



Commission on
Fatherhood

**Fatherhood Child Welfare Training Workgroup
Wednesday, August 31, 2011**

Attendees: Tracy Robinson, Jeanne Bennett, Whitney Logan

Purpose

- Mr. Robinson presented the purpose of the workgroup:
Begin with the end in mind (Habit 2) Stephen R. Covey

The purpose of the Fatherhood Child Welfare Training Workgroup is to develop fatherhood training workshops for child welfare professionals to equip them to engage nonresident fathers and paternal relatives to improve child well being, permanency and stability.

Fatherhood Child Welfare Training Workgroup Objectives:

- To establish fatherhood training work group to identify fatherhood training needs for child welfare caseworkers and supervisors.
- To fulfill PIP requirements
- To develop training curricula and/or training materials
- To develop a training plan for implementation
- To review evaluation feedback from past fatherhood trainings
- Identify potential trainers
- Develop a train the trainer workshop
- Review or obtain national training modules and training materials
- Others developed by workgroup members
- Ms. Bennett recommended using the Ohio Child Welfare Training Program (OCWTP) workshop template to develop new workshops. The OCWTP workshop template format would make the newly created workshops ready for submission to regional training centers and would prevent duplicate trainings. Trainings will be offered regionally and for county agencies. Follow up: Ms. Bennett will send use child welfare template to guide development of curriculum.
- Mr. Robinson suggested identifying existing training materials and modifying them to fit our curriculum needs. We would research best practices for fathers in the child welfare system, child support system and the role of fathers during each of the child's developmental stages.

Suggested Fatherhood Child Welfare Trainings Topics

- The history of fatherhood movement in United States
- What is typical or good fatherhood?
- Male Development: Boys to men
- Diligent search- How to Locate Fathers. Focus on skill development and resources
- Communication styles- How do you communicate with men effectively?
- Premature Fathering- How do you prevent young men from fathering a child before emotionally and financially ready to assume the responsibility?
- What does fatherhood mean in respective cultures? Special modules for different ethnicities in order to merge into their cultures. (Cultural competencies-African American, Caucasian, Asian, Hispanic, Native American, etc)
- Father Involvement in different childhood development stages: What do fathers need to know?
- How can fathers create safety for children? Address Detrimental Effects of Danger and Violence in Children's Lives.

- Mr. Robinson is suggested creating core curriculum that will spin off into specialty courses.
- Ms. Bennett emphasized the need to address and incorporate cultural competence into the development of each workshop.

Review Evaluations

- Ms. Logan will provide a summary of most commonly requested curriculum after engaging non-resident father training.

Father Friendly Check-Up

- The National Quality Improvement Center on Non-Resident Fathers and the Child Welfare System, National Fatherhood Initiative (NFI), American Humane Association, and American Bar Association Center on Children and the Law has created a Father Friendly Check-Up for Child Welfare Agencies and other organizations. This assessment tool will help organizations assess the degree to which your organization's operations encourage father involvement in the activities and programs. This assessment tool is in the public domain.

The Assessment addresses categories identified below to an organization.

- Leadership and organizational philosophy
- Program management policies and procedures
- Parent-involvement program
- Program physical environment

- Staff training and professional development
- Collaboration and organizational networking
- Community outreach

This assessment will encourage staff to examine their organization as well as their own attitudes about fathers.

- Mr. Robinson suggested local ODJFS child welfare agencies request 5-6 supervisors and caseworkers to complete the assessment before conducting training. The trainer can capture responses, summarize and present results at the workshop.

Ms. Bennett has used Friendly Check-Up. The tool is easy to administer, required 10 minutes or less. The results increases awareness and identify many issues which are relatively easy to change.

Who else should serve on this work group? Suggested additional members

- Fatherhood Trainer, Anthony President
- Gary Dick, Professor at University of Cincinnati
 - Conducting study
- Randy Leite, Dean, Ohio University, OCF Commissioner
 - Conducting study
- Experienced Case Workers and/or Supervisors

Mr. Robinson suggested posting meeting agendas, meeting summaries, drafted curriculum and training topics on Ohio Commission on Fatherhood website for other professionals to provide input.

Next Scheduled meeting: Wednesday, September 14, 2011 Time: 10:30 am - 12:00 pm