

2014



Ohio Commission on Fatherhood: Annual Report

This report is submitted pursuant to Ohio Revised Code § 5101.342, which requires the Ohio Commission on Fatherhood to prepare a report each year describing the commission's expectations for the programs and initiatives it funds, as well as its methods for measuring the outcomes of those programs and initiatives.

A Message from Director Dungey

The Ohio Commission on Fatherhood seeks to improve the well-being of Ohio's children by helping fathers become better parents, partners and providers. Commissioners include directors of state agencies, bipartisan members of the Ohio House and Senate, and citizens chosen by Governor Kasich because of their knowledge of fatherhood issues. Commission meetings are held five times a year and are open to the public.

As part of the Ohio Department of Job and Family Services, the commission strengthens vulnerable Ohio families by funding programs that serve low-income fathers. It does this by giving them tools to help them find and keep jobs, improve the economic stability of their families, learn how to be responsible parents, and have better relationships with their children. These skills are typically taught through a combination of mentoring and skill-based classes in such things as financial literacy, conflict resolution and communications.

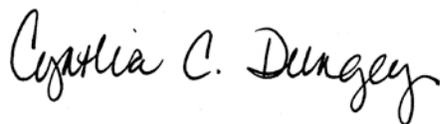
OCF funded six community-based nonprofit fatherhood programs during 2014 and served more than 16,000 fathers. Many of these fathers grew up in father-absent homes, without the benefit of positive male role models showing through their daily actions what it means to be a good father. The Ohio Commission on Fatherhood seeks to break this cycle by helping to train a new generation of fathers in how to be engaged, responsible parents.

As this annual report shows, when fathers acquire the skills they need to be responsible fathers:

- Our children are better off and better positioned to build their own strong families.
- Families are better off because of fathers' love, care, and emotional and financial support.
- Taxpayer dollars are saved, as families are more likely to be well-functioning and self-sufficient.

The return on investment for responsible fatherhood programs is immeasurable. Promoting father presence is much less costly than paying for the consequences of father absence – and the result is a stronger Ohio for generations to come.

Read on to learn more about the commission's results for 2014 and how it chooses effective programs so that Ohio's families are well-served.



Cynthia C. Dungey, Director
Ohio Department of Job and Family Services



Comments from the Executive Director

As I reflect on the past year of fatherhood activities throughout Ohio, I am filled with wonder and a great sense of accomplishment. I am particularly proud of the Ohio Commission on Fatherhood (OCF) staff and the hard work they put forth to ensure that the needs of Ohio's fathers and families are addressed promptly and professionally. I also am exceptionally proud of our partners and collaborators, who play a vital role in serving fathers and bringing public awareness to the important role that fathers play in their children's lives.

It is virtually impossible to mention all the fatherhood activities that have happened across Ohio in the last year. However, I will comment on a few significant events, starting with the Ohio County Fatherhood Initiative. Through this effort, OCF has provided \$10,000 seed grants and ongoing assistance to 20 counties for the launch or continuation of local fatherhood programs. The Ohio Practitioners' Network for Fathers and Families (OPNFF) has been our primary partner in this effort, and we couldn't do it without them. OPNFF representatives serve as coaches, helping counties do local needs assessments, implement community action plans and host leadership summits on fatherhood. They do a superb job.

Second, the Summit County Children Services Special Project allowed three county children services agencies to learn and benefit from father engagement techniques. Summit County Children Services developed tools and assessments that local child welfare systems can use to ensure that fathers are included in discussions, decisions and case planning regarding their children.

Third, OCF extended funding opportunities for local organizations and agencies to host father/child events throughout June 2014, which Governor Kasich declared "Responsible Fatherhood Month." OCF was pleased by the extensive interest in this offer. Celebrations were held throughout the state, in urban, suburban and rural areas. These fun family events helped spread the word about the importance of fathers staying engaged with their children.

Lastly, about 200 representatives from local fatherhood programs, JFS agencies and community action agencies came together in May 2014 in Columbus for the Ohio Fatherhood Summit. The summit was cosponsored by OCF, OPNFF and Ohio University. This historic event provided an opportunity for fatherhood practitioners and professionals to come together for a day and a half of workshops, plenary sessions and networking. It was particularly gratifying to hear keynote speaker Calvin Williams, director of Fatherhood Services for Oklahoma-based Public Strategies, praise our efforts. "You shine collectively across the country, Ohio," he said. "You should know that and be proud of that."

We *are* very proud of that. You can read more about our efforts, as well as the work of our six grantees, in the pages that follow. Thank you for your interest in the Ohio Commission on Fatherhood. Please don't hesitate to contact us if you have questions or if you'd like more information.

All My Best,

A handwritten signature in black ink that reads "Kimberly A. Dent".

Kimberly A. Dent, Executive Director
Ohio Commission on Fatherhood

Executive Summary

The Ohio Commission on Fatherhood (OCF) and the Ohio Department of Job and Family Services (ODJFS) are required by statute to describe the commission's expectations for outcomes of fatherhood-related programs and initiatives and the methods for measuring those outcomes. This report summarizes OCF initiatives, pilot projects and the methodology used to measure the effectiveness of OCF-funded fatherhood programs during state fiscal year (SFY) 2014.

During the most recent complete grant period (SFY 2014), OCF funded six fatherhood programs ("grantees") located throughout Ohio. All grantees were required to use the "Inventory of Father Involvement" to measure their program effectiveness. For the first time, grantees entered the data via a secure website so OCF staff could access and analyze it at any time. In addition, OCF worked with the ODJFS Office of Child Support to monitor child support payments made by fathers who completed OCF-funded programs. This is one way to measure the financial return to the state on our investment in these fathers. From August 2013 through December 2014, more than \$700,000 in child support was collected from participants in OCF-funded programs.

Since August 2013, OCF has reached and served more than 8,000 fathers, potentially benefiting more than 16,000 children. This number includes fathers who attended community-wide events; who sought assistance with legal issues related to fatherhood, child support and/or visitation; and who attended classes. The data contained in this report was drawn from 1,482 fathers who received direct services.

Each father served by an OCF grantee was given a pre-self-assessment (intake form) and a post-self-assessment (outtake form). The intake form captured information about the father regarding his relationship with his child(ren) and the challenges and barriers that prevented him from becoming the responsible father he sought to be. The outtake form detailed the services received and the state of the father's relationship with his child(ren) after completing the program.

To ensure that funding was allocated to programs throughout the state, for the SFY 2014-2015 grant period OCF chose the highest-scoring grant applications in each of five geographic regions. All of the selected grantees were experienced fatherhood programs serving multiple counties. This maximized the impact of OCF funding.

Why Ohio Invests in Fatherhood

According to a 2008 study by the National Fatherhood Initiative called "The One Hundred Billion Dollar Man," the cost to taxpayers for father absence approaches \$100 billion every year. This startling amount was calculated by adding annual federal expenditures for means-tested antipoverty programs and child support enforcement.

Investing in fathers who are at less than their best helps these men obtain the skills and information they need to move toward self-sufficiency. In addition, when fathers support their families emotionally and financially, those families are less dependent on public financial support.

Children whose fathers are present in their lives require less special education, repeat grades less often, have fewer behavioral problems in school, graduate at a higher rate than others, and have less involvement in the very expensive criminal justice system as both juveniles and adults. As adults, those children earn higher incomes, contribute more in taxes, and are more likely to be

employable and employed. Parenting failures are felt not just by individual children, but by society at large in the form of welfare payments, higher crime and lost productivity. In these and other respects, investing in responsible fatherhood saves money in the K-12 educational system, the criminal justice system and the social welfare system.

According to a report by the Annie E. Casey Foundation¹:

*In the midst of changing family structures, shifting social norms, and tough economic times that make a growing number of families vulnerable, doing right by our children remains a bedrock principle. It is a principle governed by the notion of **mutual responsibility** – parents doing their part, and the government promoting policies that affirm and support parents' capacity to do their family work well.*

Strengthening fathers promotes strong families and long-term cost-savings by enhancing family self-sufficiency and community well-being. Investing in fatherhood programs is good not only for individual children and families, but for all of Ohio. That is why the state invests in fatherhood programs.

Background

Several states have fatherhood programs, but Ohio is the first state to have a statewide commission created by statute. The OCF was established in 1999 pursuant to Ohio Revised Code § 5101.34, which seeks initiatives that do the following:

1. Build parenting skills of fathers;
2. Provide employment-related services to low-income noncustodial fathers;
3. Prevent premature fatherhood;
4. Serve fathers who are or recently were inmates in correctional institutions;
5. Reconcile fathers with their families; and
6. Increase public awareness of the critical role fathers play.

OCF is part of the ODJFS Office of Family Assistance. Since its inception, OCF has been funded entirely by the federal Temporary Assistance for Needy Families (TANF) program. Since 2010, OCF has awarded 29 grants to fatherhood programs throughout Ohio and provided community-mobilization training and capacity-building grants to 20 Ohio counties, allowing them to establish countywide fatherhood initiatives.

A portion of the OCF budget is dedicated to funding fatherhood programs that provide direct services to fathers. The target population is fathers who are TANF-eligible, low-income, non-married, and unemployed or underemployed. Many of these men have not completed high school and lack marketable job skills. Most are underemployed or unemployed and pay or owe child support. Many do not reside with the mothers of their children and have children by multiple partners. Often, these men were raised in father-absent homes and, therefore, lack experience in what it means to be a committed, involved and responsible father. As a result, they often need services that increase their economic stability, foster responsible parenting skills and promote healthy relationships in their families.

¹ Issue Briefs on Responsible Fatherhood, January 2010

SFY 2014 Pilot Projects

Urban Light Ministries: Father-Strengthening Fatherhood Program

In order to replicate its father-strengthening fatherhood program in Clark County, Urban Light Ministries undertook an OCF-supported pilot project to build partnerships with Montgomery County Children Services. This pilot project targeted noncustodial fathers whose children were in foster care or in the care of children services. The goal was to help them provide stability for children by either gaining custody or establishing consistent visitation.

After the completion of this pilot, OCF and Urban Light Ministries saw the following outcomes:

- 6 fathers completed family engagement plans and established stability for ongoing consistent visitation.
- 1 child in foster care was reunited with her biological father.
- 1 father was granted full custody of his child; 3 fathers were working toward obtaining full custody of their children.
- 13 children spent quality time with their fathers.
- 13 children spent less time in foster care or in the care of children services.

Initially, fathers and children entering the program met at a local church to conduct arts and crafts activities together and share a family meal. Over the next several weeks, fathers completed a curriculum called “Nurturing Fathers,” which was similar to Urban Light Ministries’ existing fatherhood program. At the same time, Urban Light Ministries staff worked with Montgomery County Children Services case managers to receive referrals and develop and implement family engagement plans for each participant. These plans were designed to facilitate the relationships between each father and his children, the foster parents and the children’s mother. Each was tailored to the family’s unique circumstances. At a minimum, each plan included the following:

- A visitation schedule.
- A two-way communication plan with the foster parent and child(ren).
- A method to communicate and be involved with the child(ren)’s school.
- Steps toward obtaining shared or full-time custody (particularly in cases of permanent removal).
- A timeline for each step.

During the program’s 14 weeks, fathers worked through their family engagement plans with their children services case managers, Urban Light Ministries staff and additional partners. Additionally, a relationship educator helped open the lines of communication among the father, the child(ren) and the child(ren)’s mother, and worked with the parents on the dynamics of co-parenting.

Summit County Children Services: Father Engagement

OCF also began a pilot project with Summit County Children Services in 2014 to help other county public children services agencies develop skills in identifying and engaging fathers on family case plans and providing father support services. Drawing from their own experiences developing a successful program called The Father Factor, Summit County Children Services staff developed a toolkit of best practices. The goals of the toolkit are to help county agencies do the following:

- Train staff to engage fathers and help them have healthy relationships with their child(ren).
- Involve fathers in case planning to assess and identify service needs.

- Locate and identify fathers within open and/or potentially future cases.
- Lessen the need for adoption and foster care services.
- Increase caseworkers' knowledge of domestic violence.
- Replicate Summit County's high percentage of identified fathers (21% before Father Factor; 91% after Father Factor, as of November 2012).
- Improve program improvement plan performance.
- Decrease the risk of federal penalties and financial burdens.

This project was still under way at the end of the year. Summit County Children Services leaders were working with children services staff from Ashtabula, Erie and Trumbull counties.

2014 Responsible Fatherhood Month

OCF cosponsored more than 25 high-visibility fatherhood celebrations and responsible fatherhood campaigns throughout Ohio in June, which Gov. Kasich declared to be "Responsible Fatherhood Month." These celebrations were hosted by community-based agencies and organizations, and they reached urban, suburban and rural areas. A total of \$60, 000 was awarded, in grant amounts of \$1,000, \$1,500 and \$2,500.

Responsible Fatherhood Month was designed to provide crucial information to help fathers be better parents, partners and providers; promote positive fathering and co-parenting; showcase local providers of fatherhood resources and information; and highlight the alarming number of fatherless children in Ohio.

More than 4,500 fathers and more than 8,000 children attended these events, which were such a success that the commission immediately began planning for the June 2015 Responsible Fatherhood Month.

Ohio County Fatherhood Initiative

During SFY 2014, three additional counties — Coshocton, Licking and Richland — joined the Ohio County Fatherhood Initiative, bringing to 20 the total number of counties participating. Over the course of nine months, each participating county receives training and guidance in how to design local programs to engage fathers and promote responsible parenting. In return, each receives a one-time \$10,000 seed grant to launch or continue programs in their communities. Representatives from the Ohio Practitioners Network for Fathers and Families serve as coaches, helping communities do local needs assessments, implement action plans and host leadership summits on fatherhood.

The goals of the County Fatherhood Initiative are to do the following:

- Raise awareness of the importance of father involvement for children, families and communities;
- Make family-serving agencies more father-inclusive;
- Remove barriers to father involvement; and
- Fund new or continuing fatherhood programs.

Eventually, OCF hopes leaders from all 88 Ohio counties will take advantage of this opportunity to launch successful county fatherhood initiatives.

SFY 2014-2015 Grant Programs

In addition to using a new assessment tool for SFY 2014-2015, OCF wanted to ensure a more equitable geographic distribution of programming available to fathers. In the past, grantees were selected based on the scores they received for their grant applications alone. For the most recent request for grant applications, however, the six highest-scoring community-based programs in each of five geographic regions were chosen.

All of the selected programs have been in continuous operation for at least three years and primarily serve low-income, noncustodial fathers with children ages 19 and younger. All work to increase economic security, responsible parenting and healthy relationships in vulnerable Ohio families. As a condition for funding, all must do the following:

1. Provide fatherhood classes and individual coaching for fathers using an evidenced-based, proven curriculum.
2. Provide co-parenting/relationship-skill classes for fathers and mothers.
3. Provide employment-seeking services for unemployed and underemployed fathers.
4. Implement a family violence identification and response plan that identifies community partners to which suspected victims of family violence can be referred.
5. Participate in bimonthly conference calls and face-to-face meetings with OCF.
6. Accommodate OCF requests during periodic visits and allow interviews with program employees and participants.
7. Submit reports and documents (see below) to OCF on time each month.
8. Provide comprehensive fatherhood services, including:
 - Help obtaining child support order modifications
 - Help with parenting or custody orders
 - Help with paternity establishment
 - Help with reinstatement of driver's or professional license
 - Parenting courses for teenage parents
 - Referrals to other agencies or organizations

Reporting Forms

All grantees were required to use the "Inventory of Father Involvement" to measure their program effectiveness. In addition, the commission required them to use the following reporting forms:

- Monthly Program Report
- Intake Form
- Initial Case Manager Client Report
- Closing Case Manager Client Report
- Participant Sign-in/Verification Forms
- Child Support Information Release Form

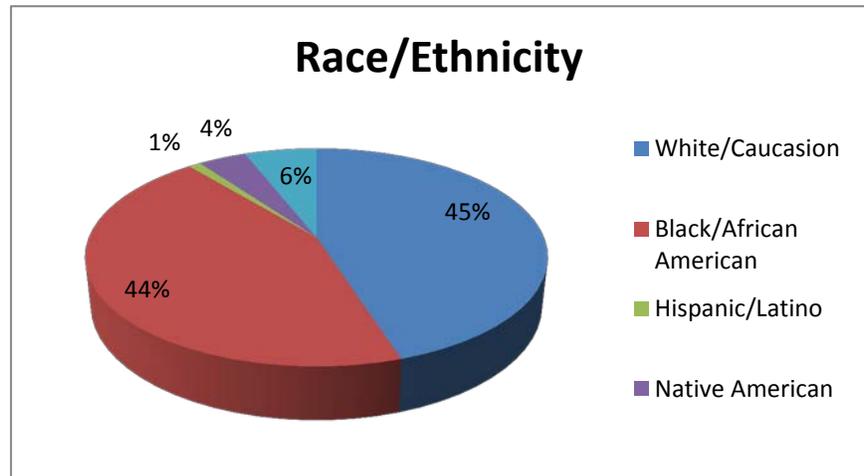
These forms captured data regarding participants' education, employment, domestic violence awareness, drug and alcohol treatment, parenting time orders/custody, and other service categories. The Initial Case Manager Client Report and Closing Case Manager Client Report were new. They allowed OCF to track the steps case managers took to resolve fathers' issues and ensure that fathers got the help they needed.

OCF continued to revise and improve many of its forms to provide a better understanding of the population served. The commission also collaborated with the ODJFS Office of Child Support to track child support payments before, during and after fatherhood program services were provided. This information was collected through the Child Support Information Release Form, to help demonstrate return on investment.

Demographics

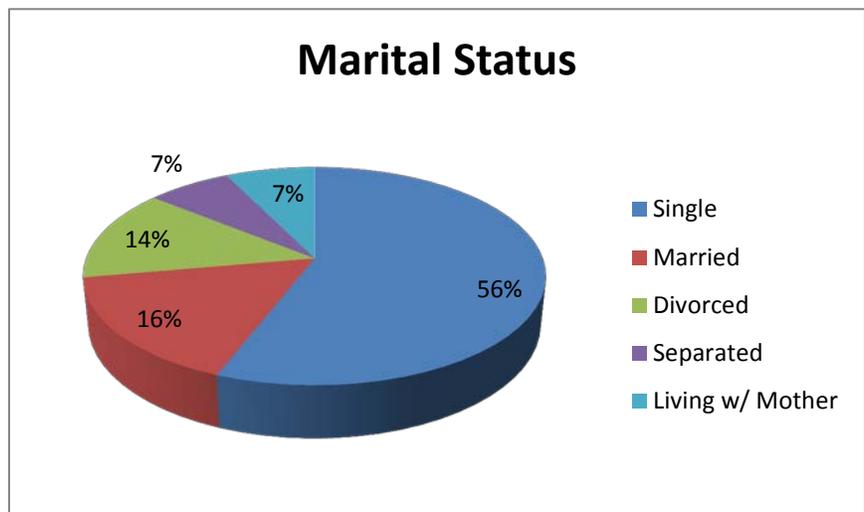
Race/ Ethnicity

Approximately 89% of fathers served were either White/Caucasian (45 percent) or Black/African American (44 percent). Additional racial groups served included Native American (4 percent), Hispanic/Latino (1 percent) and those categorized as “Other” (6%).



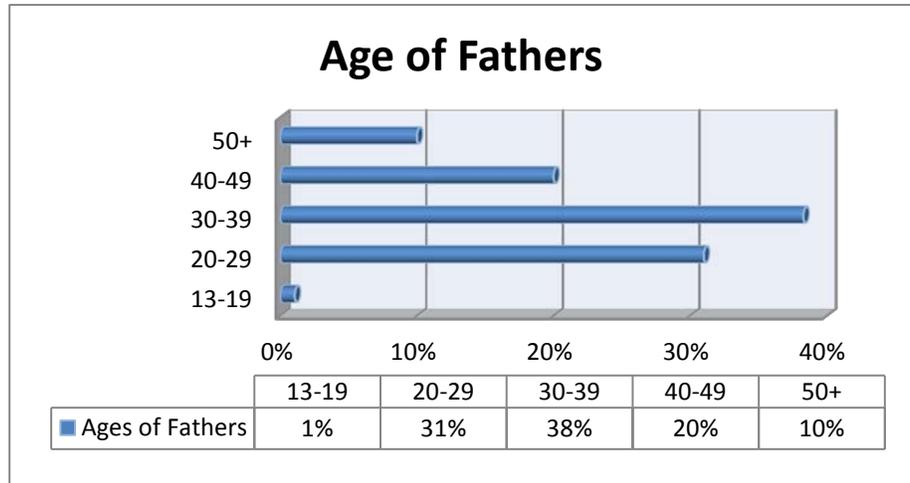
Marital Status

An overwhelming 56% of fathers served were single; an additional 14% were divorced. Approximately 16% of fathers served were married, 7% were separated, and 7 percent were living with their children’s mother.



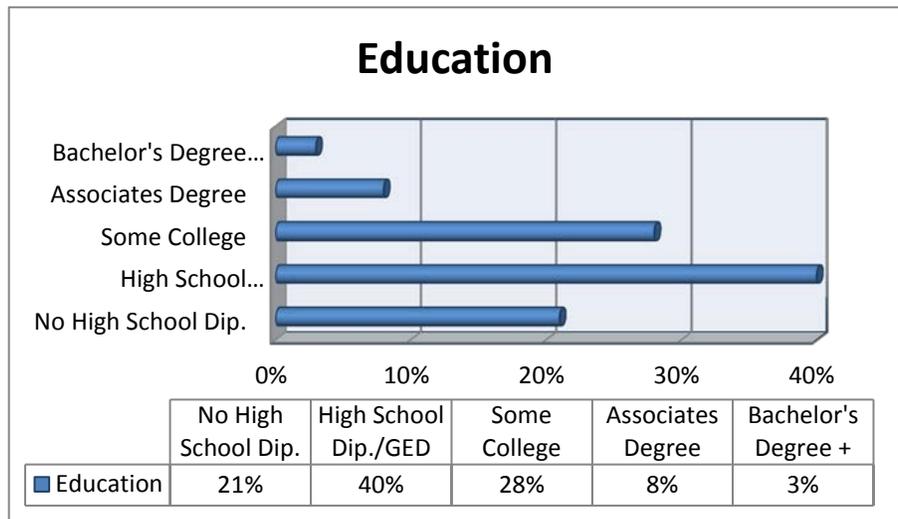
Age

The majority of fathers served were 20 to 39 (69%). About 20 percent of fathers served were 40 to 49.



Education

About 40 percent of fathers served had high school diplomas. About 23% had not completed high school, and 8% had associate's or bachelor's degrees.



Fathers' Needs

Fathers served by OCF-funded programs cited a variety of issues that prevented them from being better fathers. In order to match fathers with the services they needed, programs asked them to indicate all the things they needed help with. Table 1 shows their responses.

Table 1: Issues Cited by Fathers

Service	Percent needing services
Having a better relationship with child(ren)	59%
Employment	54%
Having a better relationship with the mother or legal guardian of my child(ren)	46%
Parenting education	36%
Getting to spend time with my children)/Visitation issues	34%
Child support – Arrears (overdue payments)	33%
Education	31%
Child support seeking modification	29%
Felony conviction	28%
Legal advice	24%
Drug or alcohol abuse	21%
Seeking custody	20%
Suspended driver's license due to child support arrears	18%
Child support: Multiple orders	16%
Legal advice	24%
Establishing paternity	9%
Domestic violence	5%
Other	5%

Data taken from 1,482 respondents

More than half the participants indicated a desire for services that helped them have better relationships with their child(ren) and services that helped them address employment concerns. Nearly half said they needed help building better relationships with their child(ren)'s mother or legal guardian. About a third said they needed help with parenting education, getting to spend time with their child(ren), or resolving visitation issues, child support arrears, and furthering their education. The other most frequently cited concerns were child support modifications, felony convictions, need for legal advice, and drug and/or alcohol abuse. Understanding these needs will continue to help OCF prioritize its selection of grantees and resource expenditures.

Fathers Served

Table 2: Snapshot of Fathers Served

Employment	
Fathers employed	32%
Fathers unemployed	68%
Fathers looking for a job or a better job	61%
<i>Major impediments to finding a job were prior convictions, lack of a driver's license, transportation issues and lack of a resume.</i>	
Children	
Total number of children reported by all participants	4,000+
Average number of children per participant	3
Fathers to children under age 18	68%
Fathers who do not live with their child(ren)	85%
Children Services	
Involvement with children services	31%
Reasons for children services involvement included:	
1 child abuse and neglect (119)	
1 substance abuse (118)	
1 domestic violence (62)	
1 reasons unknown (187)	
Parenting Time	
Fathers with legal parenting time orders	14%
Fathers without legal parenting time orders	55%
Re-entry/Rehab Facilities	
Fathers in re-entry programs	48%
Fathers in drug and/or alcohol abuse treatment programs	33%
43 fathers incarcerated due to noncompliance of child support	3%
Child Support	
Fathers with at least one child support order	55%
Fathers in arrears on child support	48%
Average number of support orders per participant	2
Total collections, all participants, six months prior to the program	\$473,609.68
Total collections, all participants, since starting the program (graduates, dropouts and those enrolled as of December 2014)	\$711,415.19
Total collections for participants enrolled as of December 2014	\$311,352.93
Total collections for graduates as of December 2014	\$286,070.43
Total collections from those who had dropped out as of December 2014	\$113,991.83

Note: Data taken from 1,482 respondents

Services Received

The top four services fathers received were parenting education, information about child support, paternity establishment and help with parenting time orders (Table 3). Grantees found that fathers had a number of challenges when entering their programs and they often required additional services beyond the initial services they requested. As a result, program staff had to prioritize needs in order to serve fathers effectively. They found that careful case planning helped fathers to be more responsible. In some cases, one solution helped resolve multiple challenges.

Table 3: Types of Assistance Received

Survey Question: Since seeking help from this program...	Percent
I have completed a fatherhood course.	69%
I have made significant progress toward resolving my child support problems.	44%
I have established paternity.	33%
I received a parenting time order and now can spend time with my child(ren).	31%
I have received assistance with legal matters.	29%
I have received help in furthering my education.	27%
I have gained a form of employment (full-time, part-time, seasonal/temporary).	22%
I have received services for my drug and/or alcohol abuse.	22%

Note: Data taken from 988 respondents

Fathers received helpful information and referrals for housing, marital counseling, mental health treatment and welfare assistance. OCF grantees also assisted fathers with the following:

1. 141 parenting time order requests
2. 63 parenting time order establishments
3. 46 custody arrangements
4. 63 license reinstatements (driver's license, commercial driver's license, barber license, etc.)

Services Requested vs. Services Received

For the most part, fathers received the assistance they requested, in addition to other services to help them be more engaged, responsible fathers.

- Relationships:
 - 59% of fathers asked for help with building better relationships with their child(ren).
 - 46% asked for help building a better relationship with the mother or legal guardian of their child(ren).
 - 36% asked to receive parenting education.
 - 77% received fatherhood or co-parenting classes or individual coaching to strengthen their connections and involvement in the lives of their child(ren).

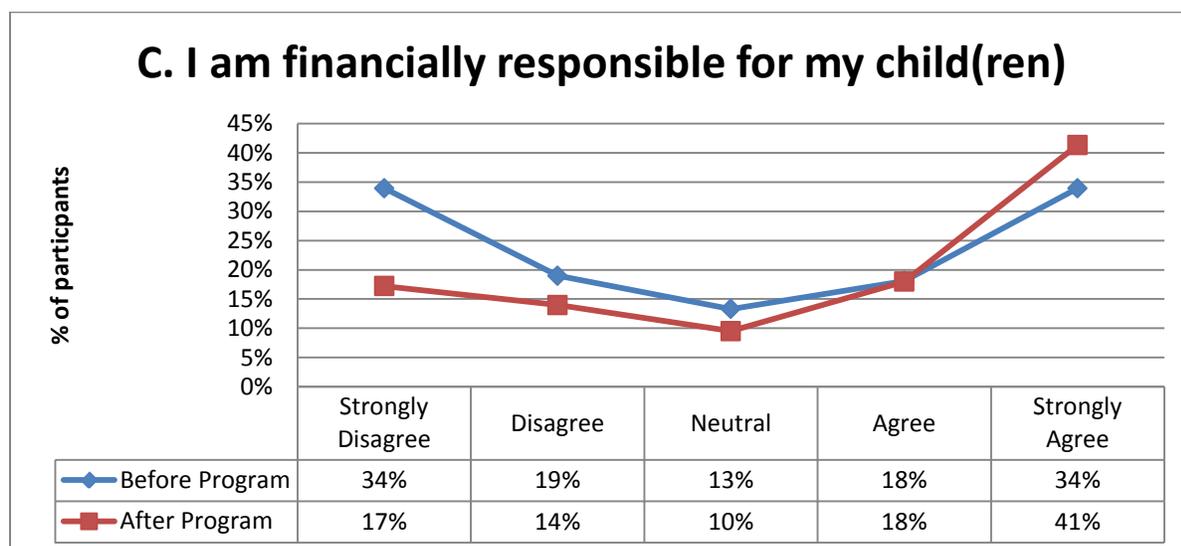
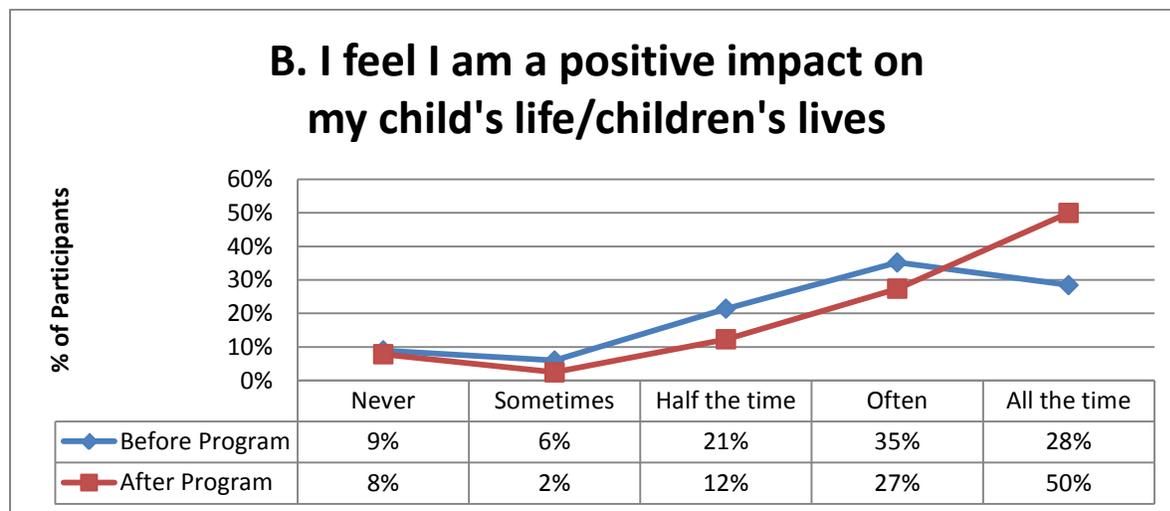
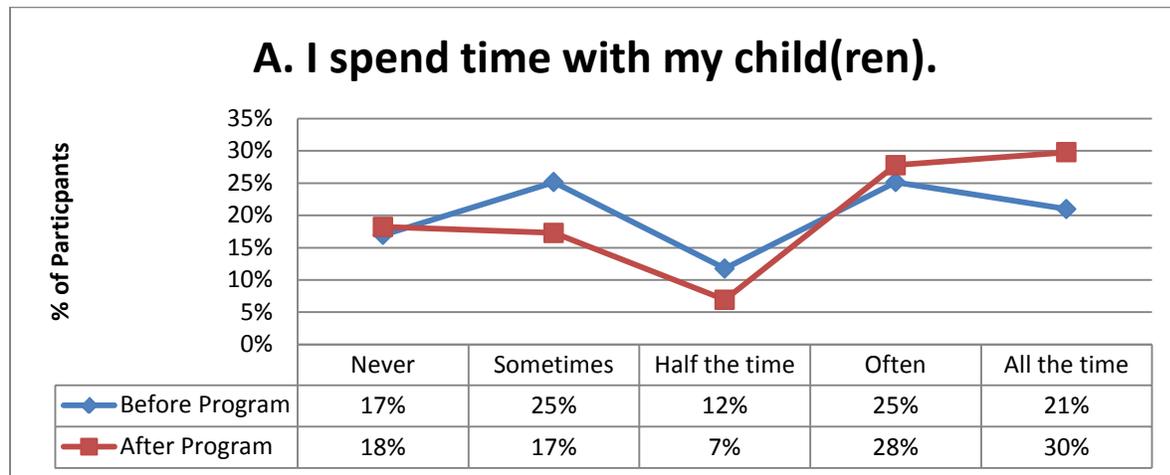
- Employment:
 - 68% of fathers asked for help with obtaining employment.
 - 26% of those fathers obtained employment.
- Custody and parenting time orders:
 - 34% of fathers wanted to spend time with their child(ren) or obtain a parenting time order.
 - 141 parenting time orders were filed, and 63 parenting orders were established.
 - 46 fathers received temporary or permanent custody of their child(ren).
 - Fathers who received assistance with legal matters could have received assistance with carrying out established parenting time orders, filing a complaint for noncompliance of a parenting time order, and/or modifying a parenting time order.
- Child support:
 - 33% of fathers asked for help with resolving child support arrears.
 - 29% sought child support modifications.
 - 44% acknowledged making significant progress toward resolving their child support problems.
 - Fathers who received help with child support issues also could have identified themselves as receiving assistance on legal matters.
- Legal matters:
 - 24% of fathers asked for help obtaining legal advice, information or referrals.
 - 29% said they received help with legal matters.

Father Self-Assessment

We added several questions to help fathers more accurately self-assess their relationships with their child(ren) and their impacts on their child(ren)'s lives (see Chart 1 below). In the past, fathers scored themselves very high in their self-assessments before beginning the program and left little room for improvement. Respondents may have overestimated their parenting abilities. To overcome this issue, OCF asked fathers to complete the scale below only after they finished the program. The hope was that respondents would be more accurate in their self-assessments and that results would show whether participation led to behavioral changes.

In Chart 1, more than 635 fathers answered questions about how they felt before and after completing the program. Most reported improvements in all categories.

Chart 1: Fathers' Responses, Before and After



Note: Data taken from 675 respondents

Assessment Tool: Inventory of Father Involvement

OCF required grantees to use the Inventory of Father Involvement (IFI) to measure their program effectiveness. The IFI was created by a team of scholars to address the need for broader and richer conceptualizations of father involvement. The objective of the tool is to measure the amount and quality of time fathers spend with their children².

Overall, 1,141 participants completed the pre-IFI, and 680 participants completed the post-IFI. A total of 485 participants completed both the pre- and post-IFI. Their responses are summarized in Table 4. The assessment included nine domains: Discipline and Teaching Responsibility, Attentiveness, Providing, Reading and Homework Support, Praise and Affection, Mother Support, Developing Talents and Future Concerns, School Encouragement, and Time and Talking Together. Table 4 shows the results for each domain, both before and after program completion. All parts of the IFI use a seven-point scale that ranges from “Very Poor” (1) to “Excellent” (7).

Table 4: Results of the Inventory of Father Involvement

	Pre	Post
Discipline and Teaching Responsibility		
Disciplining your children.	5.10	5.28
Encouraging your children to do their chores.	5.34	5.62
Setting rules and limits for your children’s behavior.	5.56	5.72
Providing your children moral guidance (teaching them right from wrong).	5.78	5.98
Teaching your children to make good choices and decisions on their own.	5.67	5.84
Being a good example to your children.	4.66	5.41
Attentiveness		
Attending events your children participate in (sports, school, church events).	4.60	5.00
Being involved in the daily or regular routine of taking care of your children’s basic needs or activities (feeding them, driving them places, etc.).	4.66	5.04
Knowing where your children go and what they do with their friends.	5.58	5.62
Providing		
Providing your children’s basic needs (food, clothing, shelter, health care).	4.91	5.23
Accepting responsibility for the financial support of the children you have fathered.	5.34	5.70
Building or fixing things for your children.	5.45	5.69
Doing things or fixing things to keep your children safe from physical harm or accident.	6.04	5.88
Reading and Homework Support		
Encouraging your children to read.	5.60	5.73
Reading to your younger children.	5.06	5.40

² The accreditation and validity of the IFI is credited to Alan J. Hawkins and Kay P. Bradford, School of Family Life, Brigham Young University, Provo, Utah; Rob Palkovitz, Department of Individual and Family Studies, University of Delaware, Newark, Delaware; Shawn L. Christiansen, Department of Family and Consumer Studies, Central Washington University, Ellensburg, Washington; Randal D. Day, School of Family Life, Brigham Young University, Provo, Utah; and Vaughn R. A. Call, Department of Sociology, Brigham Young University, Provo, Utah.

Helping your older children with their homework.	5.07	5.42
Praise and Affection		
Praising your children for being good or doing the right thing.	6.01	6.21
Praising your children for something they have done well.	6.24	6.26
Telling your children that you love them.	6.60	6.64
Mother Support		
Giving your children's mother encouragement and emotional support.	5.11	5.47
Showing your children that you respect their mother.	5.50	5.80
Cooperating with your children's mother in the rearing of your children.	5.31	5.50
Developing Talents and Future Concerns		
Encouraging your children to develop their talents (music, athletics, art, etc.).	5.86	5.93
Encouraging your children to continue their schooling beyond high school.	6.00	6.13
Planning for your children's future (education, training, etc.).	4.95	5.38
Teaching your children to work.	5.30	5.57
Teaching your children how to fix things or do things around the house.	5.29	5.50
School Encouragement		
Encouraging your children to succeed in school.	6.24	6.27
Encouraging your children to do their homework.	5.98	6.08
Teaching your children to follow rules at school.	5.79	6.01
Time and Talking Together		
Being a pal or friend to your children.	5.81	5.84
Spending time just talking with your children when they want to talk about something.	5.72	5.80
Spending time with your children, doing things they like to do.	5.48	5.68

Note: Data taken from 485 respondents

What Fathers Said

"This program has helped me immensely to become a good parent. During this program my one and only child became ill and passed away. I finished the program so I can be a better parent in the future. Thank you."

- Action for Children

"This program has game (meaning 'life') changing results. The information and situations that it presents is vital to the male maturation. Spread this program's wing[s] and help as many fathers as possible."

- Action for Children

"This program has opened my eyes up to how important it is for me to be in my son's life and how important it is to get out of prison and stay out so that I can be involved in my son's life."

- Action for Children

“The program was very helpful, and I understand my rights as a parent. I know I need to be more proactive in my kid's life even if I'm not around very often.”

– Fame Fathers

“I am very pleased and overall satisfied with the information provided. It was even more fulfilling to see and experience the instructor's teaching passion and attention to detail.”

– Fame Fathers

“I've opened my mind to alternatives to parenting and realize there is no one universal rule to raising children.”

– Talbert House

“I am forever grateful for the staff and program.... They have helped me transition into being allowed to spend time with my daughter and be the great father I have become. The staff here is very genuine, caring and very helpful.”

– Talbert House

“This place really saved my life. [It gave] me everything I needed in order to get visitation rights.”

– Talbert House

“The program has helped me see that though my child is not in my care I am still important to him and that he means so much more to me than I imagined. This class has also helped me to resolve some of the issues I had with my own parents.”

– Urban Light Ministries

“I learned how to get my child support lowered when I'm not working.”

– WSOS Community Action

“My facilitator has made my experience in this program extremely informative. They made this experience truly amazing and, through their unbiased and open-minded outlook on myself and my past, went beyond what I feel would be the norm and provided our class with all the materials and paperwork we would need to get back into our children's lives, including the realization [that] as fathers, we need to be there with and for our kids. Thank you.”

– WSOS Community Action

“I feel I understand more about what being a father really means and what I have to do to be the best father I can be. This program really helped me.”

– WSOS Community Action

John R. Kasich, Governor,
State of Ohio

Cynthia C. Dungey, Director,
Ohio Department of Job and Family Services

Kimberly A. Dent, Director
Ohio Commission on Fatherhood

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