



# 24:7 DAD<sup>®</sup> PITCH KIT



**National  
Fatherhood  
Initiative<sup>®</sup>**



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## I. Introduction

Greetings from National Fatherhood Initiative (NFI)! Thank you for your interest in the 24:7 Dad® Program. 24:7 Dad® is used by thousands of organizations across the nation, and is the preferred fatherhood program used by federal fatherhood program grantees. Further, 24:7 Dad® is an evidence-based program, proving it works to significantly develop the pro-fathering knowledge, attitudes, and skills of fathers who participate in it.

Over the years we have received many questions and requests related to the program, so we decided to put it all in one kit that you can use to pitch this program to your boss, board, or funder. In this “Pitch Kit,” you will find everything you need to “make the case” for running (or funding) the 24:7 Dad® Program in your organization or setting.

We did our best to answer every question you might have, but if we missed something, please feel free to contact us. We’re here to assist you any time!

Sincerely,  
National Fatherhood Initiative Staff  
P: 301.948.0599 | Email: [fathersource@fatherhood.org](mailto:fathersource@fatherhood.org)



## **24:7 Dad® Overview**

24:7 Dad® is an evidence-based fatherhood program used by thousands of organizations across the nation to develop pro-fathering knowledge, attitudes, and skills of dads of all races, religions, and demographics. The program is built on the basis that fathers can be nurturers, and for men, nurturing is a learned skill. Throughout the program, men examine their developmental history, learn the 5 characteristics of a 24:7 Dad®, and other important skills such as working with mom and proper child discipline to help them be the best dads they can be.

24:7 Dad® is available in A.M. (covers basic fathering skills) and P.M. (covers deeper fathering skills and topics) versions. Now in its Third Edition, 24:7 Dad® has been enhanced based on several independent evaluations of the program, and to meet requests and suggestions made by facilitators in the field. Research-based additions such as the “My 24:7 Dad® Checklist” and its smartphone app-based counterpart, videos to enhance and add variety to the delivery of the program, father-attendee materials now provided in Spanish, and reference cards in the fathering handbooks bring this program to the next level.

### **24:7 Dad® is an Evidence-Based Program:**

Independent research shows that 24:7 Dad® creates statistically significant changes in pro-fathering knowledge, attitudes, and skills for fathers who participate in the program compared to fathers who don't participate in it. In fact, the program has undergone the most rigorous of evaluations--random assignment.

### **Program Delivery:**

Delivered in a group setting by a facilitator(s). It can also be modified for delivery in one-on-one case management and home visiting settings. Facilitator Training available. [https://cdn2.hubspot.net/hubfs/135704/Customizing\\_247Dad\\_To\\_Your\\_Needs.pdf](https://cdn2.hubspot.net/hubfs/135704/Customizing_247Dad_To_Your_Needs.pdf)

### **Number of Sessions:**

12 two-hour sessions in the A.M. program. 12 two-hour sessions in the P.M. program. (NFI also offers five additional booster sessions for use with the A.M. version that are particularly relevant for non-custodial dads. See page 6 for details.)



## 24:7 Dad® A.M. Complete Program Kit

**24:7 Dad® A.M. is delivered in 12, two-hour sessions:**

- Family History
- What it Means to Be a Man
- Showing and Handling Feelings
- Men's Health
- Communication
- The Father's Role
- Discipline
- Children's Growth
- Getting Involved
- Working with Mom & Co-Parenting
- Dads and Work
- My 24:7 Dad® Checklist



**The 24:7 Dad® A.M. Complete Program Kit includes:**

- **1 - 24:7 Dad® A.M. Facilitator's Manual** with Program Guide: in-depth instruction to easily facilitate the program. Facilitator Training is available but not required.
- **10 - 24:7 Dad® A.M. Fathering Handbooks** includes Quick Reference Cards perforated for tear-out inside the back cover listing The Characteristics of a 24:7 Dad® plus 10 Affirmations for Your Kids.
- **1 - Thumb drive** (flash drive) with evaluation tools and worksheets in English and Spanish, marketing resources, videos to enhance and incorporate into program delivery, and more.
- **FREE access to the Android and iOS App** which provides access to a My 24:7 Dad® Checklist and additional online fatherhood resources.

**24:7 Dad® A.M. Complete Program Kit**

**CNA-91 - \$779 per Kit**

**Extra 24:7 Dad® A.M. Fathering Handbooks**

**CNA-93 - \$11.99 each (English)**

**CNA-93SP - \$11.99 each (Spanish)**

## 24:7 Dad® P.M. Complete Program Kit

**24:7 Dad® P.M. is delivered in 12, two-hour sessions:**

- Fathering and the 24:7 Dad
- Boyhood to Manhood
- Dealing with Anger
- Knowing Myself
- Family Ties
- Sex, Love, Relationships
- Power and Control
- Competition and Fathering
- Improving my Communication Skills
- Fun with the Kids
- Stress, Alcohol, and Work
- My 24:7 Dad® Checklist



**The 24:7 Dad® Complete Program Kit includes:**

- **1 - 24:7 Dad® P.M. Facilitator's Manual** with Program Guide: in-depth instruction to easily facilitate the program. Facilitator Training is available but not required.
- **10 - 24:7 Dad® P.M. Fathering Handbooks** includes Quick Reference Cards perforated for tear-out inside the back cover listing The Characteristics of a 24:7 Dad® plus 10 Affirmations for Your Kids.
- **1 - Thumb drive** (flash drive) with evaluation tools and worksheets in English and Spanish, marketing resources, videos to enhance and incorporate into program delivery, and more.

**24:7 Dad® P.M. Complete Program Kit**

**CNA-95 - \$779 per Kit**

**Extra 24:7 Dad® P.M. Fathering Handbooks**

**CNA-97 - \$11.99 each (English)**

**CNA-97SP - \$11.99 each (Spanish)**

## **24:7 Dad® A.M. & P.M. Program Kit Bundle (Save \$200)**

**The A.M. & P.M. Program  
Kit Bundle includes:**

- 1 - 24:7 Dad® A.M. Complete Program Kit
- 1 - 24:7 Dad® P.M. Complete Program Kit

**24:7 Dad® A.M. & P.M. Bundle**  
247APB-01 - \$1359 (Save \$200!)



## **24:7 Dad® A.M. with Booster Sessions for Non-Custodial Dads**

**Includes all topics covered in the 24:7 Dad® A.M.  
Program, PLUS 5 separate two-hour booster  
sessions your organization can run for non-  
custodial fathers:**

- Workforce Readiness
- Rights and Responsibilities
- Visitation
- Child Support
- Money Management

**The 24:7 Dad® with Booster Sessions  
Complete Program Kit Includes:**

- 1 - 24:7 Dad® A.M. Complete Program Kit
- 1 - FatherTopics Collection Booster Sessions + CD-ROM with Instruction Guide, Session Handouts, and Binder-Ready, 3 Hole punched facilitator sessions with divider tabs.

**24:7 Dad® A.M. Program Kit with Booster Sessions**  
CNA-100 - \$989 per kit



**ON THE NEXT TWO PAGES YOU WILL FIND AN "INFO SHEET"  
THAT YOU CAN SHARE WITH OTHERS THAT PROVIDES AND  
OVERVIEW OF THE 24:7 DAD® PROGRAM.**



# 24:7 Dad® Fatherhood Program

Now in its Third Edition!

**Curriculum Kits include everything you need to facilitate the program “out-of-the-box”!**

- ▶ Facilitator's Manual with Program and Session Guides
- ▶ 10 Fathering Handbooks with Pocket Cards the dads can keep (both available in Spanish!)
- ▶ USB Flash Drive with an evaluation tool, marketing resources, and worksheets for the dads (all in Spanish, too!). Also includes video



Developed by parenting and fatherhood experts, 24:7 Dad® A.M. and P.M. teaches men the characteristics they need to be good fathers 24 hours a day, 7 days a week. Used by a wide variety of organizations across the country, research shows that 24:7 Dad® successfully changes fathers' attitudes, knowledge, and skills.

## The 24:7 Dad® Philosophy

24:7 Dad® is based on a philosophy that supports the growth and development of fathers and children as caring, compassionate people who treat themselves, others, and the environment with respect and dignity. This philosophical basis of caring and compassion forms the underlying structure that constitutes the values that are taught in the 24:7 Dad® programs. Each 24:7 Dad® Program consists of 12 group-based sessions that build on each other.

### 24:7 Dad® AM Focuses on Key Fathering Topics:

- Family History
- What it Means to Be a Man
- Showing and Handling Feelings
- Men's Health
- Communication
- The Father's Role
- Discipline
- Children's Growth
- Getting Involved with your Child(ren)
- Working with Mom & Co-Parenting

### 24:7 Dad® PM Covers More Advanced Fathering Topics:

- Fathering and the 24:7 Dad
- Boyhood to Manhood
- Dealing with Anger
- Knowing Myself (Self-Worth)
- Family Ties
- Sex, Love, Relationships
- Power and Control
- Competition and Fathering
- Improving My Communication Skills
- Fun with the Kids



The 24:7 Dad® curriculum will require each man to really examine himself, his relationship with his children and the relationship with the mother of his children. If every man who enters this program is open to change, I have no doubt in my mind he will change and for the better.

—Sterling Alexander, Vice-President, M.E.N.

If I had to rate this program [24:7 Dad®], one word: ‘priceless.’ It’s absolutely priceless. I would say that every father, potential father and anyone thinking about being a father should be a part of this program.

—Howard Tayari, 24:7 Dad® attendee



Access FREE samples at:  
[www.fatherhood.org/247-dad-am-sample](http://www.fatherhood.org/247-dad-am-sample) and [www.fatherhood.org/247-dad-pm-sample](http://www.fatherhood.org/247-dad-pm-sample)

To Order: [www.fathersource.org](http://www.fathersource.org) | call 301-948-0599 | fax 301-948-6776

PO Box 37635 | PMB 84123 | Philadelphia, PA, 19101-0635 | [www.fatherhood.org](http://www.fatherhood.org)

# WHAT'S NEW IN 24:7 DAD® A.M. AND P.M.

**YOU ASKED, WE ANSWERED!** *24:7 Dad® was updated based on feedback from facilitators like you.*

## More Engaging Content!

The programs contain more engaging content than ever.

- ▶ The addition of more than 30 videos **to each program** (more than 60 videos combined): **More engaging for dads and enhances their learning. They also make the programs easier and more fun to facilitate!** NFI added nearly 20 visually engaging, animated videos to each program that help facilitators add variety to how they engage fathers during the sessions.
- ▶ NFI added **more than 10 “Stories of Impact” to each program: Videos that facilitators can use to motivate fathers to stay in the program.** These stories show the impact of the programs on diverse fathers in diverse settings across the country. The new Session Guides in the improved Facilitator's Manuals show exactly where and when to use the videos for maximum impact.

## More Evidence-Based and Evidence-Informed Content!

NFI staff constantly monitor the latest research and evaluations of fathering and parenting interventions, as well as, evidence from the behavioral and social sciences on strategies and tactics that positively influence behavior. The third editions integrate research and evidence on **habit formation and motivation that will help you increase dads' motivation** to be involved in their children's lives and develop and sustain the habits of an involved, responsible, committed father.

## The My 24:7 Dad® Checklist!

Research shows that the use of checklists increases individuals' ability to ingrain pro-social habits through deliberate practice. The primary content addition is the My 24/Dad® Checklist, a powerful tool integrated into each session that helps dads develop the habits of an involved, responsible, committed father. **This checklist encourages dads to identify actions, based on what they learn during each session, that they can take on a periodic basis** (i.e. daily, weekly, monthly, and one time) to increase their engagement with their children. NFI created hard copy, online, and mobile versions for use during the program and after it ends.

## Pocket Reference Cards Inside Every Fathering Handbook!

New Pocket Reference Cards remind dads of the 5 characteristics of the 24:7 Dad and offers 10 affirmations dads can give to their children on a regular basis. A great tool for use beyond the program sessions!

## ALL Materials for Dads Now in Spanish!

The updated Flash Drive includes worksheets and evaluation tools for dads in Spanish (not previously available). And as always, the fathering handbooks can be purchased separately in Spanish.

## Optional Introductory Session on Flash Drive!

Use this session to ease fathers into the program. It also helps facilitators learn more about the dads that comprise each unique group, including what motivated them to enroll and what will motivate them to keep coming back.

## The 24:7 Dad® Framework!

For facilitators interested in learning more about the behavior-change theories that underlie the programs, and for researchers interested in further evaluating the impact of the programs, the **new Program Guides in the improved Facilitator's Manuals describe the behavioral theories that create the overall framework** upon which NFI built the programs.

## More Practitioner Input!

NFI designed the first editions and second editions with input from practitioners who facilitate fatherhood programs.

- ▶ NFI continued to use practitioner feedback to create the third editions by gathering ongoing feedback from 24:7 Dad® facilitators across the country who work with diverse fathers, particularly low-income, non-residential and/or non-custodial fathers.
- ▶ NFI staff has conducted training institutes for more than 1,100 organizations on how to use the programs. Practitioners provided feedback on the curriculum during these institutes that NFI incorporated into the third editions.

## 24/7 DAD® AM SESSION GUIDE

### SESSION 1: Family History

- 1.1 Welcome and Warm-up
- 1.2 What it means to be a man and my role
- 1.3 Roles of Dad and Mom
- 1.4 The 24/7 Dad®
- 1.5 Closing, Comments, and Evaluation

### SESSION 2: What It Means to Be a Man

- 2.1 Welcome and Warm-up
- 2.2 Today's Man
- 2.3 Body Image
- 2.4 My 24/7 Dad® Checklist Items
- 2.5 Closing, Comments, and Evaluation

### SESSION 3: Showing and Handling Feelings

- 3.1 Welcome and Warm-up
- 3.2 Holding feelings inside
- 3.3 Grief and loss
- 3.4 My 24/7 Dad® Checklist Items
- 3.5 Closing, comments and evaluation

### SESSION 4: Men's Health

- 4.1 Welcome and Warm-up
- 4.2 Stress and Anger
- 4.3 Physical Health
- 4.4 My 24/7 Dad® Checklist Items
- 4.5 Closing, Comments and Evaluation

### Session 5: Communication

- 5.1 Welcome and Warm-up
- 5.2 Ways to Communicate
- 5.3 Talking with Children
- 5.4 My 24/7 Dad® Checklist Items
- 5.5 Closing, Comments, and Evaluation

### Session 6: The Father's Role

- 6.1 Welcome and Warm-up
- 6.2 The Ideal Father
- 6.3 What Kind of Father and Partner Am I?
- 6.4 Benefits of Marriage
- 6.5 My 24/7 Dad® Checklist Items
- 6.6 Closing, Comments and Evaluation

### SESSION 7: Discipline

- 7.1 Welcome and Warm-up
- 7.2 Morals and Values
- 7.3 Rewards and Punishment
- 7.4 My 24/7 Dad® Checklist Items
- 7.5 Closing, Comments and Evaluation

### SESSION 8: Children's Growth

- 8.1 Welcome and Warm-up
- 8.2 Goals and Self-Worth
- 8.3 Nature or Nurture?
- 8.4 My 24/7 Dad® Checklist Items
- 8.5 Closing, Comments and Evaluation

### SESSION 9: Getting Involved

- 9.1 Welcome and Warm-up
- 9.2 Ways to be Involved
- 9.3 Helping My Child Do Well in School
- 9.4 My 24/7 Dad® Checklist Items
- 9.5 Closing, Comments and Evaluation

### SESSION 10: Working with Mom and Co-Parenting

- 10.1 Welcome and Warm-up
- 10.2 Parenting Differences
- 10.3 Walking a Mile in Her Shoes
- 10.4 I'm Okay, She's Okay
- 10.5 My 24/7 Dad® Checklist Items
- 10.6 Closing, Comments and Evaluation

### SESSION 11: Dads and Work

- 11.1 Welcome and Warm-up
- 11.2 Work and Family
- 11.3 Balancing Work and Family
- 11.4 My 24/7 Dad® Checklist Items
- 11.5 Closing, Comments and Evaluation

### SESSION 12: My 24/7 Dad® Checklist

- 12.1 Welcome and Warm-up
- 12.2 Skills I Learned
- 12.3 Assessing My Fathering Skills (OPTIONAL)
- 12.4 My 24/7 Dad® Checklist
- 12.5 Celebrate (OPTIONAL)

### APPENDIX

Ages and Stages

## 24/7 DAD® PM SESSION GUIDE

### SESSION 1: Fathering and the 24/7 Dad

- 1.1 Welcome and Warm-up
- 1.2 My Story
- 1.3 My Fathering Skills
- 1.4 The 24/7 Dad®
- 1.5 Closing, Comments, and Evaluation

### SESSION 2: Boyhood to Manhood

- 2.1 Welcome and Warm-up
- 2.2 Differences Between the Male and Female Brain
- 2.3 Learning to be a Man and Dad
- 2.4 My 24/7 Dad® Checklist Items
- 2.5 Closing, Comments, and Evaluation

### SESSION 3: Dealing with Anger

- 3.1 Welcome and Warm-up
- 3.2 This is Anger
- 3.3 Showing and Dealing with Anger
- 3.4 My 24/7 Dad® Checklist Items
- 3.5 Closing, Comments, and Evaluation

### SESSION 4: Knowing Myself

- 4.1 Welcome and Warm-up
- 4.2 Building Self-Worth
- 4.3 Self-Worth Survey
- 4.4 My 24/7 Dad® Checklist Items
- 4.5 Closing, Comments, and Evaluation

### SESSION 5: Family Ties

- 5.1 Welcome and Warm-up
- 5.2 Building Closeness
- 5.3 A Plan for Family Ties
- 5.4 Closing, Comments, and Evaluation

### SESSION 6: Sex, Love and Relationships

- 6.1 Welcome and Warm-up
- 6.2 Sexual Self-Worth
- 6.3 A Healthy Relationship
- 6.4 My 24/7 Dad® Checklist Items
- 6.5 Closing, Comments, and Evaluation

### SESSION 7: Power and Control

- 7.1 Welcome and Warm-up
- 7.2 The Difference Between Power and Control
- 7.3 Positive Power and Control
- 7.4 Power Struggles
- 7.5 My 24/7 Dad® Checklist Items
- 7.6 Closing, Comments, and Evaluation

### SESSION 8: Competition and Fathering

- 8.1 Welcome and Warm-up
- 8.2 Competitive and non competitive fathering
- 8.3 Living through my children
- 8.4 My 24/7 Dad® Checklist Items
- 8.5 Closing, Comments, and Evaluation

### SESSION 9: Improving My Communication Skills

- 9.1 Welcome and Warm-up
- 9.2 Criticism vs Confrontation
- 9.3 Negotiation
- 9.4 Identifying and Solving Problems
- 9.5 My 24/7 Dad® Checklist Items
- 9.6 Closing, Comments, and Evaluation

### SESSION 10: Fun with the Kids

- 10.1 Welcome and warm up
- 10.2 Fathering and Fun
- 10.3 A Plan for Fun
- 10.4 My 24/7 Dad® Checklist Items
- 10.5 Closing, Comments, and Evaluation

### SESSION 11: Stress, Alcohol and Work

- 11.1 Welcome and Warm-up
- 11.2 Drinking and Stress
- 11.3 Work and Stress
- 11.4 My 24/7 Dad® Checklist Items
- 11.5 Closing, Comments, and Evaluation

### SESSION 12: My 24/7 Dad® Checklist

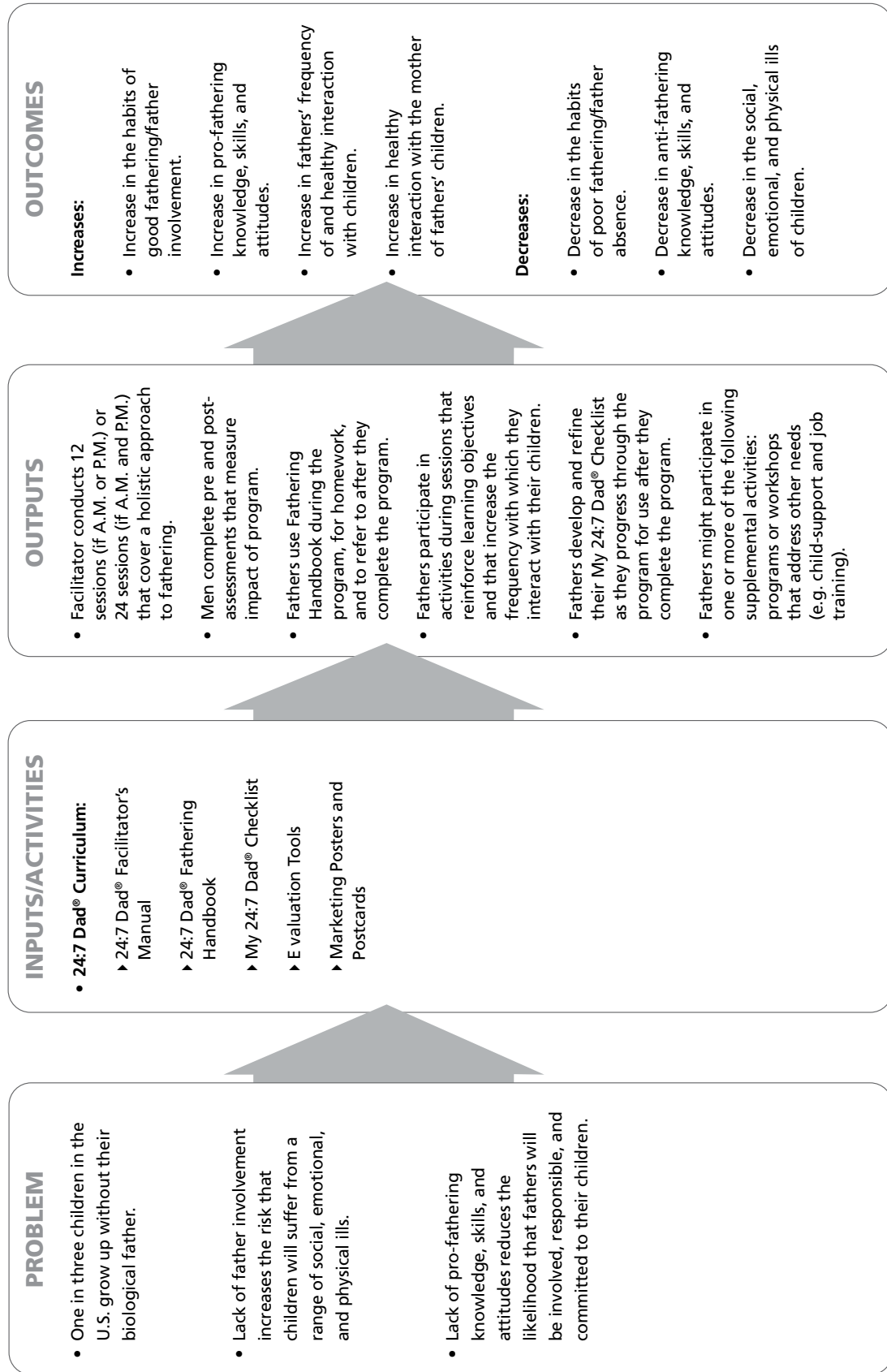
- 12.1 Welcome and Warm-up
- 12.2 Skills I Learned
- 12.3 Assessing my Fathering Skills (OPTIONAL)
- 12.4 My 24/7 Dad® Checklist Items
- 12.5 Celebrate (OPTIONAL)

### APPENDIX

Ages and Stages



## 24:7 DAD® LOGIC MODEL



## 24:7 Dad® FAQ's

**How many sessions are in 24:7 Dad®?** 24:7 Dad® consists of 12, two-hour sessions.

**How is 24:7 Dad® delivered?** 24:7 Dad® is most often delivered in a group-based setting, but it is also successfully used when modified for use in a one-on-one setting (e.g. home visit).

**Can a female facilitator effectively deliver 24:7 Dad®?** Absolutely! In fact, we recommend considering a male-female pair to share the facilitation of the group when possible. What matters most is the facilitator's ability to prepare effectively and engage the group.

**What types of dads is 24:7 Dad® used with?** 24:7 Dad® can be used with fathers of any age, including new fathers, teen fathers, and fathers in a reentry environment.

**Is 24:7 Dad® culturally-sensitive/relevant/multi-cultural?** 24:7 Dad® can be used with fathers of all races, religions, and ethnicities. It's broad focus on behaviors and characteristics which are applicable to any father are its strong suit. Further, the program is flexible so that it can be customized to your needs or for cultural references.

**What's the difference between 24:7 Dad® A.M. and 24:7 Dad® .PM.?** 24:7 Dad® A.M. is most often used with fathers who have never participated in a formal fatherhood program; it covers broad, fathering subjects. 24:7 Dad® P.M. covers deeper fathering subjects and is often used with fathers who have already gone through 24:7 Dad® A.M. or another formal fatherhood program. See the 24:7 Dad® A.M./P.M. Comparison Chart on page 10 for more details.

**What are the ongoing costs for implementing 24:7 Dad®?** 24:7 Dad® is a very affordable program to sustain. Once a Compete Program Kit has been purchased, additional handbooks for each father cost only \$11.99 each\*.

**Is there a facilitator training requirement?** No, there is not a facilitator training requirement. However, NFI offers several training options to help facilitators effectively implement the program: webinar training, in-person training at NFI headquarters (Germantown, MD) and other select locations, and custom, in-person training at your organization. NFI also offers a Master Trainer Organization Program by request.

**Does NFI provide any other assistance with running the program?** NFI offers custom technical assistance for a fee. Please contact us to discuss your needs; we would be happy to work with you.

\* At the time of this writing.



## **24:7 Dad® Evaluations and Samples**

### **24:7 Dad® in Hawai'i: Sample Design and Preliminary Results**

See next page (page 13).

### **More Program Evaluations:**

Download more 24:7 Dad® evaluations here: <http://www.fatherhood.org/free-resources/topic/evaluations>

### **Implementing 24:7 Dad® with Fidelity:**

Download Here: <http://www.fatherhood.org/247-dad-fidelity-guide>

### **24:7 Dad® A.M. Program Sample Pages:**

Download Here: <http://www.fatherhood.org/247-dad-am-sample>

### **24:7 Dad® P.M. Program Sample Pages:**

Download Here: <http://www.fatherhood.org/247-dad-pm-sample>

### **FatherTopics™ Booster Sessions for Non-Custodial Dads Sample Pages:**

Download Here: <http://www.fatherhood.org/fathertopics-collection-sample>



**24/7 Dad® Program in Hawai'i:  
Sample, Design, and Preliminary Results**

**Selva Lewin-Bizan, Ph.D.  
University of Hawai'i**

**Spring 2015**



## 24/7 Dad® Program in Hawai'i: Sample, Design, and Preliminary Results

By

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### **Abstract**

This brief provides background information about the 24/7 Dad® program in Hawai'i and about the research methodology and sampling strategies employed in its evaluation. 24/7 Dad® is a National Fatherhood Initiative curriculum that trains fathers to be involved, responsible, and committed twenty-four hours a day, seven days a week. Included in the curriculum are the five characteristics of the 24/7 Dad®: Self-awareness, caring for self, fathering skills, parenting skills, and relationship skills. The curriculum is delivered as a 24-hour program (2 weekly hours over a period of 12 weeks). This evaluation uses an experimental design with a treatment and a control group and a pre/post-program test to measure whether the program achieved its goals. Descriptive statistics and analytical results provided in this brief are preliminary as this is an ongoing study. Preliminary results show statistically significant changes in fathering practices for participants who received treatment. These results clearly begin to establish an evidence base for the 24/7 Dad® program.



## 24/7 Dad® Program in Hawai'i: Curriculum, Service Delivery, and Evaluation

The 24/7 Dad® in Hawai'i is a 12-week group meeting cycle. The curriculum covers the five characteristics of the 24/7 Dad®: Self-awareness, caring for self, fathering skills, parenting skills, and relationship skills. Topics discussed include family history, the meaning of being a man, showing and handling feelings, men's health, communication, the father's role, discipline, child development, getting involved, co-parenting, and work. Fathers meet once a week for two hours in a group setting and participate in activities led by professional staff (two male co-facilitators) who has been trained in the 24/7 Dad® curriculum (at least one of the two co-facilitators).

Evaluation of the 24/7 Dad® in Hawai'i follows four cohorts of participants in the 24/7 Dad® program and provides information about the conditions and capabilities of fathers in the state and over time. To date, this is the only experimental study focusing on this unique population.

### Method

#### Sample

Forty-eight fathers have been recruited and enrolled, comprising two cohorts of the 24/7 Dad® program in Hawai'i. Following recruitment, fathers have completed the enrollment packet (or the baseline / pre-program evaluation packet) that includes a consent form (for evaluation), a demographic survey, a survey of father's knowledge and skills, and a survey of fathering and co-parenting practices (demographic characteristics of recruited fathers are reported in Table 1). Recruited fathers have then been assigned to either a treatment group (a group that receives program services) or a control group (a group that does not receive program services but may receive other instruction or services). To avoid selection bias, fathers have been randomly assigned to one of the two groups.

A series of one-way analysis of variance was performed on baseline key demographic data to examine if there were differences between fathers who enrolled but were not served (control group) and those who were served (treatment group). Results indicate that fathers' characteristics are equally distributed among both the treatment and control groups, with the exception of three characteristics: single status, hours of employment, and co-residence with first-born child (Table 2).

Data have been collected not only at the beginning of the program but also at the end (post-program) and six weeks after program completion (follow-up) to measure the impact of the program on father behaviors over time. At the end of each group meeting cycle and six weeks after the end of each group meeting cycle, fathers have completed a packet, which includes a demographic survey, a survey of father's knowledge and skills, and a survey of fathering and co-parenting practices.

Table 1. *Demographic characteristics of study sample at baseline (N=48)*

Demographic Characteristics	n	% or Mean (SD)
Age (range 18-63)		34.04 (9.28)
Marital Status		
Single, never married	28	59
Married	15	31
Divorced	3	6
Separated	2	4
Widowed	0	0
Education		
Grade school	0	0
Middle school	1	2
Some high school	8	17
High school	23	48
Some college	10	21
College	5	10
Some graduate school	1	2
Employment (N=47)		
Employed	28	60
20 hours a week or less	6	21
21 – 40 hours a week	13	47
41 hours a week or more	9	32
Income (annual, any source, before taxes; N=34)		
Less than \$15,000	12	35
\$15,001 to \$25,000	7	20
\$25,001 to \$40,000	5	15
\$40,001 - \$75,000	8	24
\$75,001 - \$100,000	1	3
More than \$100,000	1	3
Race / Ethnicity		
One Race	33	69
Native Hawai'ian	11	34
White	8	24
Asian	7	21
Native Americans	3	9
Pacific Islander (non Native Hawai'ian)	1	3
Black	1	3
Hispanic	1	3
Other	1	3
Multiracial	15	31
Children		
Number of children (range 1-8)		2.10 (1.46)
Age of oldest child (years; range 0-25)		7.51 (6.43)
Oldest child lives with participant	22	46
Oldest child lives with mother and father	21	95
Oldest child lives with father only	1	5

## FACTS ABOUT FATHERS IN HAWAII

There are about 125,000 family households with own children under the age of eighteen in Hawai'i.

The number of fathers who are part of a married-couple family with own minor children is 91,610 (72.6% of all family households with own minor children). 8.5% of the family households include a single father while the percent of single-mother households, where a father is not residing with his children, is 18.9.

The rate of both, employment and unemployment of fathers in Hawai'i is lower than nationwide, while the rate of labor force participation is lower compared to the nation as a whole. The median family income for households with own children in Hawai'i is \$73,544 – substantially higher than nationwide (\$61,694).

Hawai'i is a racially, ethnically, and economically diverse society. Hawai'i has a "majority-minority" population, where about 75 percent of the population is part of a minority group. The largest single race group of fathers in Hawai'i is Asian or Pacific Islander, followed by White. However, almost a quarter of the population identifies themselves as belonging to two or more races, far more than any other state in the nation.

Sources: 2000 U.S. Census, 2010 U.S. Census, and the 2008-2012 American Community Survey 5-year sample.

Table 2. *Differences in composition between treatment and control groups (coefficients and statistical significance)*

Fathers enrolled and:	Father is Single	Hours a Week Employed	Oldest child lives with mother and father
Served	.73*	1.5*	.29*
Not served	.46*	2.5*	.63*

\* $p < .10$ , \* $p < .05$ , \*\* $p < .01$ , \*\*\* $p < .001$

## Instruments

Several instruments were used to measure the characteristics of fathers, their involvement with their children, and the quality of their relationship with their child and her/his mother.

*Father's Knowledge and Skills.* The amount of growth in knowledge and skills associated with the five characteristics of the 24/7 Dad® that were directly taught in each session was assessed using a 22-item scale developed by National Fatherhood Initiative. The characteristics are self-awareness, caring for self, fathering skills, parenting skills, and relationship skills. This self-report instrument includes questions with multiple-choice answers and scores are either 1 (correct answer) or 0 (incorrect answer).

*Father Involvement.* Involvement was assessed using the Inventory of Father Involvement (Bradford et al., 2002), a self-report instrument that assesses indirect and direct involvement using a 5-point Likert scale ranging from 0 (never) to 4 (always). Instrumental and traditional dimensions of father involvement include providing, support of the mother, disciplining and teaching responsibility, and encouraging success in school. Among the dimensions reflecting some of the additional tasks expected of contemporary fathers are giving praise and affection, spending time together and talking, being attentive to their children's daily lives, reading to their children and helping with homework, and encouraging children to develop their talents. Reliability of sub-scales ranges from  $\alpha = .69$  to  $\alpha = .90$ .

*Self-Perception of the Parental Role.* Self-perception was assessed using the Self-Perception of the Parental Role measure (MacPhee, Benson, & Bullock, 1986), a self-report instrument that assesses the perception of parents about their role along different dimensions using scales that have pairs of statements that describe contrasting end points of a dimension. Possible scores range from 1 (low perceived role) to 4 (high perceived role). The dimensions are parental role satisfaction, perceived competence in parenting, the level of investment the parent has in his role, and integration or role balance. Reliability of sub-scales ranges from  $\alpha = .72$  to  $\alpha = .90$ .

*Parenting Alliance.* Parenting alliance was assessed using the Parenting Alliance Inventory (Abidin & Brunner, 1995), a self-report instrument that assesses the degree to which parents believe that they have a sound working relationship with their child's other parent using a 5-point Likert scale ranging from 1 (strongly agree) to 5 (strongly disagree). All items are averaged to create a global parenting alliance score ( $\alpha = .97$ ). Higher scores indicate a stronger parenting alliance.

*Additional Measures.* These include single-item measures of the quality of relationship with the child (1 = very bad to 5 = very good) and the degree of happiness about being a parent (1 = very bad to 5 = very good).

## Results

A series of one-way analysis of variance was performed to examine whether participation in the 24/7 Dad® program had made a difference in fathers' personal and/or family lives. Indeed, preliminary results show that participation enhanced father's knowledge and skills, increased father involvement, and improved the father's relationship with his children.

### Knowledge and Skills Acquired During the 24/7 Dad® Program (associated with the five characteristics of the 24/7 Dad®)

#### *Father's Role*

Can a dad have all the traits of the "Ideal Father"?

At the end of the 24/7 Dad® program, fathers in the intervention group were significantly more likely to choose the correct answer "No. Even if he tries hard enough, he can only have some of the traits" than fathers in the control group (Table 3).

#### *Getting Involved*

Which of the following statements is true about how well children do in school?

- Children with involved dads do better whether or not their dads live with them
- Only children with involved dads who live with them do better
- Only children with involved dads who don't live with them do better
- The mom's involvement matters more than the dad's

At the end of the 24/7 Dad® program, fathers in the intervention group were significantly more likely to choose the correct answer "Children with involved dads do better whether or not their dads live with them" than fathers in the control group (Table 3).

Table 3. *Father's knowledge and skills at post-program test*

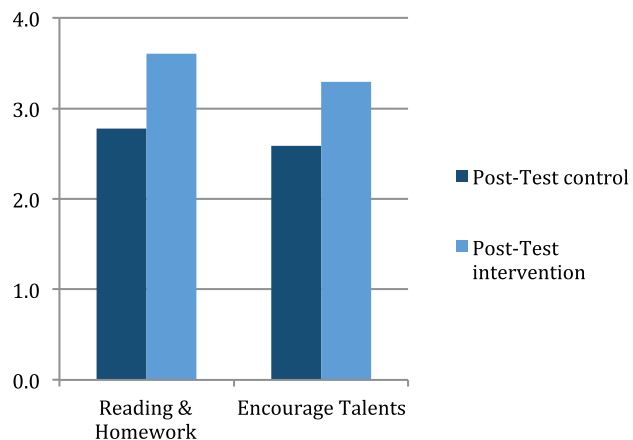
Fathers enrolled and:	Even if a dad tries hard enough, he can only have some of the traits of the "Ideal Father"	Children with involved dads do better whether or not their dads live with them
Served	0.47*	1.07*
Not served	0.00*	0.67*

\* $p < .10$ , \* $p < .05$ , \*\* $p < .01$ , \*\*\* $p < .001$



## Increased Father Involvement in Tasks Expected of Contemporary Fathers

Figure 1. *Father involvement at post-program test*



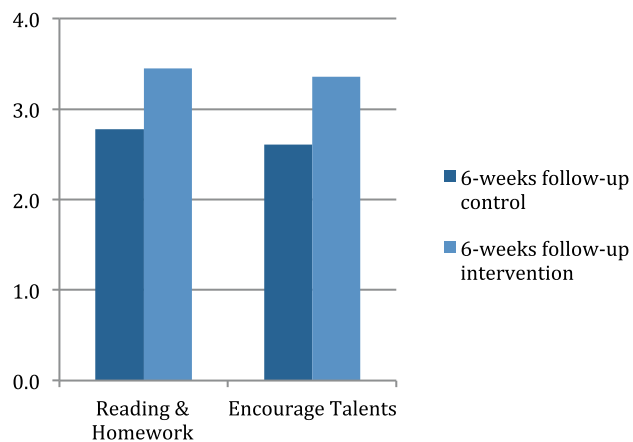
By the end of the 24/7 Dad® program, fathers in the intervention group are significantly more likely than fathers in the control group to be involved in tasks expected of contemporary fathers (Table 4).

Table 4. *Father involvement in contemporary tasks post-program test*

Fathers enrolled and:	Reading to their children and helping with homework	Encouraging children to develop their talents
Served	3.60**	3.29*
Not served	2.78	2.58

\* $p < .10$ , \* $p < .05$ , \*\* $p < .01$ , \*\*\* $p < .001$

Figure 2. *Father involvement at follow-up test*



At the 6-week follow up, fathers in the intervention group are significantly more likely than fathers in the control group to be involved in tasks expected of contemporary fathers (Table 5).

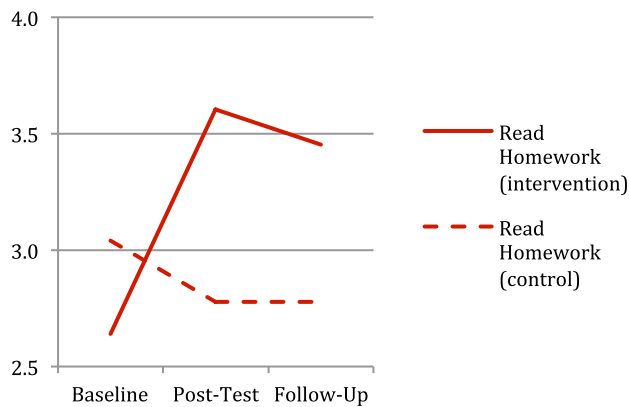
Table 5. *Father involvement in contemporary tasks at six-weeks follow-up*

Fathers enrolled and:	Reading to their children and helping with homework	Encouraging children to develop their talents
Served	3.45*	3.36*
Not served	2.78	2.61

\* $p < .10$ , \* $p < .05$ , \*\* $p < .01$ , \*\*\* $p < .001$

Not only there are cross-sectional statistically significant differences between fathers in the intervention group and fathers in the control group in terms of involvement in tasks expected of contemporary fathers, but there are also differences in the rate of change in father involvement over time.

Figure 3. Increase in reading and doing homework with child



The increases in the level of reading and doing homework with the child from baseline to the post-test and from baseline to the 6-week follow up among fathers in the intervention group are statistically significant. Changes in the control group are not statistically significant (Table 6).

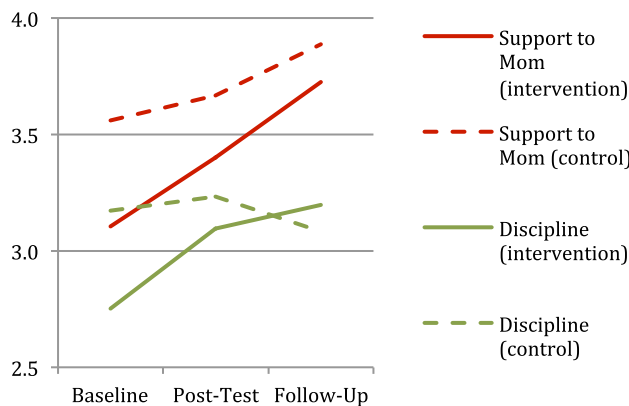
Table 6. Changes in father involvement in contemporary tasks

Changes in:	Fathers enrolled and:	Baseline to Post-Test		Baseline to Follow-Up	
		Baseline	Post Test	Baseline	Follow Up
Reading to their children and helping with homework	Served	2.64**	3.60**	2.64*	3.45*
	Not served	3.04	2.78	3.04	2.78

\* $p < .10$ , \* $p < .05$ , \*\* $p < .01$ , \*\*\* $p < .001$

## Increased Father Involvement in Instrumental and Traditional Dimensions of Involvement

Figure 4. Increases in instrumental and traditional dimensions of involvement



The increases in the level of support to the mother of the child and in the level of disciplining the child from baseline to the 6-week follow up among fathers in the intervention group are statistically significant.

The increases in the level of both support to the mother of the child and the level of disciplining the child from baseline to the 6-week follow up among fathers in the control group are not statistically significant (Table 7).

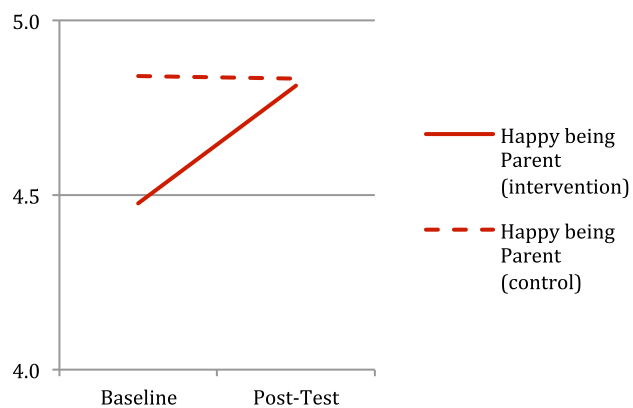
Table 7. Changes in instrumental and traditional dimensions of involvement

Changes in:	Fathers enrolled and:	Baseline to Post-Test		Baseline to Follow-Up	
		Baseline	Post Test	Baseline	Follow Up
Support to mother	Served	--	--	3.11*	3.73*
	Not served	--	--	3.56	3.89
Discipline	Served	--	--	2.75*	3.20*
	Not served	--	--	3.17	3.08

\* $p < .10$ , \* $p < .05$ , \*\* $p < .01$ , \*\*\* $p < .001$

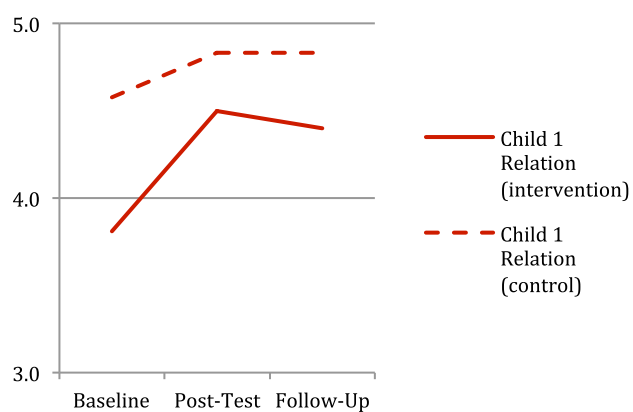
## Better Relationship with the Child

Figure 5. *Increases in happiness about being a parent*



The increase in the level of happiness about being a parent from baseline to the post-test among fathers in the intervention group is statistically significant, but is not statistically significant among fathers in the control group (Table 8).

Figure 6. *Increases in quality of relationship with child*



The increases in the level of quality of relationship with the first-born child from baseline to the post-test and from baseline to the follow-up among fathers in the intervention group are statistically significant, but are not statistically significant among fathers in the control group (Table 8).

Table 8. *Changes in quality of relationship*

Changes in:	Fathers enrolled and:	Baseline to Post-Test		Baseline to Follow-Up	
		Baseline	Post Test	Baseline	Follow Up
Happiness about being a parent	Served	4.48*	4.81*	--	--
	Not served	4.84	5.00	--	--
Quality of relationship with first-born child	Served	3.81*	4.50*	3.81*	4.40*
	Not served	4.58	4.83	4.58	4.83

\* $p < .10$ , \* $p < .05$ , \*\* $p < .01$ , \*\*\* $p < .001$

### Final Notes

This brief has provided preliminary evidence that the 24/7 Dad® program is effective in improving knowledge and skills associated with the five characteristics of the 24/7 Dad®, increasing father involvement in instrumental and traditional dimensions of involvement as well as in tasks expected of contemporary fathers, and in improving the quality of the relationship with the child. These results clearly begin to establish an evidence base for the 24/7 Dad® program.

Two important issues require further examination: sample size and the usage of additional data about participants. While the current dataset is sufficiently large for the statistical analysis reported in the brief, the analysis is preliminary in that the treatment and control groups are compared without accounting for other factors that may explain existing differences. Accounting for such factors would require more participants in each group and more detailed information about each participant. Indeed, two additional groups of fathers, each with 24 participants, are currently being recruited to participate in an expansion of this program evaluation. Furthermore, additional data are available for participants in the current study and will become available for future participants: in addition to the evaluation completed by fathers, each site has completed and submitted sign-in sheets and a group meeting report for each group meeting. Fathers also participated in phone interviews during their participation in the program. These additional data will enable an even more in-depth evaluation of the impact of the 24/7 Dad® program in Hawai'i. Research methodology and analytical results based on these data will be reported in a future brief.



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