CELEBRATING 50 YEARS

CDR | CHILD DEVELOPMENT RESOURCES

Changing the lives of babies, toddlers & their families
CDR’s Programs

- Central Point of Entry (566-TOTS)
- Infant-Parent Program (IPP) – Part C
- Early Head Start (EHS)
- Child Care & Development Centers
- Parents As Teachers (PAT)
- Parent Groups/Play Groups
- Community & Medical Interpretation Service (CMIS)
- Fatherhood (757-378-3177)
- 1-2-3 READ Virginia!
- VA Infant Toddler Specialist Network
- Center for Professional Development
Pathways to Responsible Fatherhood

- Five year federal grant from the Administration on Children and Families, Office of Family Assistance
- Focus on responsible parenting, economic stability, and healthy co-parenting

**Services offered:**
- Coaching and Mentoring
- Group training
- Home Visits
- Rookie Dads
- Linkages
- Workforce Development
- Counseling
- Conflict Resolution
- Links to Community Resources
Community Partners

- Community Hospital
- Regional Jail
- Center for Child and Family Services
- Local departments of social services
- EHS, PAT, and Part C
- Virginia Sexual and Domestic Violence Action Alliance
Training Topics

- Child Development
- Parenting
- Effective Discipline
- Communication
- Managing Anger
- Resolving Conflicts
- Developing & Maintaining Relationships
Training Topics

- Decision-Making
- Literacy Development
- Dealing with Stress
- Managing Your Money
- Handling the Daily Needs of Children
Employment Assistance

- Job seeking
- Resume writing
- Interviewing techniques
- Skill Building to advance in current position
- Job placement
- Tips for being successful on the job
Learning Objectives

- Identify the barriers that may keep fathers from being involved in their children’s lives
- Identify strategies for working with moms to help them understand the importance of fathers and help them figure out ways to involve fathers
- Identify strategies for engaging fathers in their children’s lives and for engaging fathers in home visiting
What is a father?

- Biological father
- Stepfather
- Grandfather
- Uncle
- Significant male
- Positive male role model

No matter what children call them, fathers love their children, want what is best, and want to be involved.
What does an involved father look like?

- Spends time with his children
- Participates in daily routines
- Provides financial support
- Shares decision making
- Shares care giving responsibilities
Children with involved dads are more likely to:

- Finish high school
- Attend college
- Find steady employment
- Have healthy relationships as adults

Children need both parents
Contributions of Fathers

Men can use their own strengths and abilities to connect with children

- Provide a male role model
- Have less predictable parenting styles
- Challenge children to take acceptable risks
Benefits for Mom and Baby

- Better pregnancy outcomes and improved postpartum health
- More competent as a mother
- Greater financial security
- Less parental stress
Benefits for Dad

When dad is involved prenatally:
- He feels more connected to his child
- Begins to see himself as a dad

After the baby is born:
- Feel more satisfied with his life
- Increase in relationship stability
- Has his child’s love and affection
- Better health
Barriers to Father Involvement

- Mom might act as gatekeeper
- Domestic violence
- Tension because of child support
- Incarceration
Identifying “Dad”

- Learn how each family defines “family”
- Help each family member work together to support the child
Cultural Competency

- Recognize the role of cultural values, beliefs and behaviors
- Create programs and interventions that incorporate those influences
- Learn from each family about their culture
- Ask open ended questions
- Be aware of ethnic identification, religious influences, socioeconomic status, age
- Be aware of your own biases
Involving Dads who Live in the Home

Even when mom and dad live together:

- Dad might feel inadequate if he can’t provide financially for his child
- Mom might think dad is not a competent parent
- Dad might think child care isn’t his responsibility
- Dad might lack confidence
- Dad might work long hours
Engaging Dads in Children’s Lives

- **Help** dad identify ways he is a good dad
- **Teach** fathers about the importance of their role
- **Encourage** dads to take an active role
- **Discover** dad’s interests
- **Invite** him to share his interests, talents, and skills
Engaging Parents in Shared Parenting

- **Educate** mom about the importance of dad’s involvement
- **Encourage** dad and mom to share parenting
- **Invite** both to be actively involved in home visiting
- **Offer** referrals for relationship counseling
Engaging Fathers in Home Visits

- Get direct contact info
- Try to include him from the first contact
- Share information if he cannot be present
- Engage him to set goals, find solutions
- Include him in activities
Home Visiting Practices

- Use father friendly resources
- Provide activities that dad can do with his child

**Encourage dads to:**
- Believe in their ability to be a positive role model in their children’s lives
- Decide how involved they wish to be and commit themselves to doing what they hope to do.
- Be strong and be the type of father they think their children need
- Work with their child’s mother to create rules and come to a common ground regarding the parenting of their children. Remember that raising a child takes teamwork.
Home Visiting Practices

- **Keep** a positive outlook even though economic and other factors may get in the way of being actively involved in children’s lives.
- **Strive** to find creative ways to be involved and make consistent efforts to overcome barriers.
- **Actively seek** to involve fathers in home visiting.
- **Advocate** for men and encourage their involvement and engagement as fathers.
Home Visiting Practices

- **Help** fathers negotiate conflicting pressures and expectations that may interfere with their paternal role
- **Provide** social supports such as informal mentoring and support groups
**Agency Practices**

- **Believe** that dads and moms play equal roles in the lives of their children
- **Provide** training to staff on involving dads
- **Make** “father involvement” the agency standard
- **Develop** policies and procedures for working with dads where safety may be an issue
- **Include** positive images of men in all promotional materials

**All forms** should include information about both parents
## Father-Friendly Assessment Tool
### Individual Home Visitor

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neutral</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>As a home visitor, do you make an effort to have contact with nonresident fathers?</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Do you recognize and reduce the barriers limiting father involvement?</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Do you have the information you need to help fathers take an active nurturing role in their children’s lives?</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Do you have the information you need to help fathers and mothers to have a respectful, affectionate and considerate relationship with each other?</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Do you ask about the mother’s values and aspirations about involving father of her children in your program?</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Are you prepared to provide father with the resources that will support and promote appropriate father-child activities?</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Do you ask dads about their needs and interest?</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
## Father-Friendly Assessment Tool
### Supervisor/Program Level

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neutral</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Does your agency/program involve mothers and fathers equally?</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Does your agency have collaborations with agency that serve men?</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Does your agency recognize the diversity of men, with respect to culture, age, experience and family influences?</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Is all agency material (assessments, flyers, brochures) father and family friendly?</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Are your forms and policies and procedures gender neutral?</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Does your agency recruit male staff as part of your strategies to engage fathers?</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Do you have staff time dedicated to engaging fathers?</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Self-Reflection

- Do you need to advocate for change in your agency?
- How can you support and promote positive father engagement?
- What changes do you need to make?
# Action Plan

**Program Name:** ___________________      **Date Started:** __________

**Goal(s) (The program will...):** ____________________________________________________________

<table>
<thead>
<tr>
<th>What I/ We Need to Do (Strategies Steps)</th>
<th>Who Will Do It?</th>
<th>By When?</th>
<th>What Happened and Date</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Resource Links

ECLKC Parent, Family, and Community Engagement
https://eclkc.ohs.acf.hhs.gov/hslc/tta/system/family/father-engagement

Annie Casey Foundation

National Fatherhood Initiative
http://www.fatherhood.org/
Contact Info

Amy Borhoft
amyb@cdr.org
757-378-3169

Fatherhood Program
fatherhood@cdr.org
757-378-3177