



Fatherhood Programs Self-Assessment Tool

Father involvement is critical to a child’s long-term growth and development. Increased positive father involvement and engagement will create greater opportunities for fathers to make a significant contribution to their children’s healthy growth and development. Father’s vary in expectations about their roles and the goals they have set for parenting and child development activities. These varying expectations need to be considered and responded to as efforts are made to support a range of father involvement opportunities.

This tool has been developed, pilot-tested and used by several states as a way to focus on and improve program’s ability to engage fathers. CBCAP lead agencies and their networks have a strong interest in building capacity to include fathers in productive and useful ways. This tool can help create dialogue among staff, identify areas of focus and help evaluate current activities. How do program consider and reinforce involving fathers in programs, services, and community activities? This self-assessment tool organizes a set of basic considerations needed to develop or improve a program that serves the needs of both fathers and mothers. The assessment tool addresses the dimensions of engagement and outreach, working with individual fathers, parenting and child development, support for fathers, program operations and evaluation.

Fatherhood Programs	Excellent	Good	Fair	N/A	Comments and Examples
Engagement					
1. Outreach materials for fathers: <ul style="list-style-type: none"> a) describe ways that fathers and their children can be involved with their program b) describe ways that the program contributes to strengthening fathers’ relationships with their children c) include images of fathers and families from cultures / ethnicities in the community d) are expressed in language that appeals to fathers and families e) are written in the languages spoken by fathers and families in the community f) provide specific information about services, activities and hours g) provide contact information h) provide information about fees and scholarships 					



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Engagement					
i) other					
2. Information about the program is placed in locations, other organizations, and businesses and media outlets that are popular with fathers and families, such as: recreation centers, sporting events, barber shops, home improvement / auto parts stores, 'quick stops', etc.					
3. Staff reach out to fathers in a variety of ways, such as:					
a) sponsoring father friendly activities					
b) speaking at local businesses, events					
c) collaborating with other programs, services and / or organizations					
d) including fathers in first contact with new families					
Engagement					
4. The program works with other agencies to strengthen their capacity to include fathers in their services and activities					
5. The program's intake procedures and forms include information about fathers					
6. Activities and services are scheduled at times that are convenient for fathers and their families and responsive to work schedules and other responsibilities					
7. The program offers fathers a variety of opportunities to gain information and support, such as:					
a) activities for fathers with their children					
b) programs for children					



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Engagement					
c) support, discussion and social groups					
d) classes & workshops					
e) visits at home, workplace or other convenient location					
f) counseling					
g) information about other community resources and referrals upon request					
g) mentors					
h) volunteering					
i) involvement / activities for fathering or other community needs					
j) other					
8. The program encourages participation by:					
a) operating in convenient, accessible locations					
b) providing transportation assistance					
c) providing age appropriate childcare during programs for fathers					
d) providing refreshments					
e) offering incentives, food, gifts, give-aways / door prizes, gift cards, etc.					
f) other					



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Working With Individual Fathers					
9. Fathers have the opportunity to meet privately with staff member regarding individual concerns					
10. A staff member assists individual fathers in identifying their strengths, skills, past successes and needs					
11. Using assessment information, fathers: a) develop goals for themselves, their children and their family					
b) identify resources within their own family, the program and the community					
c) make a plan to meet their goals					
d) other					
12. Family confidentiality is maintained within the program, and fathers: a) are informed about how and with whom information will be shared					
b) can request that some or all information be kept confidential, including photos, etc.					
c) must provide written consent before information is shared with other programs					
d) have access to materials and files about themselves					
13. The program provides fathers with opportunities and / or links them to other resources to learn more about handling their: a) health conditions and needs					
b) training and / or education					



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Working With Individual Fathers					
c) employment, job training and job search					
d) relationships with their family, partner and / or children					
e) spiritual / religious interests / growth					
f) emotional / mental health, i.e. isolation, stress, loss and grief, anger / resentment, etc.					
g) financial issues, i.e. debt, child support, public assistance, etc.					
h) legal issues, i.e. paternity, custody, divorce, expungement, etc.					
i) substance / drug treatment needs					
j) housing needs					
k) transportation					
l) child care					
m) other					
14. The program assists fathers to strengthen their: a) sense of self worth					
b) communication skills					
c) problem solving skills / negotiation skills					
d) other					
15. The program recognizes fathers' efforts and progress in achieving their goals					
16. Fathers have opportunities to learn more about child development, including:					
a) fathers' impact on children's development					



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Parenting and Child Development					
b) bonding and attachment					
c) cognitive, physical, social and emotional learning, speech and language					
d) the value of play					
e) what children can do and at what age; appropriate expectations					
f) specific needs of boys and girls at different developmental stages					
g) the impact of change and / or instability, e.g. violence / trauma, grief, loss, separation, etc.					
h) other					
17. Fathers have opportunity to learn about and / or meet with specialists re: specific concerns about their child's development and / or behaviors					
18. The program helps fathers think and reflect on how their parenting is impacted by:					
a) their values, feelings about themselves and their children					
b) their childhood and experiences with their own father, other men in their family, mother, etc.					
c) their relationship with their wife, partner or the child(ren)'s mother					
d) cultural traditions and expectations about parenting					
e) their own ability to handle problems					
f) what is important to them as a parent					
g) other					



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Parenting and Child Development					
19. The program provides opportunities for fathers to enhance their parenting abilities related to: <ul style="list-style-type: none"> a) talking with their children / communication skills b) supporting their children's learning / education c) positive play d) physical health and nutrition e) effective discipline methods f) nurturing their children's social, emotional, spiritual development and creativity g) educating their children and adolescents safety and sensitive issues, i.e. sexual matters, alcohol / drugs, etc. h) problem solving and decision-making around difficult / stressful situations i) other 					
20. The program helps fathers understand and access specialized services / supports within the educational system, i.e. I.E.P. IDEA rights and responsibilities, etc.					
21. Parent education and child development program materials: <ul style="list-style-type: none"> a) incorporate fathers' perspectives b) highlight both fathers' and mothers' (grandparents', etc.) contributions to children's development c) include male role models 					



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Parenting and Child Development					
d) convey information fathers can use					
e) reflect the culture and child-rearing practices of fathers and families					
f) engage and motivate fathers					
g) other					
22. Fathers are involved in reviewing and adapting curricula and materials for programs.					
23. Children's activities:					
a) are fun, enriching and educational					
b) are age appropriate					
c) encourage problem-solving					
d) draw out cultural richness					
e) build children's social and emotional development					
f) encourage community service					
g) other					
24. The program provides developmentally appropriate opportunities for children to develop:					
a) a strong self-identity and feeling of self-worth					
b) strong cultural and family identity					
c) a sense of personal responsibility					
d) communication and negotiation skills					



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Parenting and Child Development					
e) understanding of own feelings and the feelings of others					
f) a sense of belonging and accomplishment					
g) critical thinking and problem-solving skills					
h) a value of education and goal setting skills					
i) healthy eating and hygiene habits					
j) an understanding of child development and caring for younger children					
25. The program provides father-children activities that:					
a) allow fathers and children to learn and have fun together					
b) strengthen father-child relationships					
c) enhance father-child communication					
d) strengthen ability to resolve conflicts					
e) other					
26. The program provides opportunities for <i>all</i> family members to participate with their child (ren)					
27. The program assists fathers in strengthening their relationship with their wife, partner, the children's mother, or primary caretaker of their children by providing opportunities to learn and practice:					
a) positive communication skills					



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Support for Fathers and Families					
b) sharing parenting responsibilities; respecting each parent's role and contributions					
c) setting goals together for their children					
d) negotiation and conflict resolution					
e) other					
28. Fathers help develop and lead activities and programs to meet their personal and family goals					
29. The program provides or connects fathers to child care or respite care upon request					
30. The program helps fathers meet / get to know each other, discuss common interests, and have fun with other fathers through activities such as: family outings, special events, etc					
31. The program provides opportunities and support for fathers to contribute or "give back" to the program and community					
32. The program helps fathers navigate the education systems, build rapport with teachers, develop effective communication with their children's school(s)					
33. Fathers are offered training and / or support in advocating or negotiating for themselves and their families					



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Support for Fathers and Families					
34. Fathers are offered training and support in advocating on a local and state level					
35. The program celebrates fathers' participation, accomplishments, and contributions					
36. The program works with other agencies, community services and local planning groups to: <ul style="list-style-type: none"> a) increase their understanding and responsiveness to fathers and their families b) jointly plan events and programs together c) address issues and barriers fathers and their families face in the community d) other 					
Program Operation / Evaluation					
37. Staff reflect the racial, ethnic, linguistic and cultural heritage of fathers and families served					
38. The reception area, activity rooms, offices are warm, comfortable for men as well as women and children. Materials / resources are appropriate for fathers as well as mothers					
39. Fatherhood activities / services connect with or are integrated into to the overall program / agency					
40. Staff are knowledgeable and skilled in gender sensitive areas, such as: <ul style="list-style-type: none"> a) men's and women's learning styles 					



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Program Operation / Evaluation					
b) men's and women's communication styles and cross gender communication					
c) paternal and maternal parenting styles					
d) ethnic and cultural values / expectations regarding roles and relationships					
e) other					
41. Ongoing training is provided to all staff on engaging and working with fathers, issues affecting fathers and their families.					
42. The program evaluates staff on a wide range of abilities including working with fathers.					
43. Fathers who have completed the program are recruited to work as mentors, recruiters, group facilitators, etc.					
44. The program routinely collects, analyzes and uses information from satisfaction surveys from fathers / families and participating children to make programmatic adjustments					
45. The program routinely surveys fathers about how the program has impacted their sense of well-being, ability to manage, their knowledge and use of community resources, their parenting skills, attitudes and knowledge, etc.					
46. The Board / governing body of the program includes father representatives who are involved / or who have participated in the program					

