

## **FATHER-FRIENDLINESS ORGANIZATIONAL SELF-ASSESSMENT**

Below are a number of statements that describe father-friendly practices. Many agencies do very few of them. We are aware of no agency that does them all. Please try to provide an accurate description of current practices in your agency, rather than an idealized picture of what you think should happen. Try to answer all questions, even if you are not certain of your answer.

Please use the following scale to rate your organization for each of the statements included in the assessment:

- 1 = Haven't even thought about this/completely disagree with statement.
- 2 = We've started to think about this but haven't made much progress.
- 3 = We've made some good efforts but still have some work to do.
- 4 = We have successfully completed this step/completely agree with statement.

- A\_\_\_ Funding for serving fathers is consistent and ongoing.
- B\_\_\_ The organization is recognized by community partners as a good resource for fathers.
- C\_\_\_ Intake and other data collection methods are standardized for both parents rather than just modified from the forms for mothers.
- D\_\_\_ Program hours are scheduled to accommodate the time constraints of working fathers.
- E\_\_\_ Periodic staff development is provided to upgrade new personnel on including fathers.
- F\_\_\_ Staff members are aware of issues faced by low-income fathers.
- G\_\_\_ Male staff are available to work with fathers, especially in the area of recruitment.
- H\_\_\_ Male staff feel comfortable and respected within the agency.
- I\_\_\_ Female staff are comfortable working with fathers.
- J\_\_\_ Work with mothers includes a focus on working cooperatively with fathers
- K\_\_\_ When a mother doesn't want the fathers of their children involved, efforts are still made to gain her support and to work with that father (except in domestic violence and abusive situations).
- L\_\_\_ Services for fathers focus on assets fathers bring rather than deficits fathers have.
- M\_\_\_ Parenting groups have been designed with both mothering and fathering issues in mind.
- N\_\_\_ Information about community services for fathers (legal assistance, education and employment assistance, batterers' programs, and so on) has been collected. Relationships have been forged with key people in these agencies.
- O\_\_\_ Staff make, or are prepared to make, referrals for fathers to other agencies (domestic violence, substance abuse, mental health, employment/training, and so on).

- P\_\_\_ Fathers who have completed programs are asked to work as mentors, recruiters, group facilitators, and so forth.
- Q\_\_\_ Staff recognize and respect father-mother differences in parenting styles.
- R\_\_\_ The physical environment has a general feel that is inviting to men/fathers.
- S\_\_\_ Books, journals, articles, videos, and other materials directed toward fathers are available to look at or borrow.
- T\_\_\_ Efforts are made to interact with fathers who accompany mothers to the program even when they tend to hang back.
- U\_\_\_ Contact information is typically collected from the father regardless of parents' living arrangements
- V\_\_\_ The message is given to fathers that their role as active parents is critical to their children's development.

THOUGHTS AFTER FILLING THIS OUT

---



---



---



---



---

This self-assessment questionnaire was developed by: The National Center for Strategic Nonprofit Planning and Community Leadership (NPCL) in Partnership with the National Head Start Association (NHSA), the U.S. Dept. of Health and Human Services Administration for Children and Families, Region V, the Illinois Department of Public Aid, Division of Child Support Enforcement

NHSA and NPCL are FATHERHOOD PARTNERS. For more information, contact: Nigel Vann, NPCL's Director of Partnership Development, at (202) 822-6725, JoAnn Nelson-Hooks, NHSA's Fatherhood Coordinator, at (703) 739-7560.

NOTE: THIS QUESTIONNAIRE HAS BEEN EDITED AND SHORTENED BY COWAN, COWAN, PRUETT, PRUETT, & WONG . IT INCLUDES ADDITIONAL ITEMS FROM: The Assessment Guide on Father Inclusive Practices developed for the National Practitioners Network for Fathers and Families, 1003 K Street NW, Suite 565, Washington DC 20001 (800-346-7633)