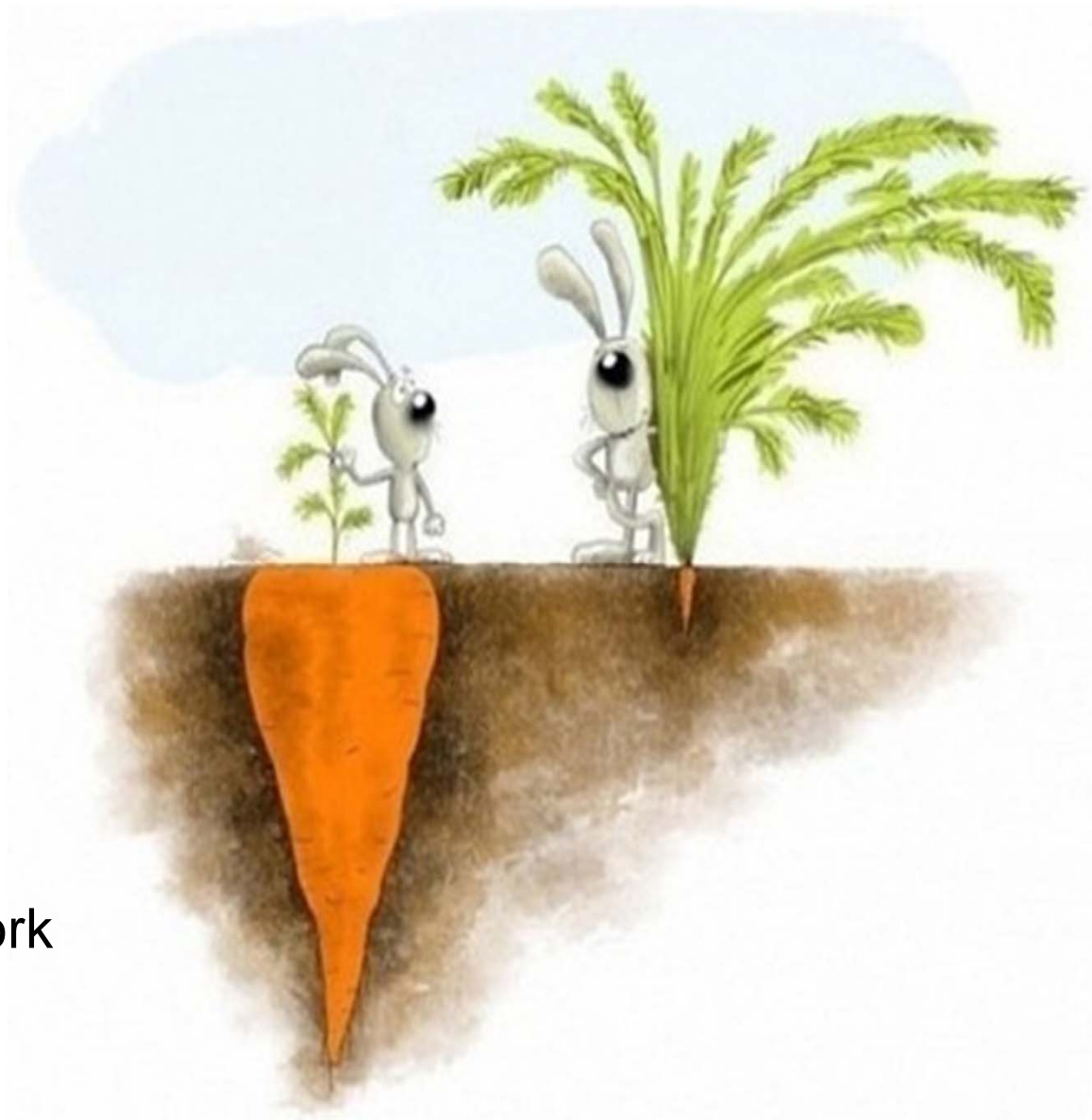
Director, New Haven Healthy Start

President-Elect, National Healthy Start Association





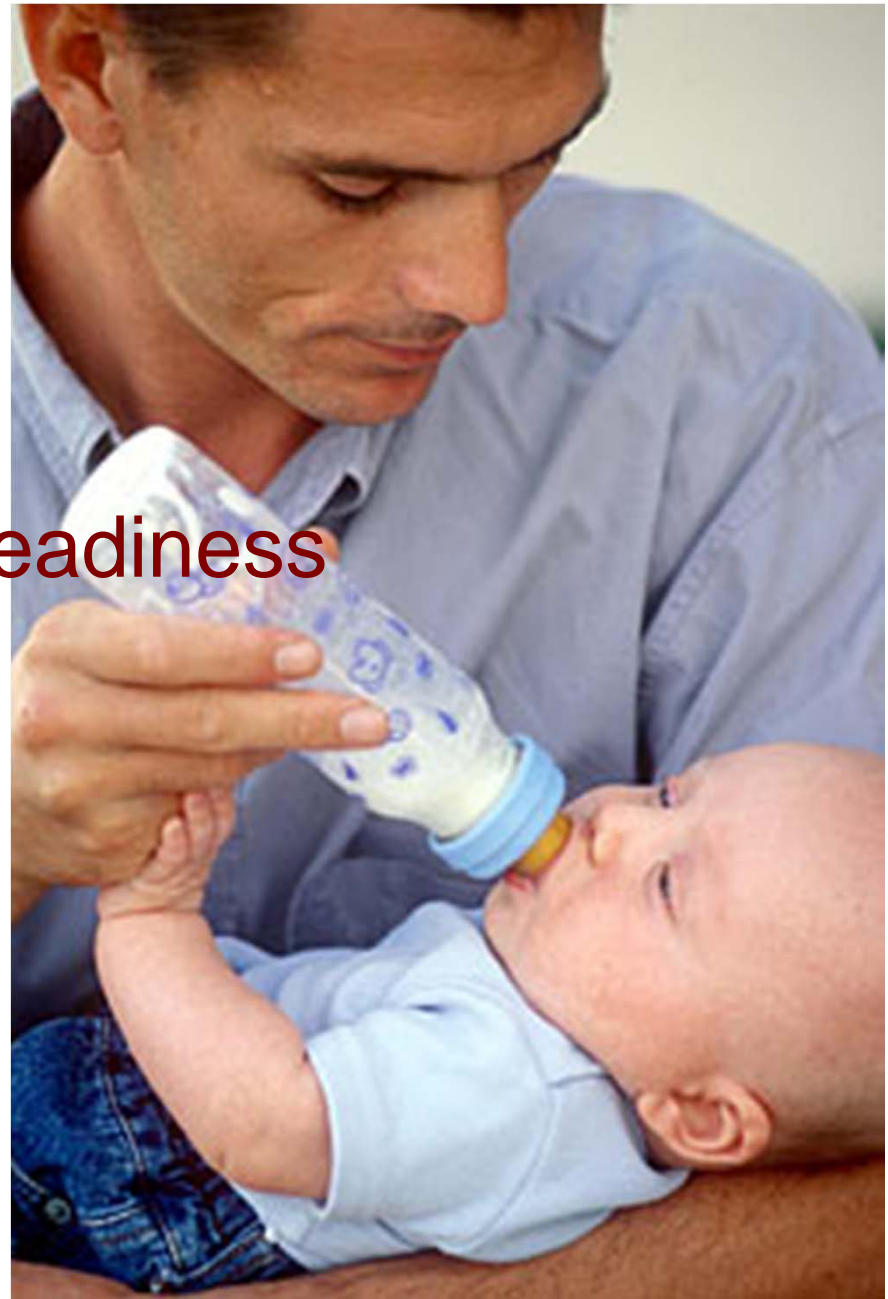
topsoil



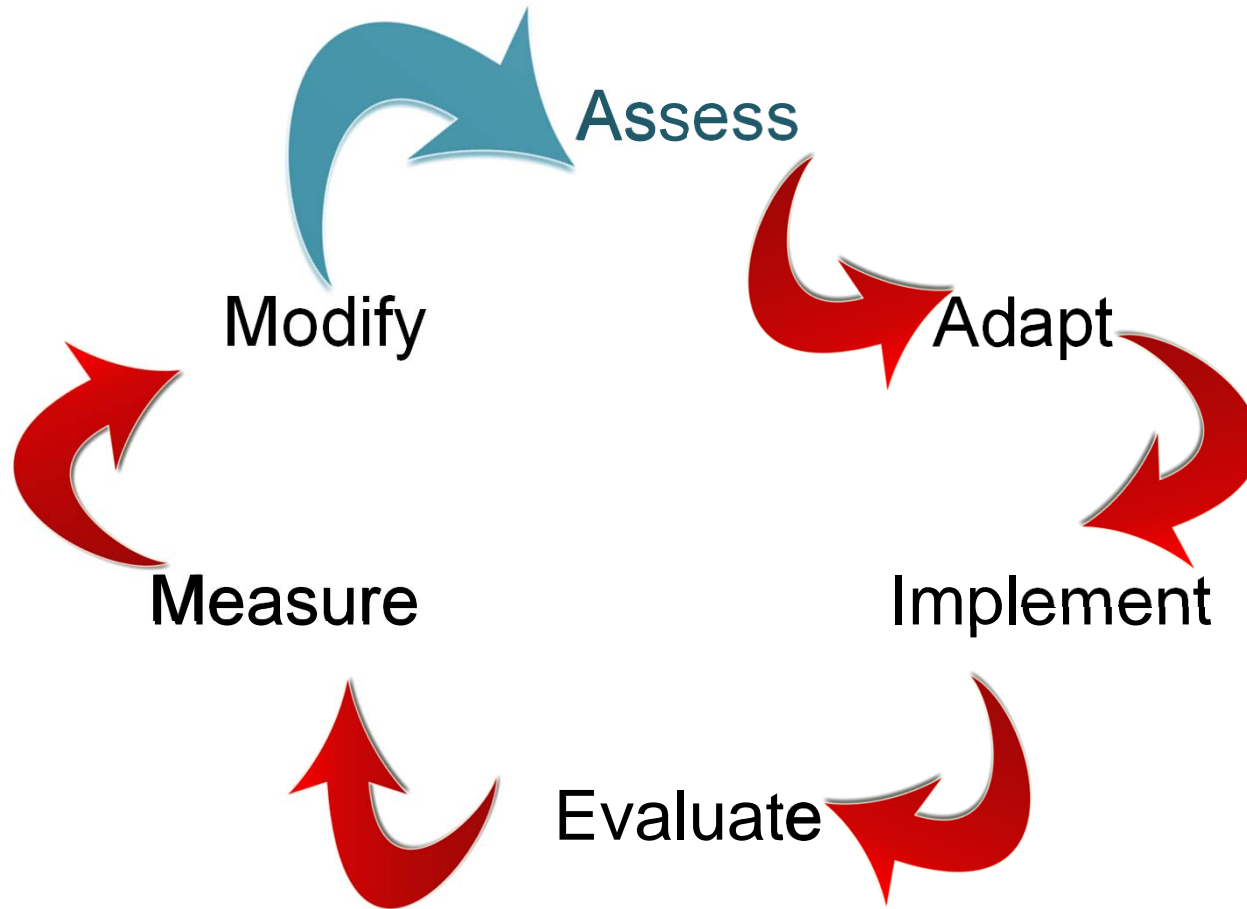
groundwork

BIG question: Why is Inclusion of Fathers Important?

Assessing Program Readiness



Assessing Program Readiness



TOOL

Community Readiness Tool



TOOL

Community Readiness Tool

Male Involvement/ Fatherhood Readiness Tent

National Healthy Start Association
Dads Matter Initiative

Name:

REASONING: You can communicate clearly the reason why the mi/fatherhood program is in place and the issues it is addressing

Reasoning

Strongly Disagree Disagree Neutral Agree Strongly Agree

RESULTS: You can articulate what measurable results are expected from the mi/fatherhood program and the associated timeline

Results

Strongly Disagree Disagree Neutral Agree Strongly Agree

ROLES: You understand the role you are asked to fulfil and are willing and able to commit to this program and work on the project in light of competing priorities of your time and various roles you may have

Roles

Strongly Disagree Disagree Neutral Agree Strongly Agree

RISKS and REWARDS: You understand the benefits that result in accomplishing goals and understand the consequences or threat to the health and well-being of infants and children as well as mothers and communities

Risks and Rewards

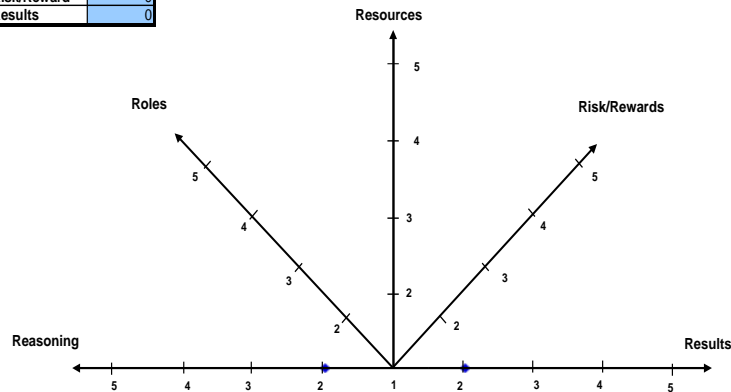
Strongly Disagree Disagree Neutral Agree Strongly Agree

RESOURCES: Sufficient information, support systems, staff, necessary partners and resources to support full development and implementation of the mi/ fatherhood program

Resources

Strongly Disagree Disagree Neutral Agree Strongly Agree

Reasoning	0
Roles	0
Resources	0
Risk/Reward	0
Results	0



Completed 5/2/15



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Risks and Rewards

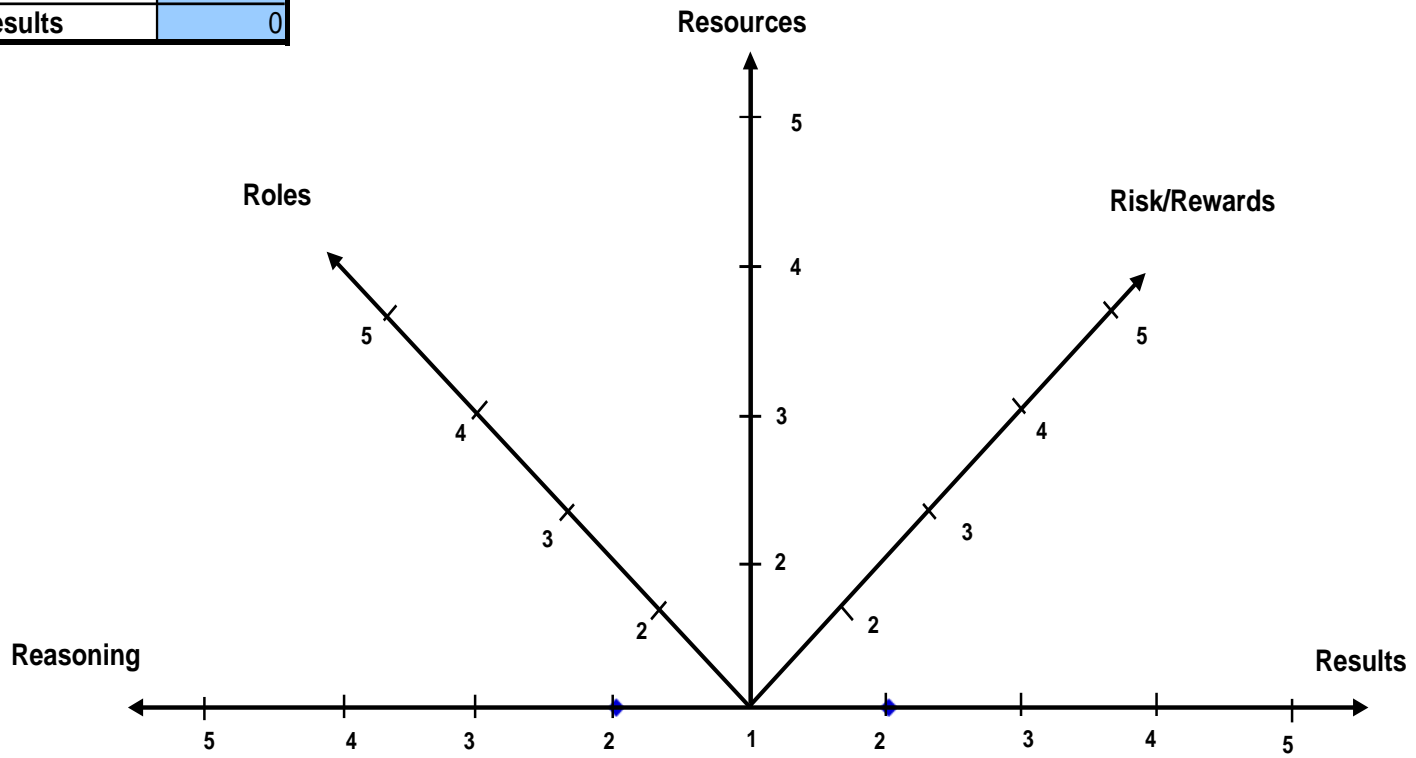
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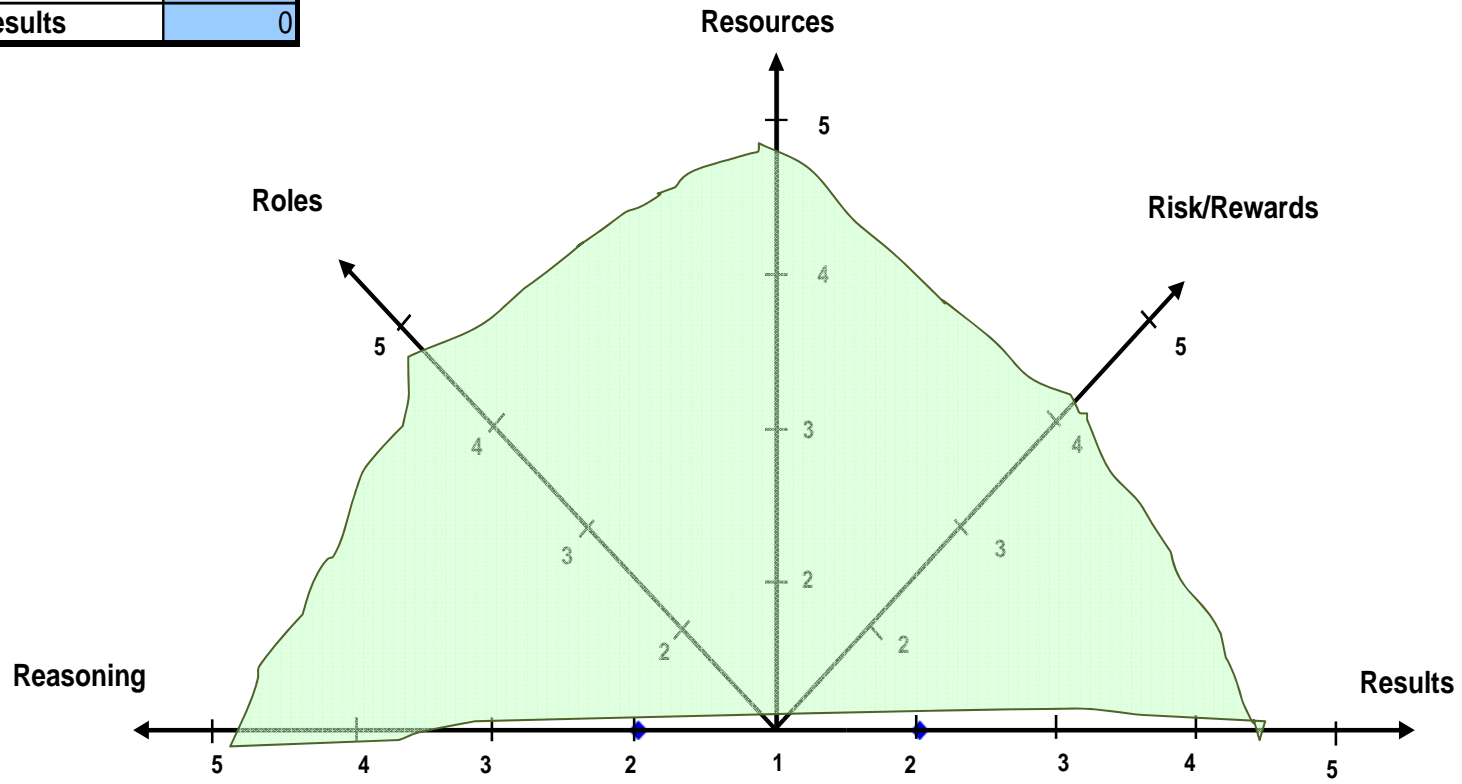
Resources

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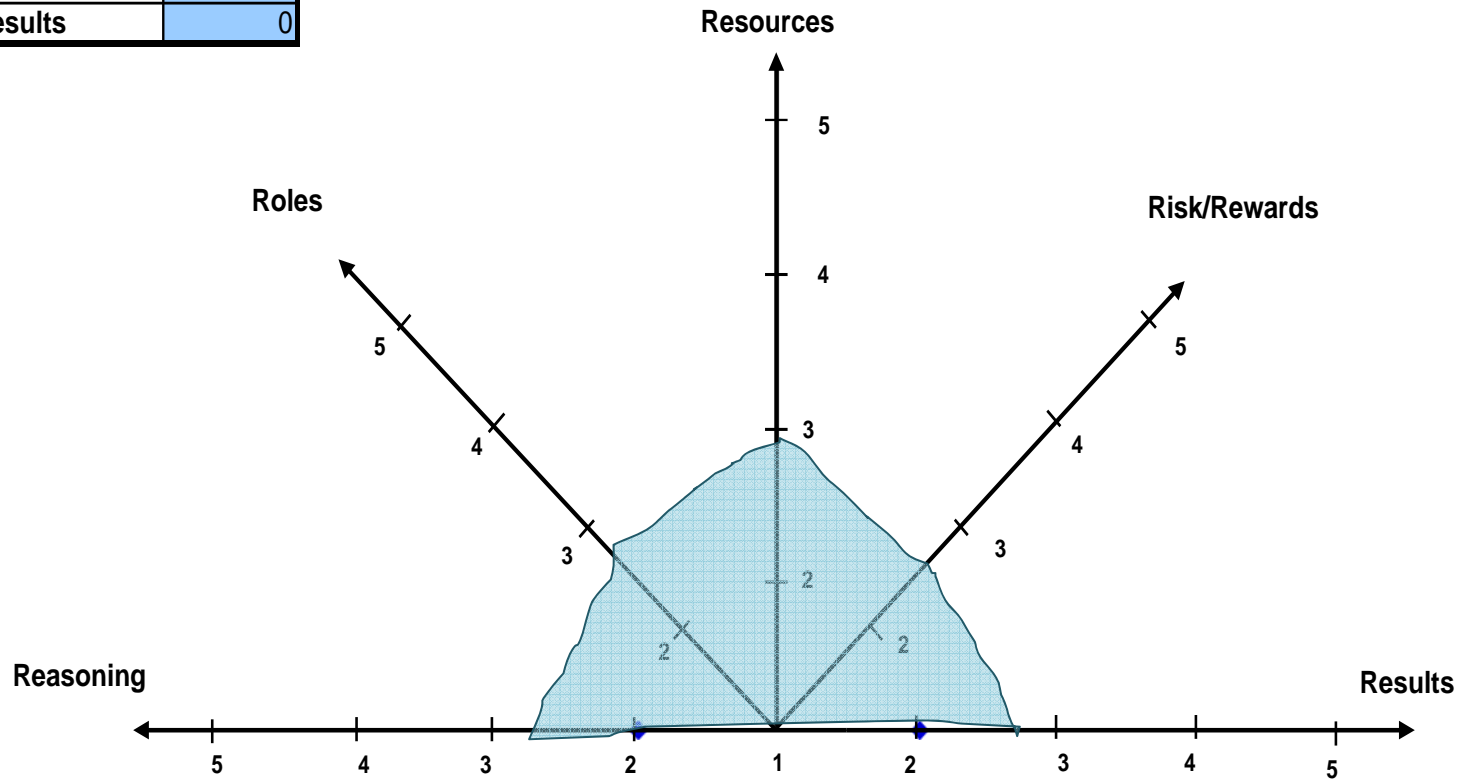
Reasoning	0
Roles	0
Resources	0
Risk/Reward	0
Results	0



Reasoning	0
Roles	0
Resources	0
Risk/Reward	0
Results	0



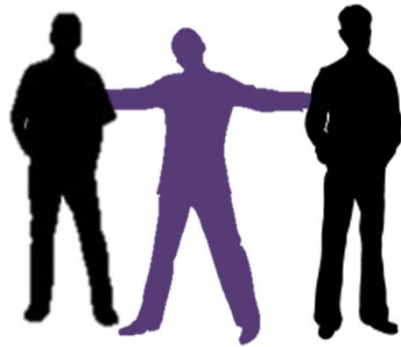
Reasoning	0
Roles	0
Resources	0
Risk/Reward	0
Results	0



Which describes your program best?



Men's Services



The Fatherhood Program



Male Involvement Initiative

Assessing the STAGE of a program

NHSA Survey
Self-report Measures

Basic Standard
Measures

National Aligned
Measures

NONE

Beginning

“Emerging” Program

Stage 1

Stage 2

Stage 3

SOME

Intermediate

“Promising” Program

Stage 4

Stage 5

Stage 6

FULL

Advanced

“Model” Program

Stage 7

Stage 8

Stage 9



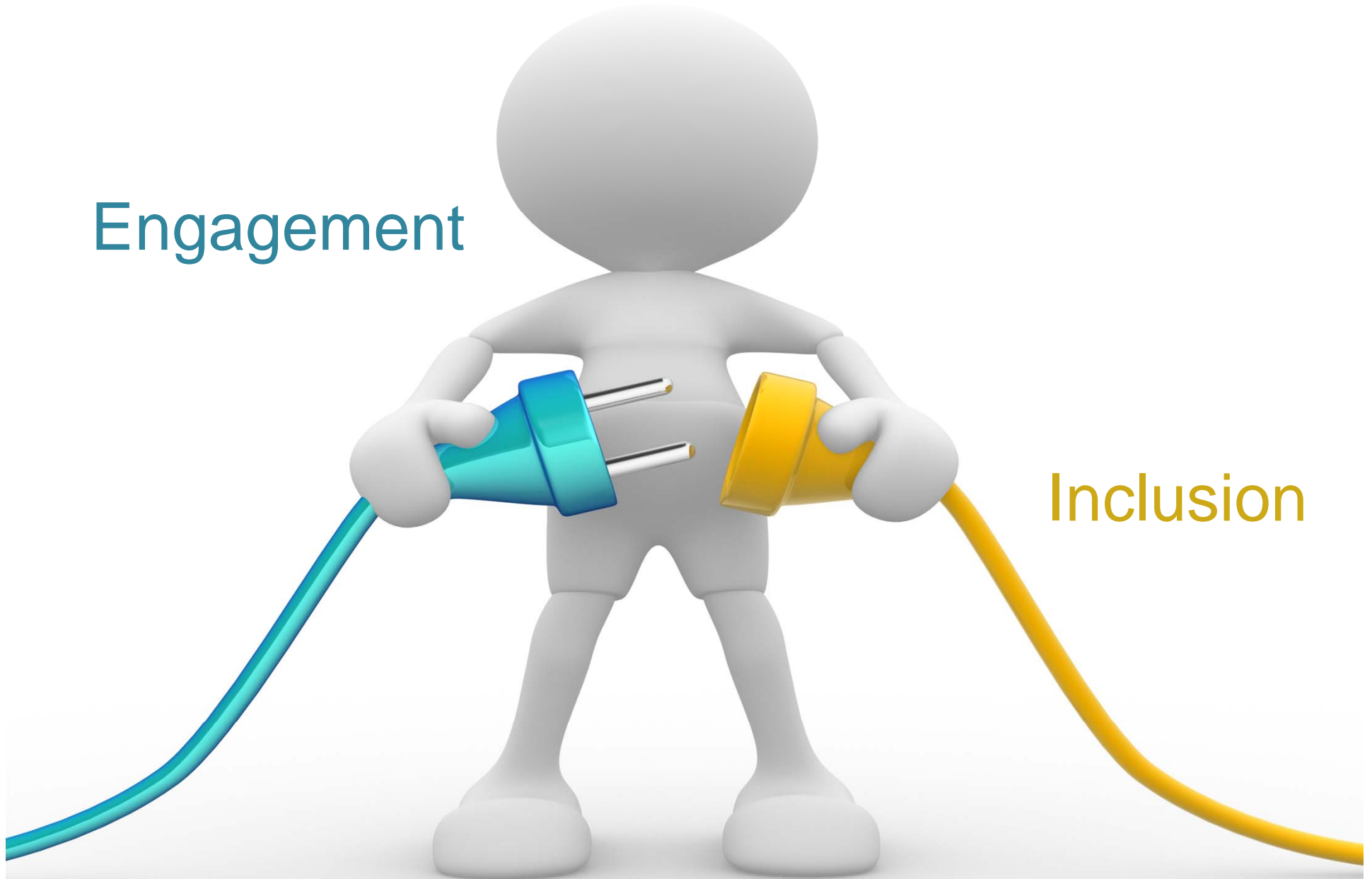
Connecting Fathers

Engagement



Connecting Fathers

Engagement



Inclusion

Connecting Fathers

Plugging dads in





Doors of Opportunity
(engagement and inclusion)



program structure

program services

program staff

program systems

program partnerships

program participants

?

Doors of Opportunity
(engagement and inclusion)



Making room for Daddy!

assessing environment

MCH

Office

Making room for Daddy!

assessing environment

Clinic

Community

Create a Continuum (before, during, after and beyond)



Starting a Fatherhood Program is EASY

*Enhancing **a**nd **S**trengthening **Y**our program to include fathers*

Easy as ABC, 1-2-3



Easy as ABC, 1-2-3

Assess program readiness

Begin including dads in practice

Create space and place (culture)



Easy as ABC, 1-2-3

Assess program readiness

Begin including dads in practice

Create space and place (culture)

1 – Create vision (framework) for dads within your program (what does it look like realistically?)


2 – Count him and make him count (“value”)

3 – Identify partners, resources





1st “Best” (best practice) steps

- 
- Once you make contact
 - Get the “digits” (intake form)
 - Follow Up
 - Make an offer (Consortium, support group, etc...) – point here or point there!
 - Offer a resource (referral)
 - Follow up/ Follow through

1st “Best” (best practice) steps

pointers about father
inclusion...



pointers about father inclusion...

Sustain and maintain engagement

Consortium/CAN (subgroup for fathers)

Partnerships (who's doing this work in our community?)

Create program flow for fathers



Be SMART© about what you can do!

Today

Tomorrow

Beyond

Be SMART© about what you can do!

Today NOW/Year 01 (2-3 weeks left to
 assess)

Tomorrow

Beyond

Be SMART© about what you can do!

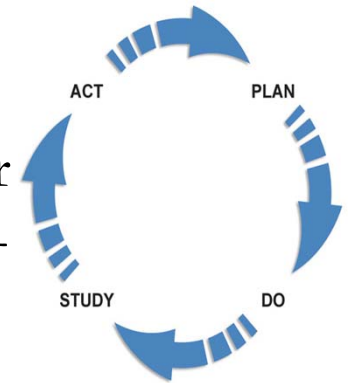
Today

NOW/Year 01 (2-3 weeks left to assess)

Tomorrow

Year 02 – 2nd Week of June implement; September evaluate; October-December refine; January 2016, evaluate; February-April, implement; and May, evaluate/assess

Beyond



Be SMART© about what you can do!

Today

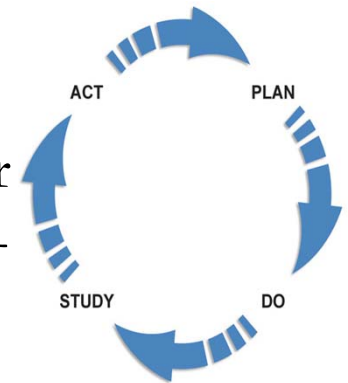
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Beyond

Years 03-05 – Promising and evidenced-based practice



Be SMART© about what you can do!

Today

NOW/Year 01 (2-3 weeks left to assess)

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Year 02 – 2nd Week of June implement; September evaluate; October-December refine; January 2016, evaluate; February-April, implement; and May, evaluate

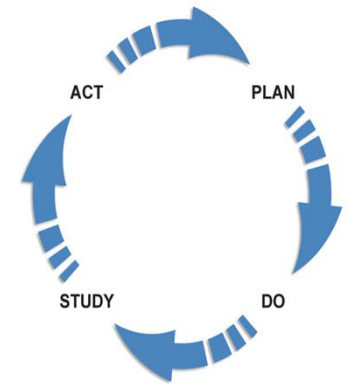
Beyond

Years 03-05 – Promising and evidenced-based practice

outputs
(activities)

outcomes
(expected)

impact (desired)





Strong Fathers

A Strong Beginnings Fatherhood Initiative



**ASSESSING READINESS
AND SUSTAINABILITY**

**EPIC WEBINAR
MAY 14, 2015**

**Strong
Beginnings**

A federally funded Healthy Start Program



Getting Ready - Historical Background



- 2001 our local Infant Health Team developed a plan to address racial disparities in birth outcomes based on town hall meetings, focus groups, lit reviews, national research, FIMR and PPOR analysis
- Importance of fathers clearly identified
- 2003 IHT applied for Healthy Start funding, including male CHW & father component
- 2004 received reduced HS funds, eliminated male CHW, female CHW and fatherhood program

Getting Ready - Historical Background



- IHT created Dads Count! Coalition
- Surveyed 57 men to determine needs and interests
- Dads Count! hosted father-child activities, legal clinics, & presentations to agencies based on surveys



Funding & Staff Education



- **Strong Beginnings obtained WKKF funds 2011 for fatherhood program, used surveys, focus groups and input from other programs to design Strong Fathers**
- **87% of our clients had no father involvement**
- **Educated partner staff with presentations & data on**
 - Importance of fathers
 - Engagement strategies that differ from engaging women
 - How female clients can subvert father involvement
 - Staff attended workshops sessions
 - “Male Call” Conference on Family Planning from male perspective

Strong Fathers



- **Fatherhood Coordinator 2012**

- Dad Talk
- Barbershop Talks
- Father-child activities
- Obtain employment
- Home visits – full caseload, saw need for counseling & CHW



- **Male CHW – home visits & case mgmt. HRSA 2015**
- **Therapist for mental health & SA, HRSA 2015**
- **Father-friendly organizational assessments**



The
Magnolia
Project

Fatherhood

Initiative of the



Presenters: Jack Johnson and Faye Johnson, BS | May 14, 2015



The Beginning

- The Northeast Florida Healthy Start Coalition (NEFHSC) began a Fatherhood Initiative in 2009 based on the increased awareness of the impact of fathers on infant mortality and the growing need for fatherhood training and education in Northeast Florida.
- Fatherhood is important because stress during pregnancy impacts birth outcomes and that increased involvement of fathers in their children's lives has been associated with a range of positive outcomes.



Building Momentum for Fatherhood

- Saturate the community with fatherhood educational training and information across multiple sectors!





The Need to Inform

Disseminate information that is readily available within your program/agency

- Agency Reports and Data
- Agency Website
- Meeting Agenda Item



ANNUAL
REPORT
2013-14

Saving Babies. Strengthening Families. Building Communities.



Promote Fatherhood

Men, dads continue to receive fatherhood and male responsibility training

Fathers, father figures and men in the community continue to have access to training on how to be responsible dads and improve the father-child relationship through the Coalition's Responsible Fatherhood Initiative.

The Initiative provided training to fathers through a partnership with the Florida Department of Revenue – Child Support Enforcement's Bringing Relief, Education and Assets to Children and their Household Project (BREACH), from 2011 until the program ended in September 2014.

Classes are still available in the community, using several evidence-based curricula from the National Fatherhood Initiative. They are available at the Magnolia Project, the Jacksonville Job Corps, the Baker County Detention Center and the Duval

Responsible Fatherhood by the numbers

82  **SERVED**
at community sites in 2014

 **15**
MOTHERS completed
co-parenting training

588 **FATHERS**
participated
in BREACH
program
since 2010

91
PERCENT of fathers in
BREACH completed
Fatherhood Initiative
Training

“ Prior to enrolling into the BREACH Program, I struggled some what with the role I thought I had to be in my son's life and the role other family members and outsiders tried to force me to be.

I was able to bring my son to some of the classes with me, and he really enjoyed being around the other guys, hearing us talk and laugh about man stuff. I can honestly say that our relationship is better because I attended the fatherhood classes. This is an excellent program that has really supported and guided me through my time of need. ”

-TODD,



Male Responsibility and Fatherhood Coordinator

- Boot Camp for New Dads Master Trainer
- Certified Facilitator 24/7 Dads
- Inside Out Dads
- Moms as Gateway





Training and Education Curriculum



“24 / 7- DAD”





Fatherhood Training and Education

Identify civic groups, programs and agencies as Fatherhood partners:

- Community Action Network, Barbershop Association, Job Corps, Department of Revenue (BREACH), Family Court Judges and Hearing Officers, Gateway Community Services Substance Abuse Treatment Center, Jacksonville Sheriffs Office, Baker County Detention Center, Operation New Hope, Masonic Organizations, Edward Waters College (HBCU) and Kiwanis Club.





Maternal and Child Health Home Visitation Program Staff

- Local Healthy Start : Care Coordinators
- The Magnolia Project Federal Healthy Start: Case Managers
- The Azalea Project: Case Managers
- Children's' Home Society: Care Coordinators
- Healthy Families: Family Support Workers





Responsible Fatherhood by the 2014 Numbers

- 82 SERVED at community sites in 2014
- 15 MOTHERS completed co-parenting training
- 588 fathers participated in the BREACH program since 2010.
- 91 fathers in BREACH completed Fatherhood Training





Barbers For Babies Annual Event

- Barbers complete Infant Mortality, 39 Weeks, and Responsible Fatherhood training.
- Display Fatherhood and Infant Mortality Facts in the shops
- Disseminate Fatherhood and Infant Mortality information Facts

barbers for babies weekend event

FATHERS, FATHER FIGURES & MEN OF ALL AGES:

Join the Barber shops of Arlington for the:

**4th Annual Barbers for Babies
Infant Mortality Awareness & Prevention Event**

Sunday, September 22, 2013 | 1 - 4 PM

Bruce Park Playground and Field | 1350 Underhill Dr., 32211



**Children
aged 10-13
will play
flag football games
coached by
barbers from
participating
shops**

Food • Drinks • Music • Games • Raffle

Participating Barber Shops:

Center Stage	Flip Mode
Center Stage II	Legendary Cuts
Circle of Images	The Main Connection
The Cut Above	Taylor-made Cuts
Duval Cutz	

Sponsored by:

The Responsible
Fatherhood Initiative

Make a **NOISE.**
Make a **Difference.**
Prevent Infant Mortality

Northwest Florida
Healthy Start



Barbers For Babies





Community Momentum to Individualized Engagement

- The need to develop individualize services for fathers.
- Limited or no funding for services for men/fathers.
- Fathers can benefit from case management and mentoring services as provided for women and children.
- Individualized engagement services are needed to assist fathers!



The
Magnolia
Project

Thank You!

Initiative of the



Questions?



Reminders

Upcoming Webinars:

- **Domestic Violence Screening and Follow-up: May 19**
from 3:00 – 4:00 pm EST
- **Quality Improvement 101: June 4** from 3:00 – 4:00 pm ET
- **Fatherhood Programs and Initiatives: Male Engagement: June 11** from 3:00 – 4:30 pm ET
- **Behavioral Health Screening: Caring for pregnant and postpartum women struggling with addiction: June 25**
from 3:00 – 4:00 pm ET

EPIC Center Website: <http://healthstartepic.org>

