

# PLANNING FRAMEWORK FOR:

## Evaluation Workshop for Fathers

**AIM:** To facilitate an open forum for key stakeholders to explore the overall impact of the Fatherhood Support Project

**OBJECTIVES:**

- to establish the impact the groups have had on fathers as they define their approach to fathering
- to assess the fathers' perception of their role
- to understand how fathers communicate this new perception to their children
- to understand how fathers establish their new relationship/role
- to understand how fathers establish their new relationship/role with their partners
- to understand how the men establish their new relationship/role with their own fathers
- to explore whether fathers have been accessing new and other services
- to explore what has been the emotional impact of the new perception of the role
- to assess whether running of a group specifically for fathers has been meaningful.

**Participants:** Fathers who have participated in the Fatherhood Groups

**Group work:** Groups should be small enough to accommodate all participants

**Program Development Process:**

- Review of the evaluation framework
- Identified areas requiring further definition
- Link activities back to initial workshops
- Involve participants in the development of ideas for new programs
- Reflection techniques'

| <b>WORK PROGRAMME</b>   |  |   |
|---|--|---|
| <b>RESOURCES</b>  | <b>ACTIVITY</b>  | <b>OUTCOMES</b>   |
| Micro phone tie,<br>Scribe<br>Butcher's paper to record father's initial comments | <b>1a. Large group activity</b><br><b>Media Interview</b><br>**1. Approach fathers and asked them to tell the reporter how they saw the fathers' role, before they participated in the fatherhood workshops  | **Articulating impact of the workshops on fathers<br>**Definition of how father's see their new role  |
| Whiteboard<br>Job description proforma  | <b>1b. Large group activity</b><br>(have job description pro forma on board)<br><b>Writing out a job description</b><br>**2. Ask fathers how the would write up the new role for fathers<br><br><b>Key responsibility areas</b><br><b>Skills</b><br><b>Training for the position</b> | **To assess fathers' perception of their role<br>**To explore the key areas of responsibility<br>**Explore the range of communications involved |
| Scribes<br>Butcher's paper<br>pens<br>Question sheets                             | <b>1c. Small group activity</b><br>**To talk about how fathers talked about this new role in their own home<br>**Talk about barriers to change<br>**3. What changes have happened at home or when you are with your children?<br>**3a. Barriers to change?                           | **To explore how fathers tried to implement their new role<br>**New relationships to significant others   |

|  | ACTIVITY  | OUTCOMES   |
|--|---|--|
| <b>Short break</b>   |   |  |
| Card board cut out - male<br>Pieces of A4 paper<br>cut vertically (2 colours)<br>Pens<br>Blue tack<br>Scribe   | <b>2a. Large group activity</b><br><b>**4a.</b> What personal changes does Dad now see in himself in his THINKING, since the group<br><br><b>**4b.</b> What personal change Dad now experiences in his FEELING since the group?   | <b>**To give a lead on how fathers now see themselves</b><br><br><b>**To explore the emotional impact that father's experience</b>                                     |
| Reverse side of the cut-out<br>Pieces of A4 paper cut vertically--2 colours (Pink and Blue)<br>Pens<br>Blue tack<br>Scribe<br>Cardboard Heart<br>Cardboard Brain | <b>2b. Large group activity</b><br>Reverse the cardboard cut out<br>Place heart and brain on cut-out<br><br><b>**4c.</b> What do others see in personal change of Dad since attending the group?  | <b>**To get a sense of how others see the themselves</b>   |
| <b>Short break</b>   |   |  |
| Scribe<br>Whiteboard<br>Butcher paper  | Large group activity<br>Direct questions<br><br><b>**5a.</b> Would you recommend to your friends that they should be involved with these workshops?<br><br><b>**5b.</b> Would you come to one of these workshops if it was run by a woman?<br><br><b>**5c.</b> What have you said to others about the groups?<br><br><b>**5d.</b> What else would you like included in the groups?<br><br><b>**5e.</b> Have you accessed other supports since attending Fatherhood group? | <b>**Explore overall impact of workshop</b><br><br><b>**Explore how fathers have communicated their new role</b><br><br><b>**Exploring contact with other services</b> |

# PLANNING FRAMEWORK FOR:

## Evaluation Workshop for Stakeholders

**AIM:** To facilitate an open forum for key stakeholders to explore the overall impact of the Fatherhood Support Project

**OBJECTIVES:**

- \*\*To establish the importance of the issue on their service delivery
- \*\*To explore the impact on their consumers
- \*\*To explore the impact on their resources
- \*\*To establish whether there had been an increase in demand for services
- \*\*To establish whether the agency had been able to assess the impact on its consumers
- \*\*To explore the flow-on effects on:
  - program
  - resource allocation
  - policy & procedures
  - planning for future
  - sustainability
  - what they would like
- \*\*To explore recommendations

**Agencies who have resourced the Fatherhood Support Project for its clients and workers**

**Participants:**

**Group work** Groups should be small enough to accommodate all participants

### Program Development Process

- Review of the evaluation framework
- Identified areas requiring further definition
- Link activities back to initial workshops
- Involve participants in the development of ideas for new programs
- Reflection techniques'

## WORK PROGRAMME

| RESOURCES   | ACTIVITY   | OUTCOMES  |
|---|--|---|
| Butcher's paper<br>Three sheets: clients, staff and the organisation<br>Scribe -feedback session<br><br>Glasses<br>Note paper for pairs | <b>1a. Working in Pairs</b><br>**Put on the Fatherhood glasses and explain to each other what you see as the <b>IMPACT</b> of the fatherhood groups on individuals, team members & organisation.<br>(ie fatherhood issues discussed more, increased requests for information, increased confidence)--report back | **To establish the impact of the project on their service delivery<br><br>**To explore the impact on their consumers          |
| butcher paper<br>scribes  | <b>1b. Form into large group</b><br>**Ascertain what sort of changes have occurred for clients, staff and the organisation as a result of the fatherhood project. Tell us about some of the flow on effects for your clients and the organisation.   | **To explore the flow-on effects<br><br>**To establish whether the agency had been able to assess the impact on its consumers |

| RESOURCES                | ACTIVITY   | OUTCOMES  |
|--------------------------|--|---|
|                          | <b>Short break</b>   |   |
| butcher paper<br>scribes | <p><b>2a. Small group activity (3-4)</b><br/> <b><u>Sustainability</u></b><br/>                     What sort of strategies have you, as Stakeholders, needed to put in place to support/sustain these changes (Policy, training, review of current program increased access, cultural changes)<br/>                     Feedback to larger group</p>          | <p>**To establish whether there had been an increase in demand for services</p> |
|                          | <p><b>2b. Same small group as for 2a</b><br/>                     **What sort of <b>RESOURCES</b> are going to be required to enable to the strategies to be implemented.<br/>                     (budget allocations, new staff, new way of recruiting staff, Board/MC sponsoring fatherhood issues)<br/>                     **Feedback to larger group</p> | <p>**To assess the impact on their resources</p>                                |
| whiteboard<br>scribe     | <p><b>3 Large Group</b><br/>                     **What would you like to see happen through this project in the future: (recommendations)<br/>                     **What do you see the outcomes of these recommendations would be.<br/>                     **How would you like to be involved?</p>  | <p>**To explore recommendations</p>   |

# PLANNING FRAMEWORK FOR:

## Evaluation Workshop for Parents

**AIM:** To facilitate an open forum for key stakeholders to explore the overall impact of the Fatherhood Support Project

**OBJECTIVES:**

- \*\*to establish the impact the groups have had on fathers, as they define their approach to parenting
- \*\*to establish whether there has been any change in the fathering approach
- \*\*to explore the impact of parent's relationship with each other to this change
- \*\*to explore the mother's perception of the father's role
- \*\*to explore if any, discussion about the new role
- \*\*to explore whether parents developed new parenting practices together
- \*\*to explore what parents think father's needs are.

**Participants:** Parents, whose partner participated the Fatherhood Groups

**Group work** Groups should be small enough to accommodate all participants

### Program Development Process

- Review of the evaluation framework
- Identified areas requiring further definition
- Link activities back to initial workshops
- Involve participants in the development of ideas for new programs
- Reflection techniques'

## WORK PROGRAMME

| RESOURCES   | ACTIVITY  | OUTCOMES<br>' from a Parent's perspective"  |
|---|---|---|
| Labels<br>cartons & egg cartons<br>rubber gloves<br>string, wool, streamers<br>balloons<br>scissors<br>textas | <b>1a.Small groups</b><br><b><u>Building the Ideal Father</u></b><br>**In small groups, using what ever resources you can find in your pile, build a model of the ideal father.<br>**Then take the labels and label all the characteristics, and qualities that your group feels makes up the idea father | **establish the impact the group has had on fathers as they define<br>**from a parent's perspective<br><br>**to explore the mother's perspective of the father's role |
| butcher paper<br>pens   | <b>1b.Introduce your father to the large group</b><br><br>**Talk about the special things that makes our model the ideal father<br>**elaborate why those things are important or have changed   | **explore mother's perception of the father's role  |
| <b>Short break</b>  |   |   |
| butcher paper<br><br>pens<br>scribes  | <b><u>2a. Small groups -- two questions on butcher's paper</u></b><br>**What were the good bits about fathers participating in the Fatherhood workshops?<br><br>**What were the bits that weren't so good?<br><br>**what changes have you seen in your partner's approach to parenting                    | **to establish whether there has been any change in the fathering approach<br><br><br>**what is the mother's perception of the father's role                          |

| RESOURCES            | ACTIVITY   | OUTCOMES<br>" from a Parent's perspective"  |
|----------------------|--|---|
|                      | **how has that affected your relationship with each other<br>**Feedback to whole group   | **how has that affective your relationship with your child<br>**whether there has been any discussion on the new role |
| <b>Short break</b>   |  |   |
| Scribe<br>Whiteboard | <b>2b. Small groups</b><br><br>**How could the fatherhood project help fathers more?<br><br>**What sort of supports/services would you like to see available out there for fathers?<br><br>**Feedback to the big group | **explore discussion about the parent's role  |

# PLANNING FRAMEWORK FOR:

## Evaluation Workshop for Project Team

**AIM:** To facilitate an open forum for key stakeholders to explore the overall impact of the Fatherhood Support Project

**OBJECTIVES:** \*\*To explore the relevance & impact of the Fatherhood Project within the Integration Service  
 \*\*To explore the relevance & impact of the Fatherhood Project State-wide  
 \*\*to explore key issues for each program  
 \*\*To establish learnings  
 \*\*To establish any capacity building within project team  
 \*\*To explore the impact on relationships within the Integration service.

**Participants:** **Members of the Integration Service who have worked with & Managed the project.**

**Group work** Groups should be small enough to accommodate all participants

### Program Development Process

Review of the evaluation framework  
 Identified areas requiring further definition  
 Link activities back to initial workshops  
 Involve participants in the development of ideas for new programs  
 Reflection techniques'

## WORK PROGRAMME

| RESOURCES   | ACTIVITY   | OUTCOMES  |
|---|--|---|
| 3 umbrella frameworks<br>butcher paper<br>picture of building<br>& 2 people<br>blue tak | <b>1. Large Group</b><br><b><u>Benefits to Clients</u></b><br>**Using the umbrella framework, identify the benefits team members can see for clients, organisations and staff, as a result of clients participation in the Fatherhood project. | **to explore the relevance & impact of the Fatherhood Support Project   |
| Whiteboard<br>scribe  | <b>2. Large group</b><br><b><u>Key Issues</u></b><br>**What are the key issues for your project<br>**How have you celebrated success?<br>**What remedies can you see for some of the difficulties  | **to explore the relevance & impact of the Fatherhood Project within the Integ. Service<br>**To establish any capacity building within the project team<br>**To establish learnings |
| butcher paper<br>scribes  | <b>3. Small groups</b><br><b><u>Lessons Learnt</u></b><br>**What lessons have you learnt from participating in the Fatherhood Project?<br>**How will you apply this learning to future projects?<br>**Feedback to large group                  | **To explore key issues for each program<br>**To establish learnings  |

| RESOURCES   | ACTIVITY   | OUTCOMES  |                      |        |    |           |    |        |    |           |    |  |
|---|--|---|----------------------|--------|----|-----------|----|--------|----|-----------|----|--|
|   | <b>Short break</b>   |   |                      |        |    |           |    |        |    |           |    |  |
| 4 x 3 sets of drawings  | <p><b>4. Small groups</b><br/> <b>Capacity Building</b><br/>           **In small groups, work with the 3 models: (a client, a staff member and the organisation) identify on the model, skills enhancement development, or training gains through involvement with the Fatherhood Project<br/>           **Feed back to larger group</p>  | <p>**To establish any capacity building within project team<br/><br/>           **to explore the impact on relationships within the Integration service</p> |                      |        |    |           |    |        |    |           |    |  |
| ? x 3 sheets of paper<br>Opportunities<br>Activities<br>Relationships | <p><b>5. Small Groups</b><br/> <b>RECOMMENDATIONS</b><br/>           **What would you like to see happening in the fatherhood area in the future?<br/> <b>a. Opportunities/?????</b></p> <table border="0" style="width: 100%;"> <thead> <tr> <th style="text-align: left;"><u>Activities</u></th> <th style="text-align: left;"><u>Relationships</u></th> </tr> </thead> <tbody> <tr> <td>-Local</td> <td>-L</td> </tr> <tr> <td>-Regional</td> <td>-R</td> </tr> <tr> <td>-State</td> <td>-S</td> </tr> <tr> <td>-National</td> <td>-N</td> </tr> </tbody> </table> <p>**Feedback to large group</p> | <u>Activities</u>   | <u>Relationships</u> | -Local | -L | -Regional | -R | -State | -S | -National | -N |  |
| <u>Activities</u>   | <u>Relationships</u>   |   |                      |        |    |           |    |        |    |           |    |  |
| -Local  | -L   |   |                      |        |    |           |    |        |    |           |    |  |
| -Regional   | -R   |   |                      |        |    |           |    |        |    |           |    |  |
| -State  | -S   |   |                      |        |    |           |    |        |    |           |    |  |
| -National   | -N   |   |                      |        |    |           |    |        |    |           |    |  |