



Welcome to the NRFC Webinar Working with Child Welfare Agencies to Improve Outcomes for Families

12:30 – 2:00 p.m. EDT | July 19, 2017

All **audio** from today's session will be broadcast through the computer. Make sure your computer volume and Adobe Connect audio () are turned **on**.



National
Responsible
Fatherhood Clearinghouse

National Responsible Fatherhood Clearinghouse



- National resource to support fathers and families.
- Funded by U.S. Department of Health and Human Services, Administration for Children and Families, Office of Family Assistance.
- Resources are available for fatherhood practitioners, dads, researchers, and policy makers.

National Responsible Fatherhood Clearinghouse

Visit us: www.fatherhood.gov

www.fatherhood.gov/toolkit for *Responsible Fatherhood Toolkit*.

www.fatherhood.gov/webinars for archives of all our webinars.

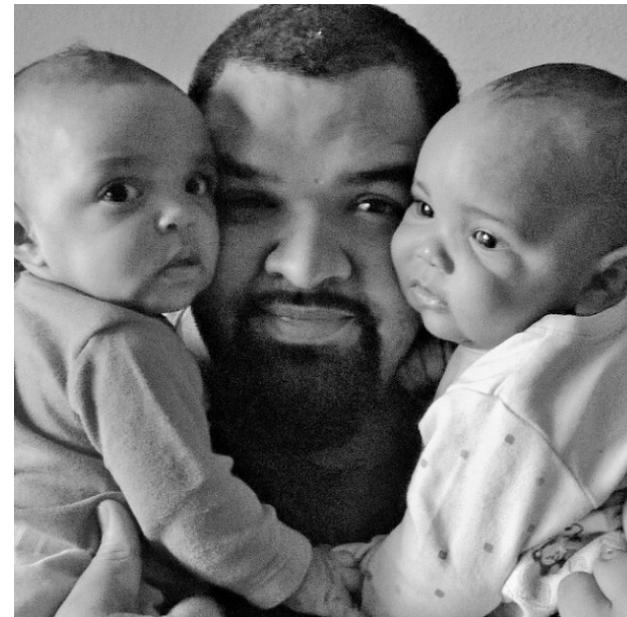
Contact: info@fatherhood.gov

Encourage fathers or practitioners to contact our Helpline toll-free at:
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Today's Webinar Will Provide

- Overview of the NRFC's toolkit section "Working with the Child Welfare System" (www.fatherhood.gov/toolkit/work/child-welfare)
- Information and tips from:
 - **Penny Putnam-Collins**, Child Welfare Information Gateway, Fairfax, VA.
 - **Alan-Michael Graves**, Director, Project Fatherhood, Children's Institute, Los Angeles, CA.
 - **LaRon Burris**, Fathers Engagement Project, Washington State Children's Administration, King County and Pierce County, WA.
- List of helpful resources available for download during the webinar.
- "Question and Answer" session with the presenters at the end of the webinar.



A Few Resources to Highlight

- [Including Fathers](#), a training video for professional social workers from Washington State Children's Administration.
- [Engaging Fathers Podcast Series](#) from the Child Welfare Information Gateway.
- [Effectively Engaging Young Fathers in Child Welfare](#), a video from the Center for the Study of Social Policy.
- [Working with the Child Welfare System](#), from the NRFC's Responsible Fatherhood Toolkit.



Responsible Fatherhood Toolkit: Resources from the Field



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Printer Friendly Version

Work With Dads

One-to-One Work

Group Work

Addressing Domestic Violence

Dads of Children with Special Needs

Working with the Child Welfare System

Barriers to Father Involvement in the Child Welfare System

Mutual Goals and Benefits

Tips on Child Welfare Staff Training

Spotlight On...The Engaging Fathers Project

Spotlight On...STRONG Fathers Program

Top Takeaways

Helpful Resources

References

Enhancing Cultural Competence to Engage Fathers

Working with the Child Welfare System

"Nonresident fathers of children in foster care are rarely involved in case planning for their children ... nearly half had not been contacted by the child welfare agency. By not reaching out to fathers, caseworkers may overlook potential social connections and resources that could help to achieve permanency for the child."^[1]

Although the child welfare system has not always focused attention on father involvement, some changes have come about in recent years. As a result, responsible fatherhood programs have opportunities to work with child welfare agencies and related professionals about ways to engage fathers and promote responsible fatherhood.

A fatherhood program might work, or establish a partnership, with a local child welfare agency to:

- Help fathers better understand how the child welfare system works.
- Help child welfare staff identify, engage, and provide appropriate services for fathers and families of children involved in the child welfare system.
- Ensure child welfare staff are aware of the fatherhood program's services.
- Encourage child welfare staff to refer fathers to the fatherhood program.

For a partnership to be productive, all fatherhood program staff, particularly those working directly with potential or active partners, should understand the role and perspective of child welfare workers as well as the mutual goals and benefits involved in working together.

Role of the Child Welfare System

The mission of the child welfare system is to promote the well-being of children by ensuring safety, providing services to families that need assistance in protecting and caring for their





Top Takeaways from NRFC Toolkit Working with Child Welfare

- Recent studies highlight the potential benefits of father involvement for the safety and well-being of children involved with the child welfare system.
- Fatherhood programs can:
 - Focus on ways children benefit when fathers are engaged in child welfare cases.
 - Ensure they understand the role and perspective of child welfare caseworkers and the potential benefits of working together.
 - Help child welfare professionals incorporate effective strategies for locating and engaging fathers.
 - Describe how their services, experience, and community connections can be helpful at various stages of child welfare system processes.
 - Look to contract with child welfare agencies to provide direct services for fathers with children involved with the child welfare system.



Questions for the Presenters

Working with Young Fathers: Tips from the Field (Lobby) - Adobe Connect

Meeting Layouts Pods Audio

Chat (Everyone)

Working With Young Fathers Tips from the Field.pptx

Draw Stop Sharing

Welcome to the NRFC Webinar
Working With Young Fathers: Tips from the Field
12:30 – 2:00 p.m. EDT | March 22, 2017

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Web Links

- Fatherhood.gov
- Young Fathers of Santa Fe
- NRFC - Facebook
- Young Fathers of Central Florida
- NRFC - Twitter
- Young Fathers of Metro Atlanta
- NRFC - Past Webinars

Browse To <https://twitter.com/fatherhoodgov>

Downloadable Resources

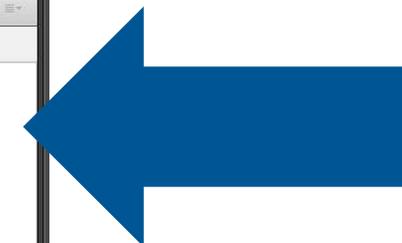
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Working with Child Welfare Agencies to Improve Outcomes for Families



Penny Putnam-Collins
Child Welfare Program Manager
Child Welfare Information Gateway

July 19, 2017



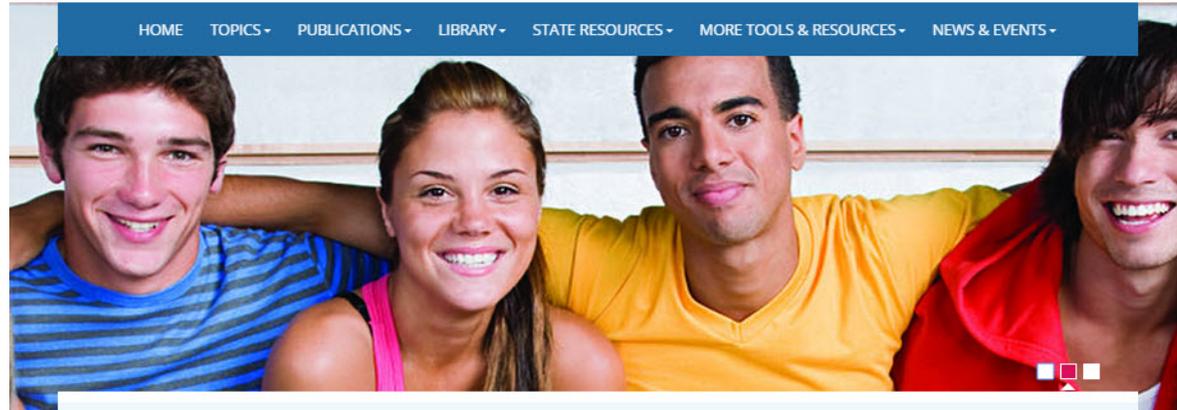
Child Welfare Information Gateway

U.S. Department of Health & Human Services & Administration for Children & Families Children's Bureau



ABOUT US CONTACT CHAT RESOURCES IN SPANISH  

HOME TOPICS - PUBLICATIONS - LIBRARY - STATE RESOURCES - MORE TOOLS & RESOURCES - NEWS & EVENTS -



Support Services for Youth in Transition: Financial Capability
Resources that can be used by service providers to prepare youth to navigate the financial marketplace and to set and reach financial goals.
[ACCESS THE RESOURCES](#)



Our Mission
Connecting child welfare and related professionals to comprehensive resources to help protect children & strengthen families.
[SEE OUR FULL PROFILE & MISSION](#)





The Goals of Child Welfare

- Safety of children.
- Permanency for children and youth.
- Improved well-being of children, youth, and families.



Child Welfare System

- Report of suspected abuse or neglect
- Assessment/investigation of allegations
- Case determination
 - Substantiated
 - Unsubstantiated
- Family-preservation services
 - Case planning
- Out-of-home placement
 - Various placement options
 - Case planning
 - Permanency planning



Father Involvement

- Children who had contact with a noncustodial parent in the last year are 46% less likely to enter foster care.
- Father involvement substantially decreases the likelihood of recurring maltreatment allegations.
- Children with highly involved nonresident fathers exit foster care quicker than children whose fathers are not involved.
- Involvement by fathers is associated with more reunifications and fewer adoptions.
- Children whose fathers successfully complete their case plan goals are more likely to be placed with a parent or relative when they are discharged from foster care.



What Hinders Fathers' Involvement?

- Caseworkers' negativity
- Caseworker dismissive towards father
- Fathers' discipline style misunderstood
- Child welfare's unfair policies/practices
- Children's mothers' noncompliance
- Fathers' negativity
- Economic difficulties/inability to find a job
- Jail/criminal history
- Social workers visit too often
- Stereotypes of Black men



Factors that Facilitate Father Involvement

- Social workers' helping skills, understanding, and compassion.
- Social workers' openness and honesty in what is expected and how to get it done.
- Resources and assistance provided to help fathers help their children.
- Social workers' availability to meet with fathers and answer questions.
- Realistic and appropriate case plan goals.
- Fathers' confidence as a parent.
- Paternal grandmother's guidance and support.



Federal Laws and Processes

- The Adoption and Safe Families Act (ASFA)
- Fostering Connections and Increasing Adoptions Act
- Federal Child and Family Services Reviews (CFSR):
 - Are BOTH parents involved in case planning?
 - Findings from rounds 1 and 2 of the CFSRs:
 - Fathers are not adequately involved in case planning.
 - Fathers have not been provided services.
 - Fathers are not contacted even when they had been involved in their children's lives.
 - Fathers are not adequately involved in any aspect of their child's case.



Working Together

- Fatherhood programs can ensure child welfare staff are aware of the fatherhood program's services.
- Fatherhood programs can help fathers better understand how the child welfare system works.
- Child welfare and fatherhood programs can partner to ensure fathers receive needed parenting and/or support services.
 - Participation in a fatherhood program can be a step in a case plan and/or child welfare staff can refer fathers to a fatherhood program.
 - Fatherhood programs can help provide parenting knowledge, skills, and support to the fathers.



Child Welfare Information Gateway

Resources for Programs and Fathers

More than 350 free products, including:

- **Bulletins for Professionals** - research, practices, and policy information for child welfare workers.
- **Factsheets** - general information on child abuse and neglect, the child welfare system, and Federal legislation.
- **Factsheets for Families** - accessible information on topics in adoption, foster care, and parenting.
- **Issue Briefs** - information for professionals and policymakers, including program examples.
- **Numbers and Trends** - statistical research synopses.
- **State Statutes** - snapshots of State laws around particular child welfare topics, and the specific laws for each State and territory.



Family Engagement Inventory

U.S. Department of Health and Human Services Administration for Children & Families Children's Bureau Child Welfare Information Gateway

Family Engagement Inventory

HOME ABOUT DEFINITIONS THEMES BENEFITS PRACTICE STRATEGIES PROGRAM STRATEGIES SYSTEM STRATEGIES RESOURCE

Family engagement is recognized as a foundation for success across the human services and education fields. The Family Engagement Inventory (FEI) is designed to assist professionals in child welfare, juvenile justice, behavioral health, early education, and education to learn how family engagement is defined and implemented across these fields of practice.

The FEI enables professionals to access information on family engagement organized by discipline and domain.

The FEI can be used in several ways:

- Explore commonalities across fields synthesized from an evidence-based framework.
- View key information on family engagement across disciplines and compare and contrast the themes, approaches, and resources within them.
- Examine in the FEI Synthesis Summary (PDF - 289 KB) how information for the FEI was researched, collected, and synthesized.
- Explore how to effectively use the FEI and share information across disciplines.

EXPLORE AND COMPARE FAMILY ENGAGEMENT ACROSS DISCIPLINES

Child Welfare (CW) Early Childhood Education (ECE)
 Juvenile Justice (JJ) Behavioral Health (BH)
 Education (ED)

HOW ARE WE DOING?
 Please take 5 minutes to answer our survey questions. Your input will help strengthen the Family Engagement Inventory website to better meet your needs.

Children's Bureau
 A service of the Children's Bureau, Administration for Children and Families, U.S. Department of Health and Human Services

FAMILY ENGAGEMENT INVENTORY
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Family Engagement Inventory

HOME ABOUT DEFINITIONS THEMES BENEFITS PRACTICE STRATEGIES PROGRAM STRATEGIES SYSTEM STRATEGIES RESOURCE

Family Engagement Program Level Strategies

The program level domain provides links to various family engagement programs and/or methods of family engagement used by agencies of the different disciplines referenced in the inventory.

Commonalities Across Family Engagement Inventory Program Level Strategy Domain (PDF - 70 KB)

Narrow by Discipline (5)

Child Welfare CW

- Culturally Responsive Programs
 - Cultural Broker Program
 - Use of Cultural Brokers as an Approach to Community Engagement with African American Families in Child Welfare: An Empirically Based Curriculum (PDF - 1,015 KB)
 - Latino Practice Advisory Committee
 - "Culturally Responsive Child Welfare Practice" (CW360, Winter 2015) (PDF - 9,216 KB)

Juvenile Justice JJ

- Brief Strategic Family Therapy
- Engaging Youth
 - The Center for the Advancement of Mentoring
 - "Working with Youth in the Juvenile Justice System" webinar
 - "Communicating with Youth: A Strengths Based Approach" webinar
 - Supporting Youth in Foster Care in Making Healthy Choices: A Guide for Caregivers and Caseworkers on Trauma, Treatment.

Behavioral Health BH

- Brief Strategic Family Therapy
- SAMHSA's National Registry of Evidence-Based Programs and Practices: Brief Strategic Family Therapy
- Comprehensive Community Mental Health Services for Children and Their Families Program Evaluation Findings: Annual Report to Congress 2010
- Directory of Programs Serving Children & Families of the Incarcerated

Education ED

- Family, School, and Community Engagement
 - Families in the Driver's Seat: Parent-Driven Lessons and Guidelines for Collective Engagement (PDF - 6144 KB)
 - Home/School Partnerships
 - Parent Institute for Quality Education
 - Connecting the Dots: Raising a Reader Builds Evidence Base for Its Parent Engagement and Early Literacy Program (PDF - 206 KB)

Early Childhood Education ECE

- Child Engagement
 - Framework for Effective Practice: Engaging Interactions and Environments
- Culturally Responsive Family Engagement
 - Family Engagement Strategies for All Languages and Cultures Webinar
 - Family Engagement Strategies for All Languages and Cultures (PDF - 3 MB)

The Family Engagement Inventory: A Brief Cross-Disciplinary Synthesis: Definitions (PDF - 289 KB)

HOW ARE WE DOING?
 Please take 5 minutes to answer our survey questions. Your input will help strengthen the Family Engagement Inventory website to better meet your needs.



References

- Child Welfare Information Gateway. (2013). *How the child welfare system works*. Washington, DC: U.S. Department of Health and Human Services, Children's Bureau.
- Coakley, T. (2014). Fatherhood. In G. P. Mallon & P. M. Hess (Eds.), *Child welfare for the twenty-first century: A handbook of practices, policies, and programs*. New York: Columbia University Press, (pp. 694-709).
- Kendall, J. and Pilnik, L. (2010). *Engaging nonresident fathers in child welfare cases: A guide for court appointed special advocates*. Retrieved from http://site.americanhumane.org/fatherhooddocs/casa_brief.pdf
- U.S. Department of Health and Human Services. (2012) *Child and Family Services Review: FY 2007 -2010 Round 2 findings 52 States reviewed*. Washington D.C. Retrieved from https://www.acf.hhs.gov/sites/default/files/cb/cfsr_findings.pdf



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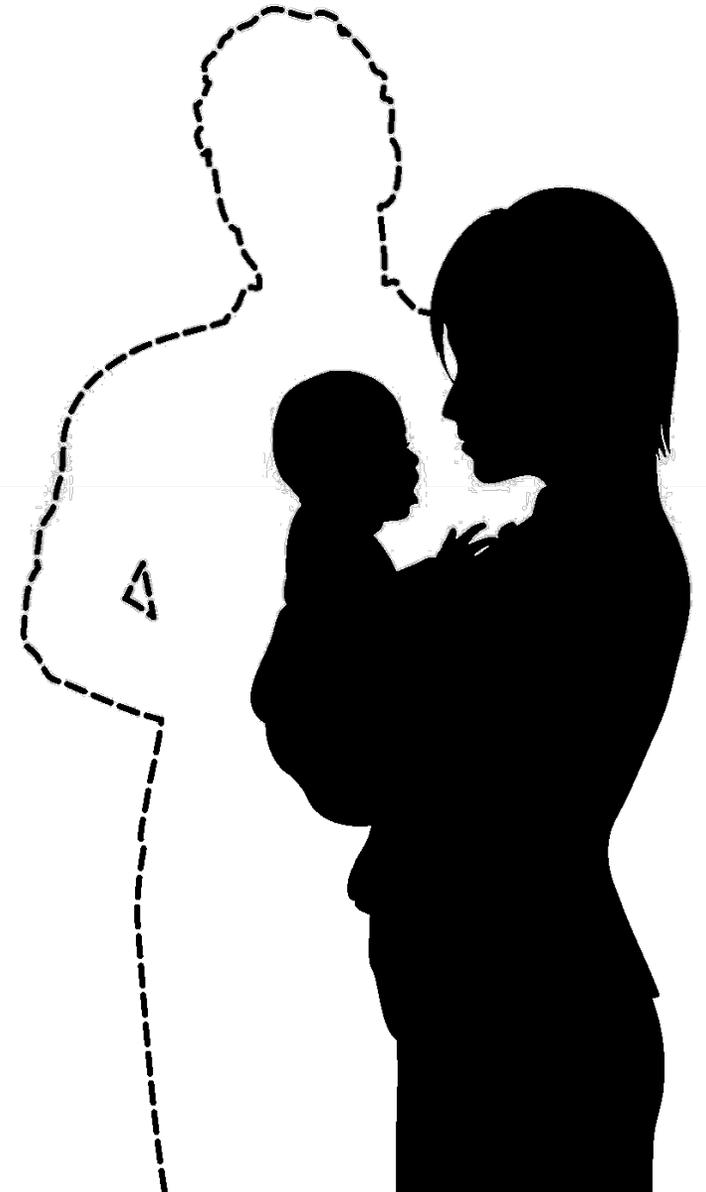
Working with Child Welfare Agencies to Improve Outcomes for Families

Alan-Michael Graves

**Director, Project Fatherhood
Children's Institute, Los Angeles, CA**

July 19, 2017

Father absence is considered by many to be the major social problem in our society today.





Developing Strong & Effective Fatherhood Partnerships With Child Welfare Agencies

- Fathers can no longer be ignored in studies of child welfare.
- Regardless of whether they live with their children or not, it is important to examine how father-child relationships, as well as mother-child relationships, influence children's and parents' functioning.

“Although it is important not to overvalue the importance of fathers, it is equally important not to dismiss their significance.”



PROJECT FatherhoodSM

In 1996, having long observed that fathers were often left out of programs designed to prevent child abuse and neglect, CII's Senior Vice President of Clinical Services, Dr. Hershel K. Swinger, reached out to the fathers and began the process of engaging them in the lives of their children...

Project Fatherhood

- Program Goals:
 - Responsible Parenting
 - Healthy Marriage
 - Economic Stability
- Community Engagement
- Services Provided:
 - Men in Relationships Group (MIRG)
 - Individual and group counseling
 - Job training
 - Financial literacy
 - Healthy-marriage workshops
 - Parent-child enrichment activities
 - Legal workshops and consultations
 - Employment assistance
 - Housing assistance





What we know

- Children with involved and engaged fathers tend to have more positive outcomes relative to physical, cognitive, and social emotional health.
- When children become involved in the child welfare system, involving their mothers and fathers often results in:
 - Greater chance of the child returning home.
 - Fewer placement episodes.
 - Reduced trauma from separation anxiety.



Reasons fathers are not involved

- Poor Self-Esteem
- Intergenerational factors
- Stress
- **Social and Psychological Isolation**



Partnership with LA County Department of Children and Families Services (DCFS)

- Fatherhood Network workgroup.
- Children's Social Worker Father Engagement Survey:
 - To determine the needs of workers in support of their efforts to engage fathers.
 - 214 workers completed surveys.

Survey Results

- 85% of workers felt that more training was needed on engagement with fathers.
- 56% of workers felt that DCFS policies were clear **WHEN** to get fathers involved.
- **BUT** 58% of workers felt that DCFS policies were not clear on **HOW** to get fathers involved.
- 84% of workers agreed that fathers are good alternative resources to placing a child in foster care.



Partnership with LA County Department of Children and Families Services (DCFS)

- Father Engagement Survey
 - Designed to gain feedback from fathers about how they are engaged and served.
 - 240 fathers completed surveys.
- **Survey Results**
- 70% of fathers felt that the child welfare system did not value them.
- 56% of fathers reported that their social workers did not visit them on a regular basis.
- 32% of fathers felt that their social workers were not comfortable talking with them.
- 47% of fathers felt that their social workers did not understand their story.
- 62% of fathers felt involved in the process of getting their child or children back.
- 44% of fathers felt that their social workers were helpful in making sure they visited with their child or children.

Let's Train Professionals

In order to really make significant changes, some people need training!!!

- Doctors/Nurses
- Teachers
- Lawyers/Judges
- Child Support
- Social Workers
- Therapists
- Employers





Lessons Learned

- Have strong male leadership; use men to market, recruit and facilitate programs.
- Find a female champion within the Child Welfare system.
- Respect the culture of the men involved: geographic area, age, socio-economics, ethnicity and race.
- Include families to tell the story.
- Always spend time celebrating successes (e.g., Reunifications).
- Stay professional **but** be unapologetic about Fatherhood work.
- **Keep the focus on the Children.**



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PROJECTSM
Fatherhood





Working with Child Welfare Agencies to Improve Outcomes for Families



LaRon Burris

Director and Facilitator

Fathers Engagement Project

Washington State Children's Administration

King County and Pierce County, WA.

July 19, 2017

Father Engagement Project

- Services are provided in King County and Pierce County, WA in collaboration with Washington State Children's Administration.
- Classes for fathers are facilitated by LaRon Burris
 - Public and private agency representatives provide additional content.
- The project began as a demonstration project in 2007 and expanded during 2012 and 2013 to provide services for fathers in additional regions of the state.
- Classes are now provided at the Multicultural Child and Family Hope Center in Tacoma.
- Big shout out to Denise Revels Robinson for championing Father Engagement throughout the State of Washington.





My name is LaRon Burris. I am a veteran parent who has successfully navigated the child welfare system. This presentation is to inform you about the Father Engagement Class and what it entails. We will also provide you with proven concepts that will help you engage and recruit fathers for recommended services.



Practice Improvement Plan

Excerpts from:

Washington State

(Title IV-B)

Annual Progress and Services Report

FY 2012-FY 2013

Engaging fathers - Washington State Children's Administration (CA) acknowledges that engagement of fathers has been a challenge for our administration. However, we continue our efforts to improve in this area.

As part of this effort, CA has implemented the Father Engagement Project to:

- Identify, contact, and engage nonresident fathers who have children placed in out-of-home care.
- Gather information, data, and recommendations to assess and improve policy, practice, and training.
- Better engage fathers early in child welfare cases.
- Maintain that engagement throughout the life of the case.

The project was initiated in Region 2 (previously Region 4 - Seattle area) in collaboration with:

- The University of Washington School of Social Work
- Catalyst for Kids
- DSHS Division of Child Support
- King County Juvenile Court
- Department of Defense
- Divine Alternatives for Dads Services (D.A.D.S.).



Fathers Are A Fundamental Part of the Case Plan

- Contact with fathers is to be established immediately for all intakes.
- Assigned Social Workers ask fathers if they are interested in fatherhood support groups and, if so, refer immediately.
- Other referrals come from the Courts, Defense Attorneys, and Court Appointed Special Advocates (CASA).
- The Parent 4 Parent Program / Dependency 101 and the Father Engagement Project work in unison to help fathers understand how, and where, to find Father Engagement Classes.
 - We enlist the help of our veteran parent advocates as front line volunteers in Pierce County.



Information Packets for Fathers

- Information is written in lay person language.
- Definitions, terms, processes, and roles are clearly explained.
- Because this whole process can be overwhelming, we want fathers to have as much information in writing as possible.
- Social workers should have access to these packets and hand them out to the fathers.
- If fathers have not already received a packet, they will receive one in the Father Engagement classes.



Guide for Fathers in Child Protection Cases

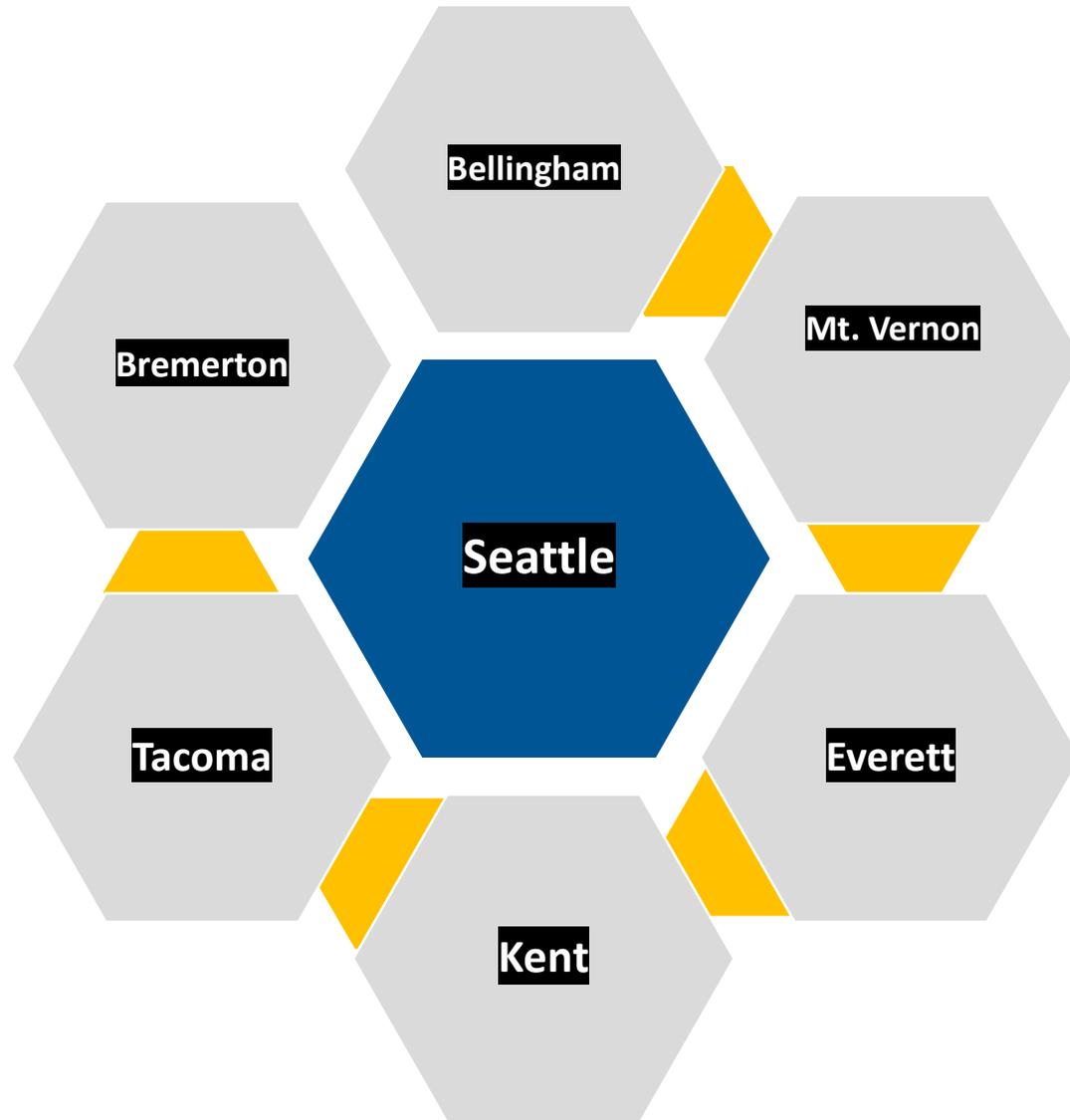
- Your Rights and Responsibilities
- How to Work with Your Lawyer
- A Father's Guide to the Court Process
- A Father's Role in Court
- Who Will Be In Court?
- Common Court Terms
- Your Role Outside Court
- When You Owe Child Support
- If You Are or Have Been in Prison
- Paternity Establishment in Washington State
- What is Expected of You as the Father in Working with the Social Worker



Topics Covered with Fathers

- Introduction (individual goals/class overview)
- Dad as planner (understanding the child welfare system)
- Dad as part of the solution (working with Children's Administration)
- Dad as part of the juvenile court process
- Dad as provider (child support)
- Dad as safe and sane (counseling/mental health issues)
- Dad as clean and sober
- Dad as parent (includes co-parenting whether living with the mother or not)
- Dad as nonviolent partner
- Dad as healthy parent (making healthy choices)
- Dad as community leader
- Strategic sharing and celebration

2006-2017 Father Engagement Tour





Engaging Fathers - It Works!

Project outcomes

Based on pre- and post-test responses in 2010, fathers had increases in:

- Awareness of community supports (from 27% to 92%).
- Knowledge of how to engage in quality activities with their children (from 50% to 92%).
- Ability to build relationships with those able to provide support (from 43% to 83%).
- Parenting confidence and knowledge of how to care for children (from 54% to 85%).
- Understanding of the value of children having other adults in their lives (from 50% to 75%).



Father Engagement Project 2010-2017

As a contracted service provider to the Children's Administration from 2010-2017:

- 557 fathers were referred for services.
- 88% (488) of these fathers graduated from the program.
- 72% (351) of program graduates were reunited with their children.



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Q & A



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Contact Us

- NRFC: info@fatherhood.gov
 - Comments, questions, suggestions for future webinar topics, information or resources that you recommend.
- Today's presenters:
 - LaRon Burris: ibelieve0116@hotmail.com
 - Penny Putnam-Collins: Penny.Putnam-Collins@icf.com
 - Alan-Michael Graves: agraves@ChildrensInstitute.org