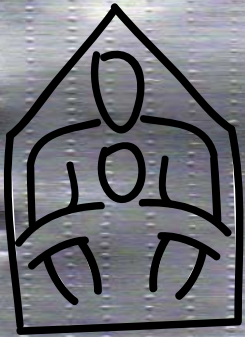


Strengthening Father Involvement

Best Practices and Next Steps

Foundations for Fathers

- Fathers regularly interact with their children (60%+)
- Fathers have a strong desire for their child to succeed
- Fathers have strengths to offer (distinct & important)
- Programs that strengthen fathers strengthen kids

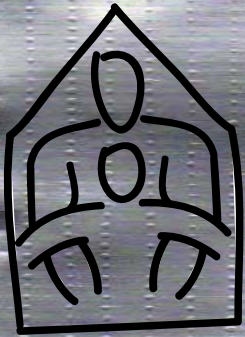


Strengthening Father Involvement

Best Practices and Next Steps

Obstacles to Father Involvement

- Father's fears of exposing inadequacies
- Ambivalence of program staff members about father involvement
- Gatekeeping by mothers (and female staff)
- Inappropriate program design and delivery

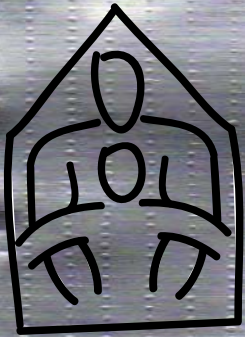


Strengthening Father Involvement

Best Practices and Next Steps

Father's Fear of Exposing Inadequacies

- Actual fear of being hammered
- Why expose what I already deal with?
- Programs don't know strengths exist so they don't "expose" those.
- Fathers don't need more drama since they already have mama.
- Programs are stronger if they focus on strengths of constituents.

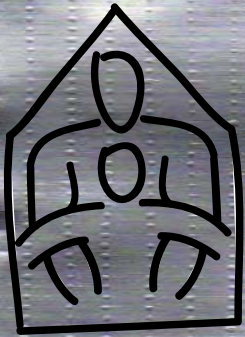


Strengthening Father Involvement

Best Practices and Next Steps

Ambivalence of staff toward fathers

- Issues with the father of their children
- Issues with their own father
- View father involvement as short term
- Fail to see the focus on positive child outcomes
- Don't understand the culture of fathers

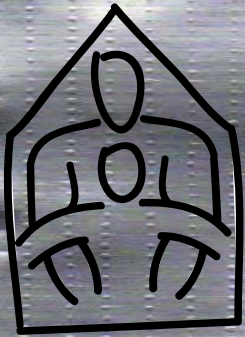


Strengthening Father Involvement

Best Practices and Next Steps

Gate-keeping by mothers (& staff)

- Views herself as the “true” parent
- Fails to see his strengths in terms of child development
- Uses child as currency in relationship (interaction decrease value)
- Feels the need to approve interaction
- Is threatened by father involvement in regards to her own role

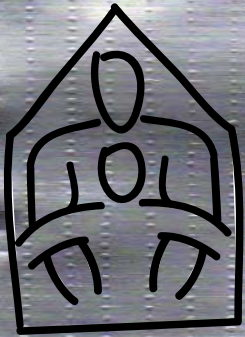


Strengthening Father Involvement

Best Practices and Next Steps

Inappropriate program design & delivery

- Program is feminized (views father as second string mom)
- Program is deficit based (fails to view fathers as competent)
- Program is not focused on outcomes (fails to understand goals)
- Program is culturally insensitive (fathers culture / father's culture)
- Program is an afterthought

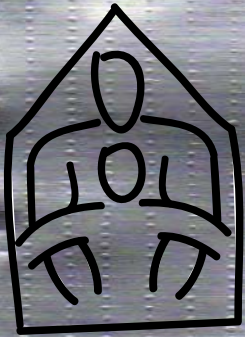


Strengthening Father Involvement

Best Practices and Next Steps

I. Be Specific About Goals

- FOCUS on child outcomes
- Build on inherent strengths of fathers and father figures
- Set goals for child outcomes, father development, and participation
- Communicate your goals to staff, mothers, and fathers
- Be flexible in your goals and outcomes

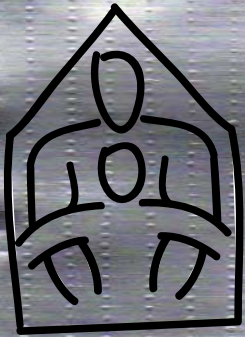


Strengthening Father Involvement

Best Practices and Next Steps

2. Acknowledge Resistance to Initiative

- Ask for input from all stakeholders
- Use viewpoints to build program components
- Build a flexible framework for program (able to withstand pressure)
- Promote child outcomes as basis for program
- Personalize your efforts with staff

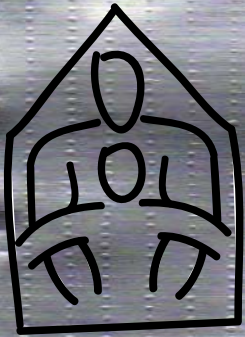


Strengthening Father Involvement

Best Practices and Next Steps

3. Identify significant male role models

- Role models first, then males
- Do not assume or delegate actual leaders
- Allow champions to develop on their own
- Build leadership development into program goals and practices
- Identify role models in all facets of programming

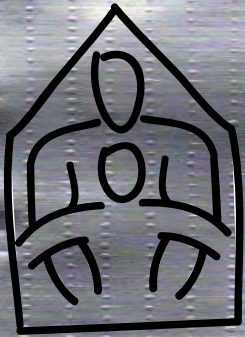


Strengthening Father Involvement

Best Practices and Next Steps

4. Provide Training and Support for Staff

- Train EVERYBODY
- Focus training on child outcomes then program details
- Allow champions to develop on their own
- Keep support as a high priority
- Train from the roots up

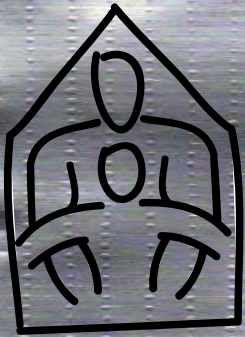


Strengthening Father Involvement

Best Practices and Next Steps

5. Train female facilitators to accept male involvement

- Redefine the world view of program “families”
- Work on abundance mentality
- Focus on weaving male involvement into daily fabric of your program
- FOCUS ON CHILD OUTCOMES
- Address personal and professional issues early and often

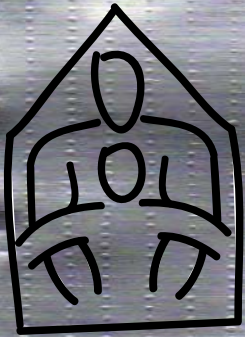


Strengthening Father Involvement

Best Practices and Next Steps

6. Don't neglect mothers

- Work from abundance viewpoint
- Promote the goal of positive child outcomes
- Continually validate mom's role
- Bring mom into program for support
- Seek out moms as program promoters

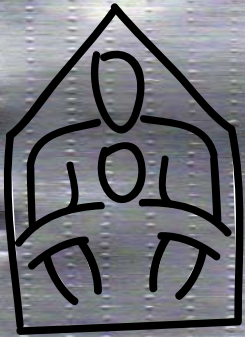


Strengthening Father Involvement

Best Practices and Next Steps

7. Go Slowly

- Develop an annual plan, a three year plan, and a five year plan
- Begin with organizational culture (top to bottom)
- Develop a strong site culture for father and father programs
- Develop a program regardless of funding
- Look at your annual calendar for natural opportunities

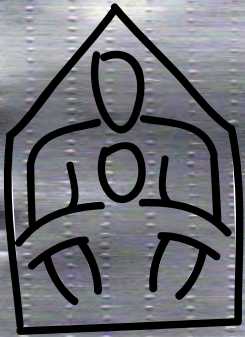


Strengthening Father Involvement

Best Practices and Next Steps

8. Don't Reinvent the Wheel

- Use what you have, keep it simple
- ASK the fathers
- Look for “natural” opportunities
- Steal, Steal, Steal! Ideas, programs, handouts, etc.
- Look for successful programs and practices

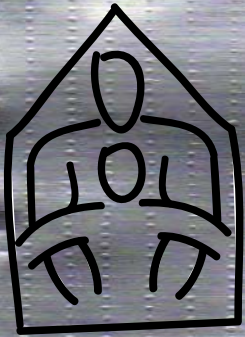


Strengthening Father Involvement

Best Practices and Next Steps

See Fathers as Their Own Culture

- A Culture of Grown Boys
- Seek to Understand Their Common Language
- Understand Their Common Priorities
- Understand Their Mutual Playfulness
- Understand their rituals (all fathers and subgroups)

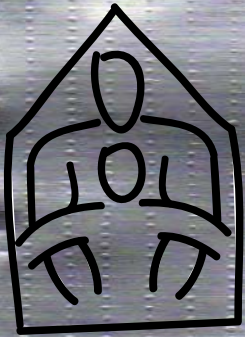


Strengthening Father Involvement

Best Practices and Next Steps

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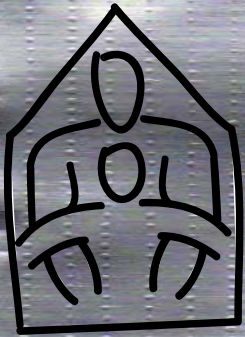
Strengthening Father Involvement

Best Practices and Next Steps

Expect Success with Fathers

Understand That:

- Fathers CARE deeply about their children
- Fathers WILL ATTEND the right programs
- Fathers WILL share insights and concerns
- Fathers are WIRED & READY to TAKE ACTION (meetings 1:20 and 20:1)



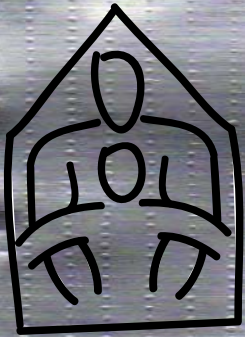
Strengthening Father Involvement

Best Practices and Next Steps

Design programs built FOR FATHERS:

Understand That:

- Fathers should be invited **AS FATHERS** (not “parents” or “families”)
- Fathers place an importance on work (work around work hours)
- Get the word out early (A month in advance, remind them often)
- Get a count two weeks out (Don't Count on Your Count)

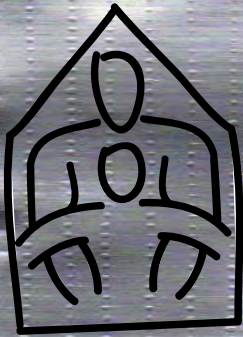


Strengthening Father Involvement

Best Practices and Next Steps

Have the kids do the recruiting:

- THEY KNOW WHERE DAD IS
- They know their “father options”
- They will SEEK OUT their fathers
- They are relentless, insightful, and adorable (i.e. walking commercials)

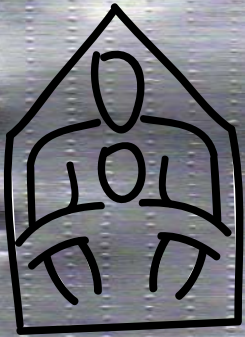


Strengthening Father Involvement

Best Practices and Next Steps

Enlist Your Front Line Educators:

- They control the propaganda flow of flyers
- They know the kids and the family situations
- They have the best rapport with parents (especially “fringe” parents)
- They are a strong set of volunteers (for the right purpose)

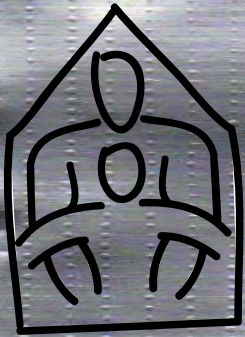


Strengthening Father Involvement

Best Practices and Next Steps

Develop Programs with the End in Mind:

- Fathers need way more relevancy than fluff
- Fathers help kids develop skills and resiliency
- Fathers can aid in the development of community
- Father programs can be great “equalizers” in centers & communities

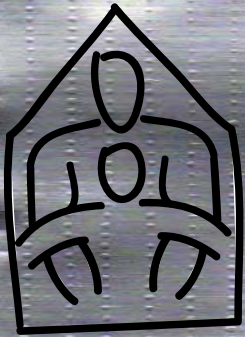


Strengthening Father Involvement

Best Practices and Next Steps

Expect Your Program to Make a Difference:

- Build Assessments and Agreement for Change
- Expect change from dads
- Expect to deal with change

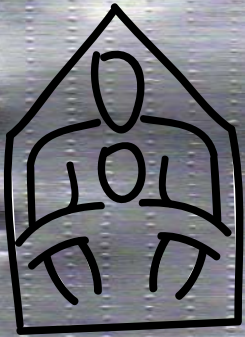


Strengthening Father Involvement

Best Practices and Next Steps

Principles of Family Involvement in Head Start

- Head Start recognizes that both mothers and fathers play an essential role in the healthy development of the children who learn here.
- Head Start recognizes that children benefit from a strong, cooperative relationship between mother and father.
- Head Start helps *both* mother and father become effective in helping their children become life-long learners.

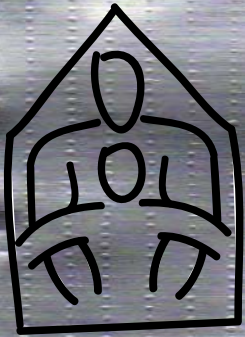


Strengthening Father Involvement

Best Practices and Next Steps

Principles of Family Involvement in Head Start

- Head Start helps mothers and fathers understand and appreciate the vital and unique roles they play in their child's healthy development.
- Head Start recognizes, appreciates, and wants to learn about both parents, as fully as possible, regardless of whether the parents reside in the same home.
- Head Start strives to invite mother and father, by name and in their primary language, to Head Start programs and functions.



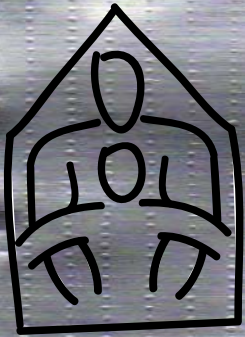
Strengthening Father Involvement

Best Practices and Next Steps

Principles of Family Involvement in Head Start

- Head Start seeks to make both mothers and fathers feel welcome and supported.
- Head Start seeks to offer programs that are meaningful to both mothers and fathers.

“We believe a child with a loving, involved father and mother is a child who has a great head start in life.”



Strengthening Father Involvement

Best Practices and Next Steps

**Staff
Training**

Event

Event

Event

Event

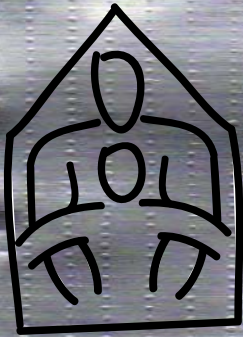
Event

Event

Event

Standard Parent Programming

Special Events Model



Strengthening Father Involvement

Best Practices and Next Steps

Meeting

Meeting

Meeting

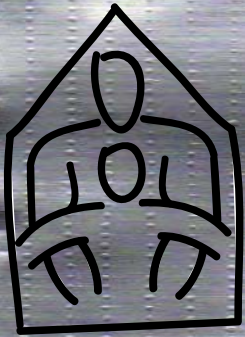
Meeting

Meeting

Meeting

Standard Parent Programming

Monthly Meeting Model



Strengthening Father Involvement

Best Practices and Next Steps

Class 1

Class 2

Class 3

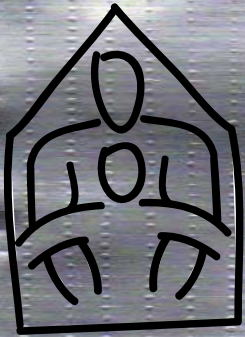
Class 4

Class 5

Class 6

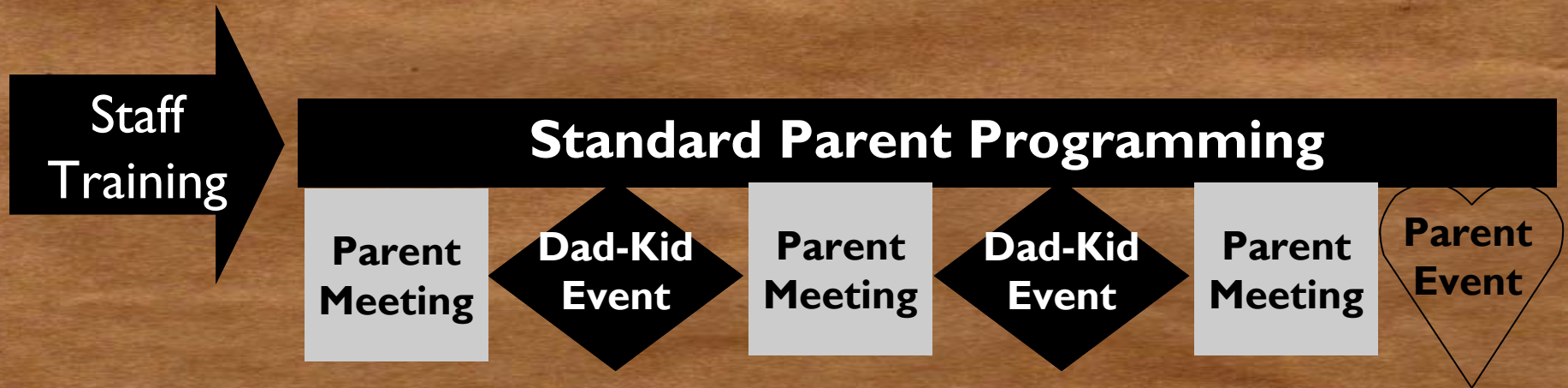
Standard Parent Programming

Curricula Based Programming

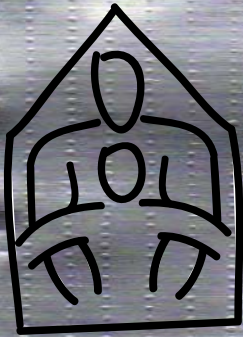


Strengthening Father Involvement

Best Practices and Next Steps



Contextual Model



Strengthening Father Involvement

Best Practices and Next Steps

Class 1

Class 2

Class 3

Class 4

Class 5

Class 6

Standard Parent Programming

Parent Meeting

Dad-Kid Event

Parent Meeting

Couple Event

Parent Meeting

Dad-Kid Event

Parent Meeting

Family Event

Contextual Model