



Fathers and Continuous Learning in Child Welfare

## **Toolkit for Building System Capacity to Engage Fathers and Paternal Relatives in Child Welfare: Self-Assessment**

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## Self-Assessment<sup>1</sup>

### Purpose

This self-assessment tool is designed to help your improvement team evaluate the systems and processes you currently have in place to engage fathers and paternal relatives. It is organized around the five key domains in the [Collaborative Change Framework](#).

Your improvement team is a partnership of individuals who are responsible for different kinds of engagement with fathers and paternal relatives. Thus, this self-assessment can help your team:

1. Consider the different components of effectively engaging fathers and paternal relatives
2. Develop a shared understanding about how your organization will measure strength of progress across the five domains of the collaborative change framework, and develop a common language for communicating what improvement activities will be
3. Identify successes, challenges, opportunities for improvement, and how to prioritize your next steps

After completing the self-assessment, discuss priorities based on the areas of need you identified. At later stages of your improvement activities, your team will work on testing and implementing improvement strategies. If improvement team members do have ideas and strategies for change during the self-assessment process, keep track of those ideas and save them for later.

### Instructions

- It is important that the members of your improvement team complete this tool together. This will ensure the assessment reflects different points of view from various departments. It is especially helpful to include a father or paternal relative in the conversation, as they may have a different perspective on how well agencies engage fathers or paternal relatives.
- The self-assessment includes goals within the five domains from the CCF. Use your judgment to assess how well your organization performs in each domain. Be honest about where your organization is right now, recognizing that different agencies and organizations can have different strengths and areas for opportunity.
- Use the comments section to note specific examples or to explain why you chose the score you did for later reference.
- Your improvement team might consider using this tool to reassess your progress on a quarterly, semiannual, or annual basis.

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<sup>1</sup> The FCL Project Team created the self-assessment based on the Collaborative Change Framework. For the full toolkit, please visit <https://www.acf.hhs.gov/opre/toolkit/toolkit-building-system-capacity-engage-fathers-and-paternal-relatives-child-welfare>.

## Self-assessment

To complete the self-assessment, select a point value (1–4) that best describes the current strength of progress overall at your agency or organization in the areas of engaging fathers and paternal relatives.

When scoring goals within each domain, base your scoring on the following criteria:

Practice seriously challenged, or no strategies developed 1	Practice somewhat challenged, or strategies untested 2	Practice shows strengths, or strategies being tested 3	Practice very strong; strategies well developed and tested 4
Our practices have <b>numerous barriers and challenges</b> . There are few or no known policies, procedures, or daily practice examples for this area. We have few policies or procedures developed in this area to establish staff capacity and could benefit from a significant amount of technical assistance.	Our practices have <b>some challenges and barriers</b> . This area is of concern for our system and we might need technical assistance, policy development, establishment of protocols, and practice implementation to improve our skills here.  Or We have developed a strategy for this area but have not yet implemented it.	Our practices have <b>some strengths</b> , and we are functioning with some success in this area. We have some policies and procedures in place that most staff follow. We have developed and implemented strategies that are showing promise, and this will continue to be an area of focus.	Our practices have <b>numerous strengths</b> . We currently have practices, policies, and protocols in place that are all staff use daily. Our current practices, policies and protocols yield positive results for the families we serve.

## Self-assessment

Goals	Score (1–4)	Comments
<b>Domain 1. Support community, system, and agency environments that value and respect all fathers and paternal relatives</b>		
<b>Goal 1.</b> Create environments and climates (in agencies, systems, and communities) that place strong emphasis on the value of fathers and paternal relatives in children’s lives.		
<b>Goal 2.</b> Develop an atmosphere where the voice and active engagement of fathers and paternal relatives helps create an inclusive environment.		
<b>Goal 3.</b> Actively promote and integrate inclusive practices and the value of fathers and paternal relatives within the community		
<b>Domain 2. Achieve racial justice for men of color in the child welfare system</b>		
<b>Goal 1.</b> Acknowledge the impacts of historical, institutional, cultural, and structural racism on policy, practice, and decision making.		
<b>Goal 2.</b> Recognize and honor the cultural beliefs, values, and practices of fathers and paternal relatives, communities, and tribes to drive child welfare decision making.		
<b>Goal 3.</b> Align with related systems to identify, address, and change institutionally racist policies and practices.		
<b>Goal 4.</b> Promote personal awareness among staff to acknowledge implicit bias and implement practices that improve father and family outcomes.		

Goals	Score (1–4)	Comments
<b>Domain 3. Identify and locate fathers and paternal relatives from the first point of contact with the family</b>		
Goal 1. Identify fathers and paternal relatives		
Goal 2. Actively locate fathers and paternal relatives		
<b>Domain 4. Assess and address the strengths and needs of, and barriers for, fathers and paternal relatives</b>		
Goal 1. Assess fathers' and paternal relatives' unique and individual strengths and needs.		
Goal 2. Identify and address barriers to engaging fathers and paternal relatives		
Goal 3. Provide specialized plans that meet unique needs of families and include fathers and paternal relatives		
<b>Domain 5. Continuously involve fathers and paternal relatives throughout the lives of their children</b>		
Goal 1. Partner with fathers and paternal relatives to prepare them for active participation in decision making and other activities for their children.		
Goal 2. Continually engage fathers and paternal relatives as equally positive options as mothers and maternal relatives for caring for the child.		
Goal 3. Support healthy and productive relationships with fathers and other caregivers.		
Goal 4. Support relationships between fathers and paternal relatives and their children by maximizing the types of and opportunities for involvement.		