



**302:  
A Family Center Spotlight on Father  
Engagement**

**A Training Outline**

**Developed by:  
Robert A. Winesickle**

**For the  
Pennsylvania Child Welfare  
Resource Center**

**University of Pittsburgh  
Pittsburgh, PA**

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## **Acknowledgements**

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- Nelly Jiménez-Arévalo                      The Kennett Square Family Center
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**Agenda for the two-hour curriculum on  
A Family Center Spotlight on Father Engagement**

**Day One**

<b>Estimated Time</b>	<b>Content</b>	<b>Page</b>
5 minutes	Section I: Welcome and Introductions	1
10 minutes	Section II: How are we Doing?	2
5 minutes	Section III: Best Practice Considerations	7
15 minutes	Section IV: About Kennett Square Family Center	9
30 minutes	Section V: Fatherhood Initiative Beginnings	11
25 minutes	Section VI: Programming	14
10 minutes	Section VII: Connecting with Fathers	15
10 minutes	Section VIII: A Father's Perspective	16
10 minutes	Section IX: Wrap up	17

## 302: A Family Center Spotlight on Father Engagement

Section Name	Est. Time	Key Concepts	Resources Used
Section I: Welcome and Introductions	<b>5 Minutes</b>	<p>Method: Lecture</p> <p>Key Concepts</p> <ul style="list-style-type: none"> <li>• Display <b>PowerPoint Slide #1 (302: A Family Center Spotlight on Father Engagement)</b> prior to the start of the webinar.</li> <li>• Draw participants' attention to <b>Handout #1 (302: A Family Center Spotlight on Father Engagement)</b> and note that it is the PowerPoint Presentation, on which they can take notes.</li> <li>• Display <b>PowerPoint Slide #2 (WebEx Instructions)</b> and review. State that, due to the large number of participants, the question and answer portion of the webinar will be conducted based upon questions posted using the chat feature. Any questions should be posted in the chat box.</li> <li>• Display and review <b>PowerPoint Slide #3 (Recording Notice)</b> for participants.</li> <li>• Display <b>PowerPoint Slide #4 (Presenters)</b> and ask each presenter to briefly introduce themselves.</li> <li>• Using <b>PowerPoint Slide #5 (Purpose), Slide #6 (Learning Objectives), and Slide #7 (Agenda)</b>, review the purpose of the webinar, learning objectives, and agenda.</li> </ul>	<ul style="list-style-type: none"> <li>• Handout #1: 302: A Family Center Spotlight on Father Engagement</li> <li>• PowerPoint Slide #1: 302: A Family Center Spotlight on Father Engagement</li> <li>• PowerPoint Slide #2: WebEx Instructions</li> <li>• PowerPoint Slide #3: Recording Notice</li> <li>• PowerPoint Slide #4: Presenters</li> <li>• PowerPoint Slide #5: Purpose</li> <li>• PowerPoint Slide #6: Learning Objectives</li> <li>• PowerPoint Slide #7: Agenda</li> </ul>

## 302: A Family Center Spotlight on Father Engagement

		<p><b>NOTES:</b></p>	
<p>Section II: How are we Doing?</p>	<p><b>10 minutes</b></p>	<p>Method: Lecture</p> <p>Key Concepts</p> <ul style="list-style-type: none"> <li>• Why did we decide to highlight a program that is demonstrating exemplary father engagement? Research highlights the critical role that fathers play in the development and growth of their children. However, how are we doing as a nation? As a state?</li> </ul> <p><b><u>Nation</u></b></p> <ul style="list-style-type: none"> <li>○ Display <b>PowerPoint Slide #8 (Child and Family Service Review Items that Explore Father Engagement)</b>. The 2008 Child and Family Services Review explores the efforts of the child welfare system to engage and involve fathers, specifically, in five different areas.             <ul style="list-style-type: none"> <li>▪ Item 13: Visiting with parents and</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• PowerPoint Slide #8: Child and Family Service Review Items that Explore Father Engagement</li> <li>• PowerPoint Slides #9 through #11: National CFSR Findings</li> <li>• PowerPoint Slide #12: Engagement Efforts</li> <li>• PowerPoint Slide #13: Role and Voice</li> <li>• PowerPoint Slide #14: Cultural Awareness &amp; Responsiveness</li> <li>• PowerPoint Slide #15: Assessment &amp; Understanding</li> <li>• PowerPoint Slide #16: Child/Youth &amp; Family</li> </ul>

## 302: A Family Center Spotlight on Father Engagement

		<p>siblings in foster care</p> <ul style="list-style-type: none"> <li>▪ Item 16: Relationship of child in care with parents</li> <li>▪ Item 17: Needs and services of child, parents, and foster parents</li> <li>▪ Item 18: Child and family involvement in case planning</li> <li>▪ Item 20: Caseworker visits with parents</li> </ul> <p>○ Display <b>PowerPoint Slides #9 through #11 (National CFSR Findings)</b> to review the following points.</p> <ul style="list-style-type: none"> <li>▪ Out of these five items, the best we did, as a nation is 18% of states were identified as doing well in regard to items 13 and 16. This means that 82% of states struggle with these two items. <ul style="list-style-type: none"> <li>• Item 13: Visiting with parents and siblings in foster care</li> <li>• Item 16: Relationship of child in care with parents</li> </ul> </li> <li>▪ Our next best is 6% of states were identified as doing well in relation to Item 20. <ul style="list-style-type: none"> <li>• Item 20: Caseworker visits with parents</li> </ul> </li> <li>▪ The final two items were found to be</li> </ul>	<p>Planning Process</p> <ul style="list-style-type: none"> <li>• PowerPoint Slide #17: Maintaining Family Relationships</li> <li>• PowerPoint Slide #18: National and State Data</li> </ul>
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## 302: A Family Center Spotlight on Father Engagement

		<p>a struggle for 100% of the nation.</p> <ul style="list-style-type: none"><li>• Item 17: Needs and services of child, parents, and foster parents</li><li>• Item 18: Child and family involvement in case planning</li></ul> <p><b><u>State</u></b></p> <ul style="list-style-type: none"><li>• In considering how we did as a state, we will look at data that is a more specific to our practice. This information is based upon the first two rounds of Quality Services Reviews (QSR). Provide a very brief description of the QSR for participants that are not familiar with it.<ul style="list-style-type: none"><li>○ Display <b>PowerPoint Slide #12 (Engagement Efforts)</b> and explain that <u>QSR Indicator 1a: Engagement Efforts</u> which assesses a range of efforts, including but not limited to finding family, positive and working relationship, a focus on strengths and needs, etc.<ul style="list-style-type: none"><li>▪ Efforts to engage fathers were rated in the acceptable range for 44% of cases in the first round of QSRs and 35% of cases in round two.</li></ul></li><li>○ Display <b>PowerPoint Slide #13 (Role and Voice)</b> and explain that <u>Indicator 1b: Role and Voice</u> assesses the degree to which the family members are active, ongoing participants in the decision-making process.<ul style="list-style-type: none"><li>▪ The number of fathers whose role</li></ul></li></ul></li></ul>	
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## 302: A Family Center Spotlight on Father Engagement

		<p>and voice was present at an acceptable level was 29% in the first round of QSRs and 26% in the second round.</p> <ul style="list-style-type: none"><li>○ Display <b>PowerPoint Slide #14 (Cultural Awareness &amp; Responsiveness)</b> and explain that <u>Indicator 3: Cultural Awareness &amp; Responsiveness</u> assesses the degree to which any significant cultural issues, family beliefs and customs were identified and addressed in practice.<ul style="list-style-type: none"><li>▪ The fathers' cultural issues, family beliefs and customs were identified and addressed in practice in 54% of cases reviewed in the first round of QSRs and 47% in the second round.</li></ul></li><li>○ Display <b>PowerPoint Slide #15 (Assessment &amp; Understanding)</b> and explain that <u>Indicator 4: Assessment &amp; Understanding</u> assesses the development of an understanding of what changes must take place in order for the child/youth and family to live safely together, achieve timely permanence, and to improve the child/youth and family's well-being and functioning.<ul style="list-style-type: none"><li>▪ In relation to fathers, we were successful in 37% of cases in the first round of QSRs and 26% in the second round.</li></ul></li><li>○ Display <b>PowerPoint Slide #16 (Child/Youth &amp; Family Planning Process)</b></li></ul>	
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## 302: A Family Center Spotlight on Father Engagement

		<p>and explain that <u>Indicator 6: Child/Youth &amp; Family Planning Process</u> assesses the degree to which the planning process is individualized and matched to the child/youth's and family's present situation, preferences, near-term needs and long-term view for safe case closure and the combination and sequence of strategies, interventions, and supports and how they are organized to fit the families evolving situation.</p> <ul style="list-style-type: none"><li>▪ In relation to fathers, 48% of cases reviewed were deemed to be in the successful range in the first round and 26% in the second round.</li></ul> <ul style="list-style-type: none"><li>○ Display <b>PowerPoint Slide #17 (Maintaining Family Relationships)</b> and explain that <u>Indicator 10: Maintaining Family Relationships</u> assesses the degree to which interventions are building and maintain positive interactions and providing emotional support between family members and important people when the child/youth and family members are temporarily living away from one another.<ul style="list-style-type: none"><li>▪ We were found to be successful in 43% of cases with fathers in the first round of QSRs and 32% in the second round.</li></ul></li><li>○ Display <b>PowerPoint Slide #18 (National and State Data)</b> and inform participants that they can access the data shared as</li></ul>	
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## 302: A Family Center Spotlight on Father Engagement

		<p>well as other data at the websites on the slide.</p> <p><b>Notes:</b></p>	
<p>Section III: Best Practice Considerations</p>	<p style="text-align: center;"><b>5 minutes</b></p>	<p>Method: Lecture</p> <p>Key Concepts</p> <ul style="list-style-type: none"> <li>• Display <b>PowerPoint Slide #19 (Best Practice Considerations)</b>. Tell participants, the data clearly shows we have a lot of work to do. However, what exactly does that work look like? In a moment, we will hear about the great work that Kennett Square Family Center is doing in regards to engaging fathers. Before doing so, draw participants' attention to handouts #1 through #5 and give a brief description of what participants are looking at. Each of these resources is either developed by or endorsed by the Fatherhood Engagement Workgroup.             <ul style="list-style-type: none"> <li>○ <b>Handout #2 (Fatherhood Engagement Workgroup Report to the Pennsylvania State Roundtable)</b> which was the final 2012 report and recommendations to the</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Handout #2: Fatherhood Engagement Workgroup Report to the Pennsylvania State Roundtable</li> <li>• Handout #3: Communication Styles</li> <li>• Handout #4: Protocol for Locating Fathers</li> <li>• Handout #5: Protocol for Father Engagement</li> <li>• Handout #6: National Responsible Fatherhood Clearinghouse Guidelines for Working with Fathers</li>   <li>• PowerPoint Slide #19: Best Practice Considerations</li> </ul>

## 302: A Family Center Spotlight on Father Engagement

		<p>Pennsylvania State Roundtable from the Father Engagement Workgroup and its various subcommittees. <u>All of the recommendations were accepted.</u></p> <p>Subcommittees include:</p> <ul style="list-style-type: none"> <li>▪ Judicial Bench Cards Subcommittee</li> <li>▪ Barriers and Solutions Subcommittee</li> <li>▪ Training Subcommittee</li> <li>▪ Best Practice Subcommittee</li> </ul> <ul style="list-style-type: none"> <li>○ <b>Handout #3 (Communication Styles)</b> offers some of the differences in communication styles that should be considered when working with men versus women.</li> <li>○ <b>Handout #4 (Protocol for Locating Fathers)</b> offers the recommended protocol for locating fathers.</li> <li>○ <b>Handout #5 (Protocol for Father Engagement)</b> offers suggested best practice protocol for father engagement in the following areas: <ul style="list-style-type: none"> <li>▪ Case Planning</li> <li>▪ Delivery of Services</li> <li>▪ Court Process</li> </ul> <p>Protocol offered is from not only the perspective of the county children and youth agency but also of the courts and attorneys.</p> </li> <li>○ <b>Handout #6 (National Responsible</b></li> </ul>	
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## 302: A Family Center Spotlight on Father Engagement

		<p><b>Fatherhood Clearinghouse Guidelines for Working with Fathers).</b> Information offered is consistent with the title of the resource.</p> <p><b>Notes:</b></p>	
<p>Section IV: About Kennett Square Family Center</p>	<p><b>15 Minutes</b></p>	<p>Method: Lecture</p> <p>Key Concepts</p> <ul style="list-style-type: none"> <li>• <b>PowerPoint Slide #20 (Kennett Square Family Center)</b> is a video of pictures from the Family Center. It should loop for the duration of this section.</li> <li>• Ask the presenter to share background information about the Kennett Square Family Center, including             <ul style="list-style-type: none"> <li>○ Location, when it was established, makeup of the community in which it is located.                 <ul style="list-style-type: none"> <li>▪ Located at the southern part of Chester County</li> <li>▪ One of four suburban counties surrounding Philadelphia</li> <li>▪ Diverse landscape ranging from rural farmland to urban areas</li> <li>▪ Affluent county: Highest median household income in Pennsylvania</li> </ul> </li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• PowerPoint Slide #20: Kennett Square Family Center</li> </ul>

## 302: A Family Center Spotlight on Father Engagement

		<p>(\$85,731 compared to \$50,713 in Pennsylvania as a whole</p> <ul style="list-style-type: none"> <li>▪ Fifth place among all of Pennsylvania's counties for expected population growth through 2030</li> <li>▪ Chester County is the fastest growing county in Pennsylvania--largely due to the huge growth in the Hispanic population, which has more than doubled and is now the largest minority group in the county--6.5% of the population</li> <li>▪ The concentration of Hispanics in southern Chester County is even greater             <ul style="list-style-type: none"> <li>• 48.8% of the population in Kennett Square (102% increase since 2000)</li> <li>• 26.4% of the population in New Garden (53% increase since 2000)</li> </ul> </li> <li>▪ Such growth of the Hispanic population results from:             <ul style="list-style-type: none"> <li>• Immigration (Mushroom industry)</li> <li>• High fertility rates, (In 2008, Hispanics had the highest live birth rate of 98.8 The live birth rate was 71.1 for Blacks and 59.4 for Whites)</li> </ul> </li> </ul> <ul style="list-style-type: none"> <li>○ Center structure/Staffing             <ul style="list-style-type: none"> <li>▪ Five staff total                 <ul style="list-style-type: none"> <li>• 4 parent educators</li> </ul> </li> </ul> </li> </ul>	
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## 302: A Family Center Spotlight on Father Engagement

		<ul style="list-style-type: none"> <li>• 1 program assistant</li> <li>• 1 director</li> <li>▪ Also, partner with local universities and colleges and have between 4 to 6 interns and 3 or 4 other volunteers at any given time</li> <li>○ Programs that currently exist within the family center and areas the programs are focused on making an impact             <ul style="list-style-type: none"> <li>▪ Adult Parenting Program (2 Parenting Educators)</li> <li>▪ Youth Parenting Program (1 Parenting Educator)</li> <li>▪ Fatherhood Initiative Program (1 Parenting Educator)</li> </ul> </li> </ul> <p><b>NOTES:</b></p>	
Section V: Fatherhood Initiative Beginnings	<b>30 Minutes</b>	<p>Method: Lecture</p> <p>Key Concepts</p> <ul style="list-style-type: none"> <li>• Display <b>PowerPoint Slide #21 (Fatherhood Initiative Beginnings)</b> and ask the presenter to</li> </ul>	<ul style="list-style-type: none"> <li>• PowerPoint Slide #21: Fatherhood Initiative Beginnings</li> <li>• PowerPoint Slides #22 and #23: Approaches to Father</li> </ul>

## 302: A Family Center Spotlight on Father Engagement

		<p>share how their Fatherhood Initiative began.</p> <ul style="list-style-type: none"> <li>○ 2009 - One event</li> <li>○ 2010 - Two events <ul style="list-style-type: none"> <li>▪ Include fathers in the visit tracker, mailing list</li> <li>▪ Daddy and Me to encourage quality time, engagement, and creativity among families, particularly fathers <ul style="list-style-type: none"> <li>• Fathers and their children work together to build a project such as an airplane or car</li> </ul> </li> <li>▪ A male role model helps bridge between the female staff and the children's fathers at these events</li> </ul> </li> <li>○ 2011 - Two events</li> <li>○ 2012 – Grant provided through the Chester County Department of Human Services</li> <li>• Using <b>PowerPoint Slides #22 and #23 (Approaches to Father Inclusion)</b>, ask the presenter to offer how they approached becoming more inclusive of fathers. <ul style="list-style-type: none"> <li>○ Included fathers in the mailing list</li> <li>○ Decorated the center to be father friendly</li> <li>○ Added father only activities</li> <li>○ Included male parent educator/volunteers</li> <li>○ Displayed father friendly posters</li> <li>○ Added males to the advisory board</li> <li>○ Adapted schedules for home visits, events and group connections</li> <li>○ Chose specific father friendly incentives</li> <li>○ Set activities in which the father is alone with their child or alone participating in the</li> </ul> </li> </ul>	<p>Inclusion</p> <ul style="list-style-type: none"> <li>• PowerPoint Slide #24: Outreach</li> </ul>
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## 302: A Family Center Spotlight on Father Engagement

		<p>class</p> <ul style="list-style-type: none"><li>○ Adopted curricula<ul style="list-style-type: none"><li>▪ Siempre Papá</li><li>▪ After receiving the Fatherhood Program grant, began using Parents as Teachers to remain consistent with the other Parenting Education model, however continue to use Siempre Papá for some of the activities</li></ul></li><li>● Display <b>PowerPoint Slide #24 (Outreach)</b> and ask the presenter to offer how they conduct outreach to fathers.<ul style="list-style-type: none"><li>○ Invitations</li><li>○ Telephone</li><li>○ Mushroom fields</li></ul></li></ul> <p><b>Notes:</b></p>	
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## 302: A Family Center Spotlight on Father Engagement

<p>Section VI: Programming</p>	<p><b>25 minutes</b></p>	<p>Method: Lecture</p> <p>Key Concepts</p> <ul style="list-style-type: none"> <li>• Display <b>PowerPoint Slide #25 (Programming Considerations)</b> and ask the presenter how they determined what programming was necessary?             <ul style="list-style-type: none"> <li>○ Experience</li> <li>○ Conferences</li> <li>○ Listening to fathers                 <ul style="list-style-type: none"> <li>▪ Needs and Expectations</li> <li>▪ Barriers Serving Fathers</li> </ul> </li> </ul> </li> <li>• Display <b>PowerPoint Slides #26 and #27 (Current Programs)</b> and ask the presenter what programming they have developed.             <ul style="list-style-type: none"> <li>○ Individual Visits: Adapted to and scheduled based upon fathers' needs</li> <li>○ Father roundtables/workshops: Father only discussions. No mothers are allowed to attend.</li> <li>○ Group Meetings specific for dads/only dads                 <ul style="list-style-type: none"> <li>▪ Group connections can be any activity with the whole family</li> <li>▪ Examples of group meetings:                     <ul style="list-style-type: none"> <li>• Kindergarten Transition Program</li> <li>• Daddy and Me events</li> <li>• Flu shot and dental clinics</li> <li>• Play Dates</li> <li>• Night of Dreams</li> </ul> </li> </ul> </li> </ul> </li> </ul> <p><b>Notes:</b></p>	<ul style="list-style-type: none"> <li>• PowerPoint Slide #25: Programming Considerations</li> <li>• PowerPoint Slides #26 and #27: Current Programs</li> </ul>
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## 302: A Family Center Spotlight on Father Engagement

Section VII: Connecting with Fathers	<b>10 minutes</b>	<p>Method: Lecture</p> <p>Key Concepts</p> <ul style="list-style-type: none"> <li>• Display <b>PowerPoint Slide #28 (Connecting with Fathers)</b> and ask the presenter to offer ways in which he connects with fathers, offering examples             <ul style="list-style-type: none"> <li>○ What strategies can you use to relate to fathers if you are not one yourself?</li> <li>○ How to understand the culture of fathers</li> <li>○ What should everyone know?</li> <li>○ Lessons learned</li> </ul> </li> <li>• Ask the presenter to offer his greatest challenge to engaging fathers?</li> <li>• Ask the presenter to offer what been his greatest success?</li> </ul> <p><b>Notes:</b></p>	<ul style="list-style-type: none"> <li>• PowerPoint Slide #28: Connecting with Fathers</li> </ul>

## 302: A Family Center Spotlight on Father Engagement

Section VIII: A Father's Perspective	<b>10 minutes</b>	<p>Method: Lecture</p> <p>Key Concepts</p> <ul style="list-style-type: none"><li>• Display <b>PowerPoint Slide #29 (A Father's Perspective)</b> and click on the hyperlink to play the video. The video offers a father's perspective on the success of the program in his life, as well as his families.</li><li>• In regards to the father from the video, and his family, ask the presenter to share some specific examples that highlight the family's experiences and involvement in the various aspects of the program. Additionally, how he has seen the family progress over the period of their involvement with your program.</li></ul> <p><b>Notes:</b></p>	<ul style="list-style-type: none"><li>• PowerPoint Slide #29: A Father's Perspective</li></ul>
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## 302: A Family Center Spotlight on Father Engagement

<p>Section IX: Wrap up</p>	<p style="text-align: center;"><b>10 minutes</b></p>	<p>Method: Lecture</p> <p>Key Concepts</p> <ul style="list-style-type: none"> <li>• Display <b>PowerPoint Slide #30 (Questions)</b> and inform participants that you will now ask the presenters some of the most common questions that were asked in the chat box. Based on themes of the questions posted in the chat box, ask the presenters to respond to questions.</li> <li>• Display <b>PowerPoint Slide #31 (Resources)</b> and inform participants that these are links to additional resources they may wish to explore.</li> <li>• Inform participants that, if they wish to connect with other participants for question and discussion they may raise those questions and hold discussion in the Pennsylvania Family Engagement Practice Discussion Board. If they are not a member of the Pennsylvania Family Engagement Discussion Board, they can go to the link that is posted and click on “Register Here.” If they agree to the terms and conditions outlined in the privacy statement, press the "Agree" button. Then register to be a discussion board member by entering their contact information establishing a user name and password. Please note that the fields with red asterisks are mandatory fields that need to be completed. Once they are registered, they can look around and join any discussion they want. They are not restricted to discussion surrounding today’s webinar. Please note that we have discussion forums on a variety of topics including FGDM, Family Finding, Teaming, and</li> </ul>	<ul style="list-style-type: none"> <li>• Handout #7: Training Evaluations</li> <li>• Handout #8: References</li> <li>• PowerPoint Slide #30: Questions</li> <li>• PowerPoint Slide #31: Resources</li> <li>• PowerPoint Slide #32: For additional information or resources, please contact</li> </ul>
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## 302: A Family Center Spotlight on Father Engagement

		<p>Family Engagement. Tell participants to feel free to comment on discussion threads and/or spark their own discussion on topics that are important to them. In addition, we encourage all members to subscribe to the entire discussion board and/or the forum(s) that interest them so that they receive notification of the discussions that are occurring with fellow members. If they have any questions about Pennsylvania's Family Engagement Discussion Board that is managed by the Child Welfare Resource Center, please feel free to contact one of the discussion board administrators, Jeanne Schott (<a href="mailto:jls192@pitt.edu">jls192@pitt.edu</a>) or Christina Fatzinger (<a href="mailto:cmf27@pitt.edu">cmf27@pitt.edu</a>). All technical questions for the discussion board should be directed to Wes Hoke (<a href="mailto:wah8@pitt.edu">wah8@pitt.edu</a>).</p> <ul style="list-style-type: none"><li>• Remind participants that it will be necessary to complete their evaluation, which are included as <b>Handout #7 (Training Evaluations)</b> and return them to the Resource Center to receive credit for attending the webinar. Additionally, inform participants that references for today webinar are provided as <b>Handout #8 (References)</b>.</li><li>• Display <b>PowerPoint Slide #32 (For additional information or resources, please contact)</b> to conclude the webinar.</li></ul> <p><b>Notes:</b></p>	
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## 302: A Family Center Spotlight on Father Engagement

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<http://www.ocfcpacourts.us/assets/upload/Father%20Report.pdf>
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[http://www.acf.hhs.gov/sites/default/files/cb/fcfsr\\_report.pdf](http://www.acf.hhs.gov/sites/default/files/cb/fcfsr_report.pdf)