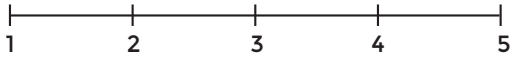


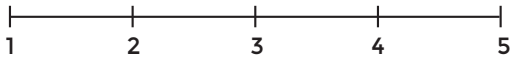
Fatherhood Assessment Tool

Rate how well your organization is Father-Responsive for each of the following.
1(low) – 5(high)

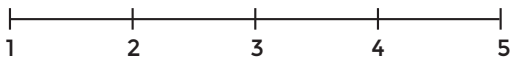
1. Successfully recruits fathers into programs and services?



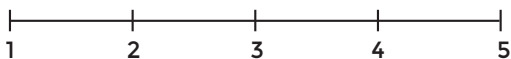
2. Communicates that “Fathers are welcome here”



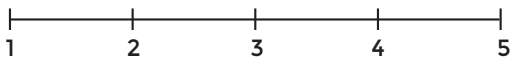
3. Encourages the healthy development of the father-child relationship among clients.



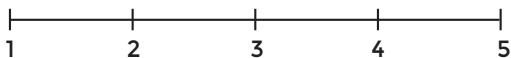
4. Encourages the healthy development of the father-mother relationship among clients, whether or not the father and mother are together.



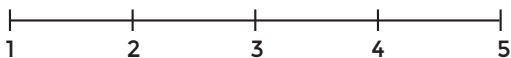
5. Displays a positive attitude about fathers and men when interacting with clients.



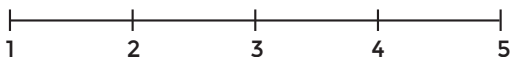
6. Promotes the belief that fathers are just as important as mothers in raising healthy children.



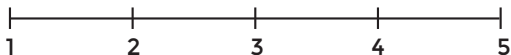
7. Is committed to building capacity of staff to effectively engage fathers.



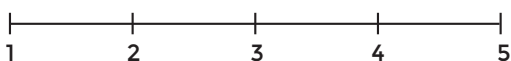
8. Provides information to staff that covers the positive impact of involved fathers.



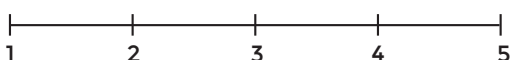
9. Displays a positive attitude about fathers and men when interacting with clients.



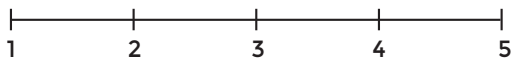
10. Expects staff to invite and engage fathers as clients.



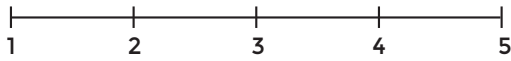
11. Staff connects fathers with individuals and community based organizations that provides fathers with the resources needed to become involved, responsible, committed dads.



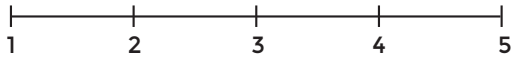
12. Has reading materials available that speak directly to fathers.



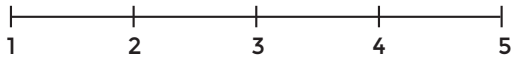
13. Public spaces exhibits positive portrayals of fathers/men and children in photos, posters, bulletin boards, and display materials.



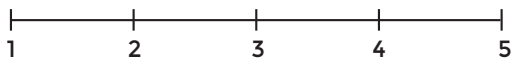
14. Marketing efforts contain portrayals of father/men with children.



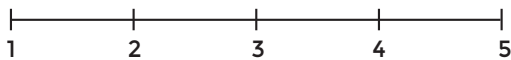
15. Includes a clear expectation that fathers should and will participate in the activities of the programs.



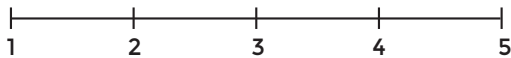
16. Requires staff to do their best when gathering information about absent father.



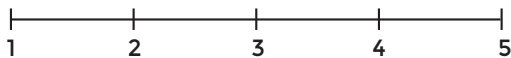
17. Makes every attempt to interact with mothers and fathers equally when they come in together to participate in program or receive services.



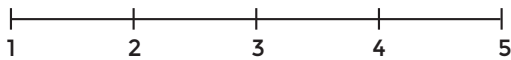
18. Invites fathers/men to participate in **ALL** activities.



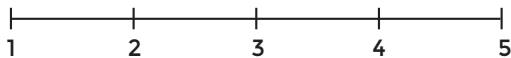
19. Supports special events that celebrate fatherhood and fathers.



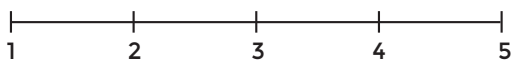
20. Provides programs, services, or products that have equal regard and respect for parenting approaches typical of fathers and mothers.



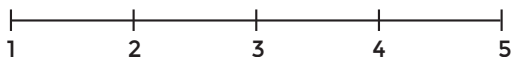
21. Periodically surveys fathers to determine their needs concerns, and interests related to the organization's programs, services, or products.



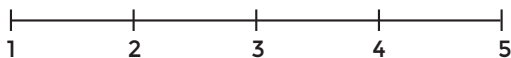
22. Develops relationships with local child support enforcement and other government/social service agencies.



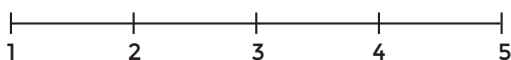
23. Encourages fathers to represent and/or advocate responsible fathering in their community.



24. Provides training or technical assistance to staff in other organizations on how to effectively engage fathers.



25. Participates in local fatherhood coalition.



Scenarios

In today's, "Do more with less" climate, early childhood centers are understaffed and overwhelmed. With time constraints and often difficult family dynamics, moms are often viewed as more accessible and easier to communicate with in obtaining the information required to begin services. Research consistently confirms that kids do best with an involved, committed and responsible mom AND dad. These scenarios can help your center find new ways to engage with father, while providing the best for the children in your care.

Below is a list of scenarios. Use these scenarios as a part of your staff orientation or staff trainings to begin conversations.

1. Four year old child is in your class. His behavior is becoming disruptive and an intervention is required. You have both parents listed in the child's contact information. You have never seen the father at drop-off or pick-up times. Who do you call for a conference?
2. Divorced mom and dad have shared custody of their 3 year old daughter. When dropped off by mom, daughter often has no lunch and no money in her lunch account. Dad is tired of always being the one to put money on his daughter's lunch card. What do you do?
3. Parents are in a custody battle. One of the parents requests records about the other parent's lack of engagement. Who is this problem delivered to? What is your organizations policy regarding providing a report about the parents involvement?
4. Joey's dad picks him up after class, tosses him in the air, and throws him over his shoulder, carrying him down the hall. Are you comfortable with his physical style of interaction? Are you aware of how different parenting styles impact children differently?
5. A dad is building a tower with his child in the classroom. The tower is high enough that it will eventually come crashing down and go everywhere. Do you engage? If so, why and when?
6. A dad is sitting in a classroom engaging in a play/learning activity with his child (Stacker Rings). As a trend, dads' might allow their child to struggle in a situation longer than moms' will. Are you comfortable with this? How/when do you engage?

Food for Thought

Food for Thought: Every family is different and unique in their own way. Below are some “Food for Thought” questions that might lead you to discover some new and creative ways to engage both parents to the benefit of the child.

1. What is a reasonable expectation of number of fathers involved compared to mother’s involved? 1:3 ratio?
2. Does your organization capture information including specifying biological and step-parent information?
3. Does your facility include a changing station in the men’s restroom?
4. Should your Strategic Plan include increasing fatherhood services?

