

24/7 Dad™ A.M. and 24/7 Dad™ P.M. *Outcome Evaluation Results* 2005-2006

The following report is an overview of findings from an on-going outcome evaluation of National Fatherhood Initiative's 24/7 Dad™ A.M. and 24/7 Dad™ P.M. fathering programs¹. Fathers participating in the 12-week program complete a 24/7 Dad™ Fathering Inventory and a 24/7 Dad™ Fathering Skills Survey at the beginning of the program, and again at the end to assess program impact. Pre/Post surveys were collected on nearly fifty (50) fathers participating in the program. Results illustrate that the 24/7 Dad™ programs have a positive impact on fathers and can effectively improve parenting skills, fathering knowledge and attitude towards fathering.

Purpose

The purpose of this assessment is to inform National Fatherhood Initiative (NFI) on the efficacy of the 24/7 Dad™ A.M. and P.M. programs, and to gain a broader understanding of how our programs impact the fathers they serve. NFI continually shares the findings from this evaluation with the Baldwin County Fatherhood Initiative (BCFI) to inform program staff on the impact that the 24/7 Dad™ A.M. and P.M. programs have on the fathers they serve, to provide insight into ways to improve future sessions to ensure maximum results, and to provide outcome data for fundraising purposes.

Overview/Background

The 24/7 Dad™ A.M. and P.M. programs are separate, complimentary parenting programs developed specifically for fathers. 24/7 Dad™ A.M. is a basic fathering program, which is followed by a more in-depth program, 24/7 Dad™ P.M. Each program consists of 12 two-hour sessions that are either administered in a group setting, or as individual one-on-one sessions. Both programs incorporate two pre and post-assessment tools that organizations administer to program participants at the beginning and the end of each program. Organizations use these tools to assess how well fathers are doing in the program, and to identify areas where fathers might need additional support.

The 24/7 Dad™ programs focus on five characteristics that a father must have to be “a great dad 24 hours a day, 7 days a week.” Both programs cover universal aspects of fathering so that men of all cultures, races, religions and backgrounds can benefit from them. The five characteristics include: Self-awareness; Caring for Self; Fathering Skills; Parenting Skills; and Relationship Skills, all integral components of being a “24/7 Dad.”

¹ This is a continuation of NFI's on-going assessment of the Baldwin County Fatherhood Initiative's 24/7 Dad Program. (Earlier assessments of the BCFI can be found on www.fatherhood.org)

Evaluation Methodology

This outcome evaluation is a non-experimental, pre/post design. Two survey instruments assess participant outcomes: the *24/7 Dad™ Fathering Inventory* and the *24/7 Dad™ Fathering Skills Survey*. The first survey, the *24/7 Dad™ Fathering Inventory*, is a 50-item inventory that assesses fathering and parenting attitudes. This survey is administered at the beginning and end of each program and is used to determine whether a positive or negative shift in attitude occurs as a result of program participation. The second survey, the *24/7 Dad™ Fathering Skills Survey*, collects demographic information and measures fathering and parenting knowledge and skills. Both programs use the same *Fathering Inventory* to assess attitude regarding fathering and parenting, but a separate *24/7 Dad™ Fathering Skills Survey* is used for the A.M and P.M. programs because the knowledge and skills taught in each program are different.

After survey administration, the Baldwin County Fatherhood Initiative (BCFI) photocopies, packages and mails the surveys to NFI for processing. NFI staff review the surveys for accuracy and enter data into NFI’s web-based data entry system. In the case of missing or illegible responses, BCFI follows up with participants for clarification. NFI staff provides technical assistance and periodic reports to BCFI staff upon request.

Data are entered and verified by NFI staff and imported into SPSS where data analysis occurs. NFI staff uses cross tabs and a Paired Sample T-test to compare mean scores and to test for statistical significance². Items that demonstrate statistically significant movement, as well as items that demonstrate improved pre/post scores, albeit not statistically significant, are discussed below.

The 24/7 Dad™ Groups

BCFI staff administers the *24/7 Dad™* programs at two locations: Bay Minette, Alabama and Robertsdale, Alabama. Both sites administer the *A.M.* and the *P.M.* program, and both sites administer the program multiple times³. Fathers who attend the *P.M.* program attend the *A.M.* program first. Most fathers complete both survey instruments, the *Fathering Inventory* and *Fathering Skills Survey*, but some fathers only complete one or the other. Below is the total number of matching pre and post surveys collected over the course of the project. Survey data from both locations are combined:

Survey Type	Program	
	<i>24/7 Dad™ A.M.</i>	<i>24/7 Dad™ P.M.</i>
Fathering Inventory	N=48	N=29
Fathering Skills Survey	N=40	N=30

² NFI performed significance testing at the 90% confidence level.

Participant Demographics⁴

Fathers in the **24/7 Dad™ A.M.** program that completed a **Fathering Inventory (N=48)** vary in age and race. The majority of fathers (36 percent) are between the ages of 30 and 39; 15 percent are under the age of 20; 26 percent are between the ages of 20 and 29; 23 percent are between 40 and 49; 12 percent are between the ages of 50 and 59; and 1 father is over the age of 60. Race also varies, although not as significantly. The majority of fathers are Black (54 percent); 42 percent are White; and the race of the remaining 4 percent is missing or unknown.

Fathers attending the **24/7 Dad™ P.M.** program that completed a **Fathering Inventory (N=29)** also vary in age and race. Again, the majority of fathers (33 percent) are between the ages of 30 and 39; 13 percent are between the ages of 20 and 29; 27 percent are between the ages of 40 and 49; 13 percent are between the ages of 50 and 54; and 1 father is under the age of 20. Race also varies, although not as significantly. The majority of fathers are Black (60 percent), 33 percent are White, 3 percent selected 'Other' Race, and the race from 3 percent of the fathers is missing or unknown.

In addition to age and race, which is the extent of demographic information collected on the **Fathering Inventory**, the **Fathering Skills Survey** also collects data on marital status, income and employment.

Of the fathers completing the **Fathering Skills A.M Survey (N=40)**, 13 percent of the fathers are married, 38 percent are single, 18 percent are divorced, 10 percent are separated, 15 percent are living with a partner, 3 percent are widowed, 3 percent selected "Other" and 3 percent didn't respond. When asked about income, 38 percent of the fathers report an annual income of less than \$15,000, 40 percent report an income of \$15,000 to \$25,000, 3 percent report an income between \$26,000 and \$40,000 and 20 percent of the fathers are not sure what their income is. At the time of the post survey, 80 percent of the fathers are employed and 20 percent of the fathers are unemployed.

Of the fathers completing the **Fathering Skills P.M Survey (N=30)**, 40 percent of the fathers are married, 23 percent are single, 17 percent are divorced, 10 percent are separated and 10 percent live with a partner. When asked about income, 33 percent of the fathers report an annual income of \$15,000 to \$25,000, 50 percent report an income below \$15,000, 3 percent report an income between \$26,000 and \$40,000 and 13 percent of the fathers are not sure what their income is. At the time of the post survey, 77 percent of the fathers are employed and 23 percent of the fathers are unemployed.

To summarize, the typical 24/7 Dad™ A.M. participant is a single, Black male between the ages of 30 and 39, employed, with an annual income between \$15,000 and \$25,000. The typical 24/7 Dad™ P.M. participant is a married, Black male, between the ages of 30 and 39, employed, with an annual income of less than \$15,000.

⁴ For the purpose of this report, Bay Minette and Robertsdale participants are combined. Demographic information is taken from post survey responses only.

Pre/Post Results: Fathering Inventory

Findings from the *24/7 Dad™ Fathering Inventory* completed by fathers participating in the A.M. program provide us with valuable insight into the attitudes that participating fathers have regarding fatherhood. **Eight (8) items on the Inventory show statistically significant movement and eleven (11) items show some increase in mean score from Pre to Post!** The statistically significant findings are discussed below (the specific 24/7 Dad characteristic that each attitude is linked to is included in the discussion):

Q4. Increase/positive-“The best thing a Dad can do for his children is to love their mother.” (Agree) This finding demonstrates that fathers attending the *24/7 Dad™ A.M.* gained a better understanding of the impact their relationship with the mother of their child has on their children. [Characteristic #5: Relationship Skills]

Q10. Increase/positive-“The Dad’s major role in the family is as the provider.” (Disagree) This is a powerful finding in that many fathers tend to believe their most valuable contribution to their child’s life is financial. The *24/7 Dad™ A.M.* program educates fathers on how important they are in the lives of their children emotionally and spiritually as well as financially. [Characteristic #3: Fathering Skills]

Q18. Increase/positive-“Men are better off being married.”(Agree) This finding suggests that before the *24/7 Dad™ A.M.* program, participants did not understand *the value of marriage* as it relates to them as men and fathers. Gaining this insight helps married fathers understand the need to strengthen their relationships and it can encourage unmarried fathers to seek long-term committed relationships that not only benefit their own well-being, but also the well-being of their children. [Characteristic #5: Relationship Skills]

Q23. Increase/positive - “Dads need to push their children to do more.” (Disagree) The *24/7 Dad™ A.M.* program helps fathers approach their children as they are, and learn that it is important to provide them with support to reach their own potential without force or shame. [Characteristic #4: Parenting Skills]

Q26. Increase/positive -“What parents expect from their children plays a big role in developing a child’s self-worth.” (Agree) This finding is promising in that fathers gained a new understanding that *they have a responsibility* to help their child value him or her self. This finding also suggests that fathers learned that they can encourage or discourage feelings of self-worth in their children. [Characteristic #1 and #4:Self-Awareness and Parenting Skills]

Q45. Increase/positive - “Certain feelings are good, certain feelings are bad.” (Disagree) Fathers *gained a new understanding* about feelings and the value of understanding and working through negative feelings. [Characteristic #2: Caring for Self]

Q47. Increase/positive -“Children should participate in making family rules.” (Agree) This finding suggests that fathers gained a new understanding of family dynamics and

how to encourage teamwork and support within the structure of the family.
[Characteristic #4: Parenting Skills]

Q50. Increase/positive - “The way parents raise their children has more to do with how their children turn out than does their children’s nature (style or temperament).”
(Disagree) This finding shows us that fathers learned to pay close attention to who their child is, instead of who they want their child to be, and that children’s behavior is the result of how they parented and their individual nature. [Characteristic #3: Fathering Skills]

The following items showed an increase in mean score from Pre to Post:

- Q3.** (Disagree): “Boys should be taught to ‘take it like a man.’”
- Q5.** (Agree): “Masculinity is acceptable for a man and it ranges from very traditional to very non-traditional.”
- Q8.** (Disagree) “Boys need to learn to keep their feelings to themselves.”
- Q19.** (Disagree) Harsh punishments help children know that dads “mean business.”
- Q29.** (Agree) “Praising yourself in front of your children is a good way to model self-worth.”
- Q30.** (Disagree): “Talking to someone about your anger is a waste of time.”
- Q35.** (Disagree): “Real men don’t cry.”
- Q39.** (Agree): “There are clear differences between the roles of a mother and a father.”
- Q41.** (Disagree): “Work should be more important for men than family.”
- Q44.** (Disagree): “Balancing work and family is more important for women than it is for men.”
- Q49.** (Disagree): “Being a man has nothing to do with being spiritual.”

Findings from the *Fathering Inventory* completed by fathers who participate in the P.M. program also offer valuable insight into the attitude of fathers attending the program. Although only one item shows statistically significant movement, **twenty two (22) items show increased mean scores from Pre to Post!** These items are explored below:

Q16. Increase/positive - “Men are raised to keep their problems to themselves”. (Agree)
When men and fathers learn that keeping problems inside is something that they are taught to do, a whole new understanding of intimacy and connecting to others can emerge when they learn the value of sharing how they feel. This finding is critical in that men and fathers can decrease stress, strengthen relationships and avoid inappropriate ways of expressing emotion. [Characteristic #1:Self-awareness; #2: Caring for Self; and #5: Relationship Skills]

The following items show an increase in mean score from Pre to Post:

- Q2.** (Disagree): “Children need to learn to know that dads don’t mess around when it comes to discipline.”
- Q4.** (Agree): “The best thing a Dad can do for his children is to love their mother.”

- Q6. (Disagree): “Kids need to know right from wrong using whatever it takes.”
- Q7. (Agree): Putting yourself in your children’s place is a good way to find out how they feel.”
- Q10. (Disagree): The dad’s major role in the family is as the provider.”
- Q11. (Agree): “Men and women grieve differently.”
- Q12. (Disagree): “Spirituality and masculinity do not mix well.”
- Q13. (Agree): “Women handle stress differently than men.”
- Q17. (Disagree): “Fathering is more important than mothering.”
- Q21. (Disagree): “Fathers need to be the head of the household.”
- Q24. (Agree): “A spiritual family is one that feels membership for all its members.”
- Q25. (Agree): “Dads who are soft on discipline raise spoiled kids.”
- Q26. (Agree): “What parents expect from their children plays a big role in developing children’s self-worth”
- Q27. (Disagree): “Females should have different careers than males.”
- Q29. (Agree): “Praising yourself in front of your children is a good way to model self-worth”
- Q37. (Disagree): “Men should be able to ‘take a licking and keep on ticking’.”
- Q40. (Disagree): “Men don’t need to go to the doctor as often as women.”
- Q41. (Disagree): “Work should be more important for men than family.”
- Q44. (Disagree): “Balancing work and family is more important for women than it is for men.”
- Q45. (Disagree): “Certain feelings are good, certain feelings are bad.”
- Q47. (Agree): “Children should participate in making family rules.”

Pre/Post Results: Fathering Skills Survey

Results from the 24/7 Dad™ Fathering Skills A.M. Survey show statistically significant movement on seven (7) items and increased mean scores in fifteen (15) out of twenty (25) items that measure knowledge and skills! Items on *the Fathering Skills A.M. Survey* include True/False statements and multiple-choice statements. Below are the items that show statistically significant movement:

Q2. “Behaviors need to be followed by consequences if children are going to learn.” (Both A and B are True) This statement addresses an important aspect of parenting, positive discipline and *how to help children learn* appropriate behavior. The increase shows that fathers gained knowledge regarding reward and punishment and the different ways to effectively teach children. [Characteristic #4: Parenting Skills]

Q3. “Men who don’t regularly go for health checkups generally ignore early warning signs.” (True) This result is very encouraging in that *fathers gained a new understanding* of why men don’t regularly see the doctor and the negative impact this has on their health. [Characteristic #2: Caring for Self]

Q11. “Generally, research shows that men who are married live fuller, happier lives than men who are unmarried.” (True) Again, the *24/7 Dad™ A.M.* program emphasizes the

value of marriage and shared parenting and, therefore, fathers gained a new understanding of the benefits of marriage to men. [Characteristic #5: Relationship Skills]

Q13. “Discipline Means:” (To teach) This finding demonstrates that fathers learned a new perspective regarding discipline and the critical role it plays in the healthy development of a child. [Characteristic #4: Parenting Skills]

Q14. “Grieving means...” (All of the above) Fathers learned that grieving is coming to terms with loss and that it can take time, sometimes even years. This is an important lesson for fathers who experience pain or loss. *Working through feelings of loss and/or pain* helps men to be strong and confident fathers for their children. [Characteristic #1: Self-awareness]

Q16. “Balancing work and family” (Is a goal for the working father) This finding is a powerful reminder that making clear, deliberate efforts to balance work and family isn’t always on the radar screen of every working father. Fathers completing the **24/7 Dad™ A.M.** program learned that this is a top priority for all working fathers, as well as strategies for balancing work and family life. [Characteristic #3: Fathering Skills]

Q18. “In establishing family rules:” (Make do’s and ‘don’ts) This finding shows that fathers learn the value of working as a family to create ground rules and expectations, and that both are necessary for children to thrive. [Characteristic #4: Parenting Skills]

The following items show an increase in mean score from Pre to Post:

Q4. “A good way for men to handle their feelings is:” (Talk about the experience and the feelings)

Q5. “It is more important for a father to have a good job than to try to balance his time between his work and family.” (False)

Q6. “Which statement best describes the purpose of family rules?” (To focus on what is expected of all family members)

Q7. “Feeling anger is normal. It is the way many people express anger that is not okay.” (True)

Q9. “Grief is the reaction people have to loss in their lives.” (True)

Q10. “Dads can teach their children the meaning of spirituality by:” (All of the above).

Q12. “Complete the statement: The culture we are raised in generally influences our:” (All of the above)

Q19. “Which statement is accurate:” (All of the above)

Findings from the **24/7 Dad™ Fathering Skills P.M. Survey** show **statistically significant movement on three (3) items, and thirteen (13) items show an increase mean score from Pre to Post!** Below are the items that show statistically significant movement

Q8. “Choose the best definition of anger:” (Anger is a secondary emotion that is usually the result of unexpressed past hurt). This finding reveals that fathers learn the source of

their emotions, which in turn provides an opportunity to heal. [Characteristic #1: Self-awareness]

Q16. “The level of comfort a man has with his sexuality is related to:” (His ability to give and receive sexual and intimate touch) This finding shows that fathers gained an advanced understanding of sexuality, which can lead towards a healthier marriage and a deeper understanding of intimacy. [Characteristic #1: Self-awareness]

Q21. “The big difference between criticism and confrontation is:” (Confrontation leaves a person knowing they’ve done something hurtful, criticism leaves a person feeling badly about him or herself) This finding reveals that fathers gained an understanding of how to approach their children in regard to discipline, and the impact of their words. After a father understands how his words are received, he is better prepared to help his child develop into a confident adult. [Characteristic #4: Parenting Skills]

The following items show improved mean score from Pre to Post:

- Q1.** “The 24/7 Dad has which of the following traits:” (All of the above)
- Q4.** “Generally, girls would rather play with dolls and boys would rather throw a ball around. This is a result of the way the brain functions.” (True)
- Q6.** “One way to break a ‘habit-thought’ is to:” (Think the opposite)
- Q11.** “Being a spiritual man basically means:” (Having a meaning in life)
- Q12.** “To grow as a man is to develop a sense of spirituality. A good way to develop a personal sense of spirituality is:” (All of the above)
- Q13.** “The most critical factors in being open to change are:” (All of the above)
- Q15.** “Being sexually responsible means preventing the spread of sexually transmitted diseases (STDs):” (True)
- Q22.** “An important step in negotiating with your children is to give them an opportunity to present their views.” (True)
- Q23.** “Reverse psychology is a technique to help children cooperate by:” (Saying the opposite of what you want)
- Q25** “Good stress helps people achieve goals; bad stress often leads to failures.” (True).

Conclusion

The **24/7 Dad™** programs focus on the five characteristics that a father must have to be “*a great dad 24 hours a day, 7 days a week.*” Based on the findings from this on-going outcome evaluation, our programs successfully achieve their shared goal to increase the knowledge and skill levels of fathers, as well as to promote a more positive, healthy attitude regarding fatherhood and parenting. We will provide the findings from this evaluation to BCFI staff, which will bring insight into what participants walked away with after participating in the program, and areas that can be improved on. This evaluation will allow NFI to improve the **24/7 Dad™** curricula and training institute, and ensure that the **24/7 Dad™ A.M. and P.M.** programs are implemented as intended to maximize effectiveness.

For more information on this evaluation, please contact Jana Olshansky, MS, NFI’s Director of Evaluation, at jolshansky@fatherhood.org. Ms. Olshansky prepared this report.