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**To:** DHS/CSRU

**From:** Dr. Janet Melby, ISU/HDFS

**Date:** September 24, 2012

**Re:** Prisoner Re-Entry Project Report (Contract No. BOC-07-021)

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The attached report represents the evaluation report for the prisoner re-entry project submitted by Iowa State University.

Please let us know if you have any questions related to any aspect of this report.

Thank you.

# Report on Prisoner Reentry Project: Analysis of 24/7 Dad Pre- and Post-test Results

Prepared for:

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Contract No. BOC-07-021

Iowa State University

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## **Executive Summary**

This report on the Iowa Prisoner Reentry Project was prepared for the Iowa Department of Human Services, Bureau of Collections, and Child Support Recovery Unit through a contract with the Child Welfare Research and Training Project within the Department of Human Development and Family Studies at Iowa State University (Contract No. BOC-07-021). Data for this report were collected from three sites (Ames, Marshalltown and Mason City) from 2010 to 2012. Project participants were Iowa males under correctional supervision while participating in the 24/7 Dad Training Program, part of the National Fatherhood Initiative. At the beginning and end of the 12-week 24/7 Dad Training, participants completed two surveys (Fathering Skills Survey – 24 items assessing knowledge; Fathering Inventory – 50 items assessing attitudes and beliefs). Of 132 participants, 48 had pre- and post-test data; their average age was 32 years. The two surveys included items within four domains: self-awareness, caring for self, parenting skills, fathering skills. In addition, the Fathering Inventory included a fifth domain, relationship skills. When analyzing changes on each of the domains from pre- to post-test, results suggested that the men who completed the 24/7 Dad training improved their knowledge on all domains of the Fathering Skills Survey and became less traditional in their perceptions of male roles on the Fathering Inventory. In additional analyses, there were no group differences in percentage of obligation met or type of assistance received on the Fathering Skills Survey. On the Fathering Inventory, a significant group difference for percentage of child obligation met were found for the overall Fathering Inventory and for the type of assistance received on the “caring for self” domain. Limitations of this report include the large number of cases with incomplete data and the small sample size.

## **I. Introduction**

The purpose of this report is to evaluate and summarize the results from surveys collected as part of the Fatherhood Initiative's 24/7 Dad A.M. program. Participants were fathers under correctional supervision who were part of the Iowa Prisoner Reentry Project sometime between 2010 and 2012. The survey data consists of information from the 24/7 Dad Fathering Skills Survey – Part C (Parenting Knowledge) and the 24/7 Dad Fathering Inventory. The 24/7 Dad program was created by the National Fatherhood Initiative (<http://www.fatherhood.org/>).

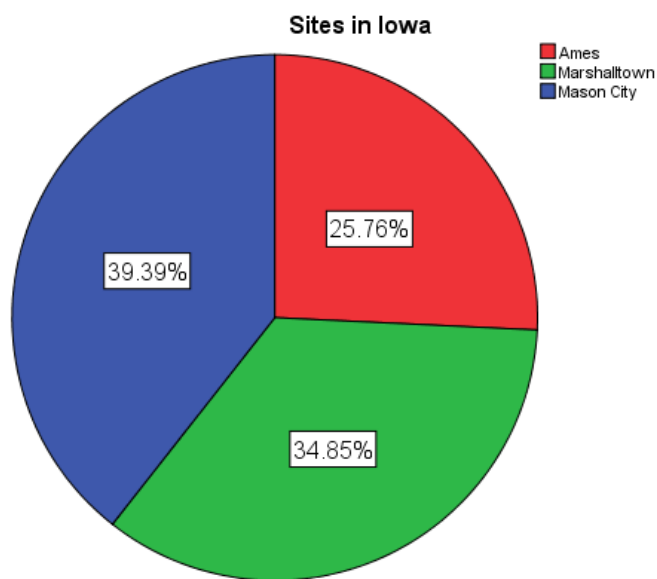
This report will be presented in several sections. The first section contains a description of the sample and brief summary of the components of the 24/7 Dad program conducted in Iowa. The second section outlines the purpose of the current evaluation. The third section describes the methodology used within this evaluation; data collection and analyses procedures are described in detail. The fourth section briefly reviews the research findings on the effects of parental incarceration and programs for fathers in prisons. In the fifth section, the quantitative results from survey and institutional data are presented and discussed. The sixth section introduces the qualitative results of the study from interviews with participants. The seventh section describes the most important limitations associated with the study. The eighth section offers a conclusion that reiterates the main findings and implications of the current evaluation. The final section provides recommendations from the study.

## **II. Purpose of Evaluation**

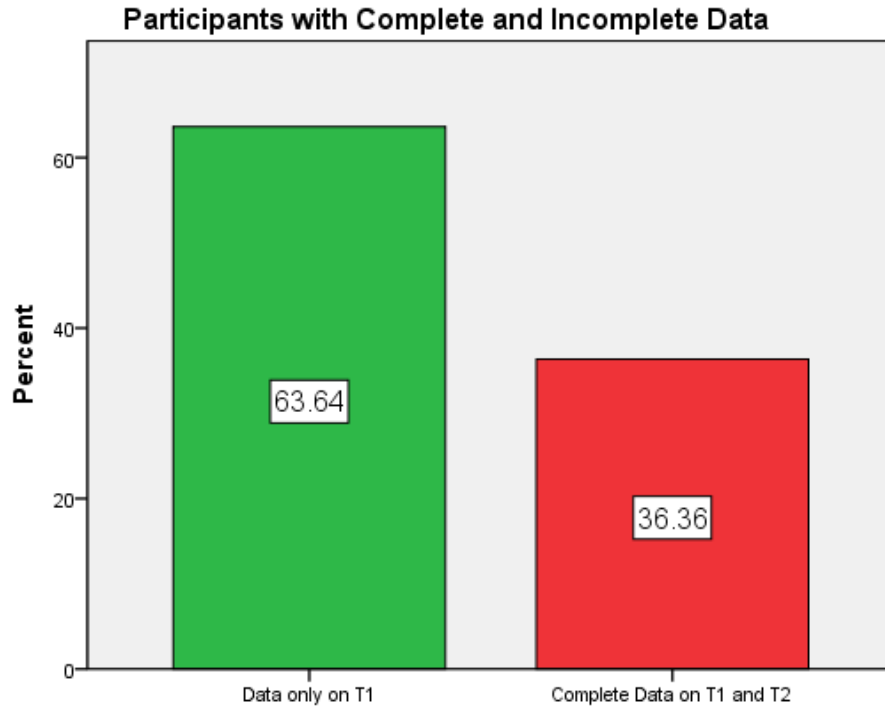
The purpose of this report is to evaluate survey responses of fathers from three cities in Iowa who participated in the 24/7 Dad A.M. program while being under correctional supervision.

### III. Participants

The participants of the Iowa assessment consisted of 132 males who participated in the 24/7 Dad training program while under correctional supervision for a period of time during 2010 to 2012. They were from correctional facilities in three cities in Iowa (25.76% from Ames, 34.85% from Marshalltown, and 39.39% from Mason City; see Figure 1). The evaluation includes men who provided information prior to the start of training (Time 1) and after completing training (Time 2). Males (n=9) who agreed to participate in the study, but who did not have Time 1 and Time 2 survey data were not included in this report. As shown in Figure 2, 48 of the 132 males (36.36%) had complete data at Time 1 and Time 2.



**Figure 1. Participant Distribution Across Sites in Iowa**



**Figure 2. Participants with Complete and Incomplete Data**

Table 1 presents demographic information about the fathers who participated in the 24/7 Dad 12-week course. The average age of the participants at both Time 1 and 2 was 32 years. The majority of the participants were White, had a high school degree, were employed, raised by their parents, and were single (see also Figures 3 to 10).

**Table 1. Demographic Characteristics of the Participants**

Variables	Time 1 ( <i>N</i> =132)		Time 2 ( <i>N</i> =48)	
	<i>n</i>	%	<i>n</i>	%
Age <i>M</i> (Age Range)	32.0 years (17-61 years)		32.9 years (17-53 years)	
Ethnicity				
White	94	73.4	38	74.5
Black	17	13.3	8	15.7
Hispanic/Latino	9	7.0	4	7.8
Asian	2	1.6	--	--
Native American	1	1.6	1	2.0
Other	4	3.1	--	--

Education				
Junior High	3	2.6	4	8.0
High School	76	65.5	34	68.4
College	34	29.3	12	24.0
Post College	3	2.6	--	--
Employed?				
Yes	84	70.6	42	82.4
No	35	29.4	9	17.6
Who raised the participant?				
Parents	63	52.4	28	56.0
Mother	32	26.9	17	34.0
Father	3	5.9	2	4.0
Grandparent (s)	7	3.4	2	4.0
Relatives	4	3.9	--	--
Foster Parents	1	0.8		
Adoptive Parents	4	3.4	1	2.0
Other	4	4.2	--	--

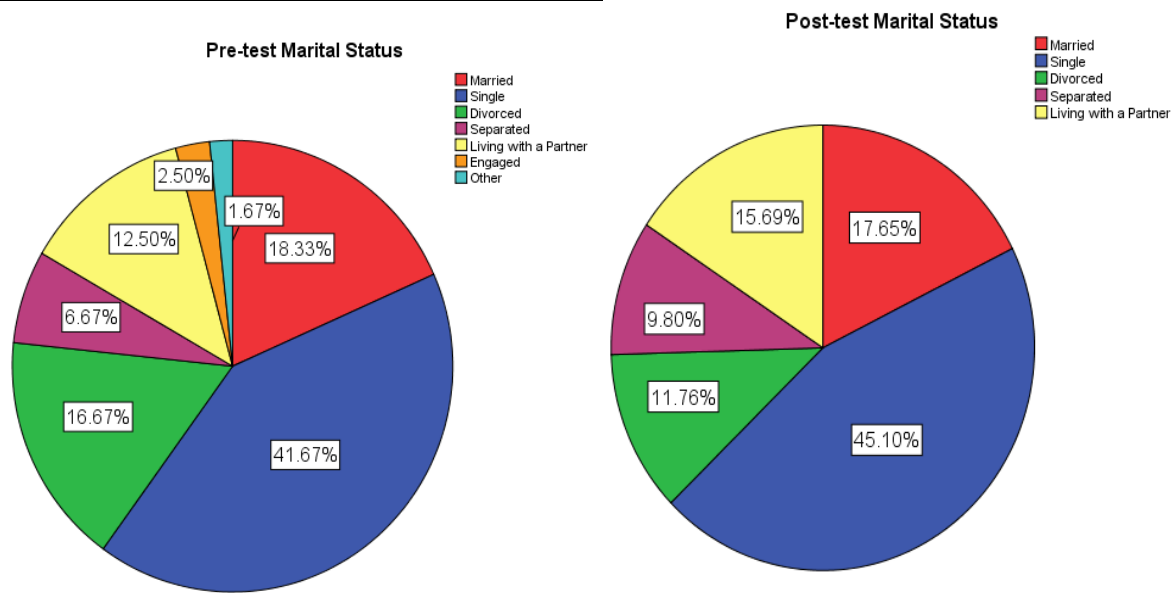
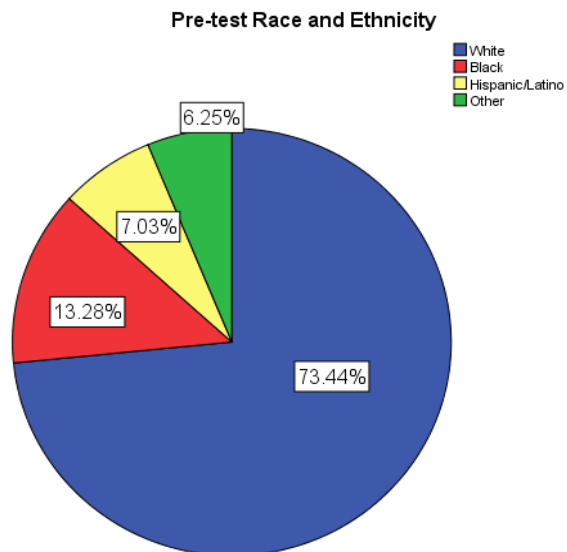


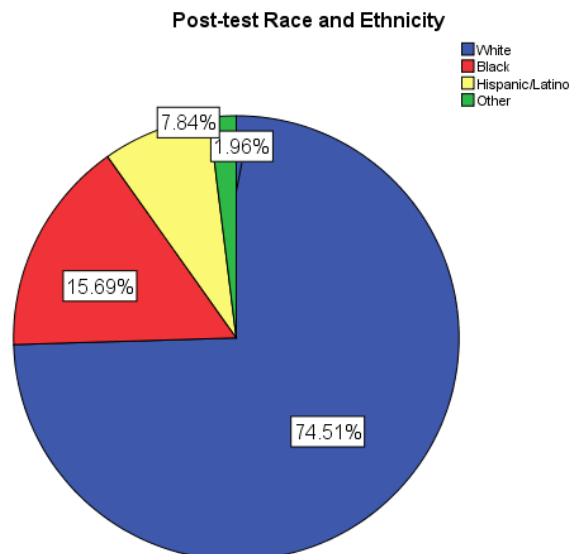
Figure 3. Marital Status at Time 1

Figure 4. Marital Status at Time 2

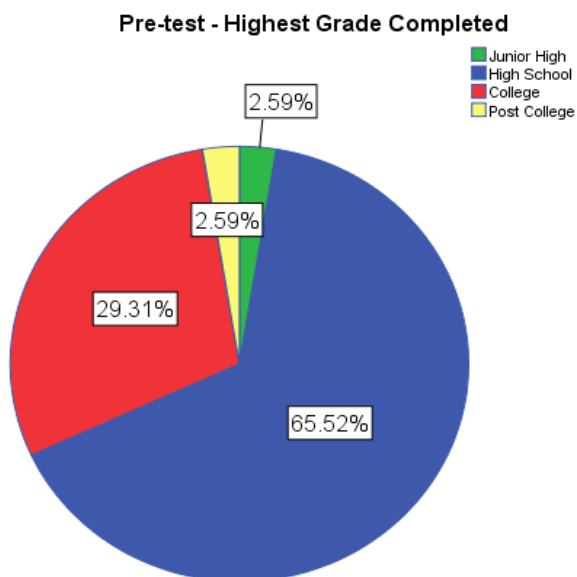




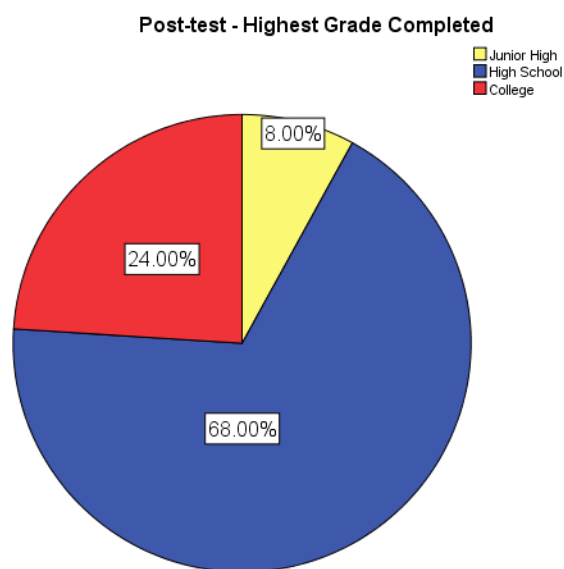
**Figure 5. Time 1 Race/Ethnicity ( $N = 132$ )**



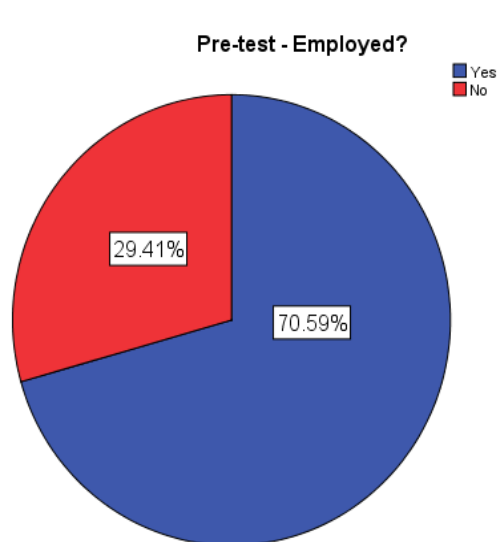
**Figure 6. Time 2 Race/Ethnicity ( $N = 48$ )**



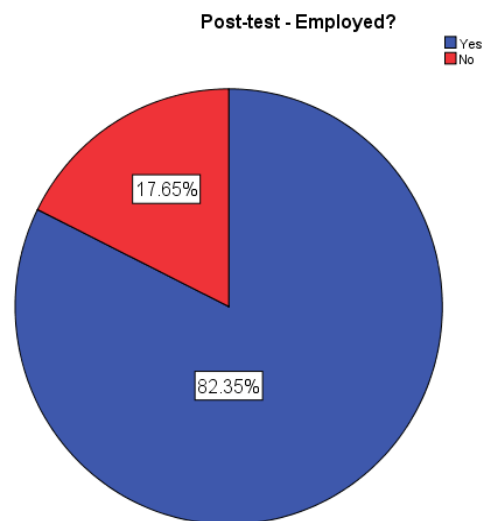
**Figure 7. Time 1 Educational Status**



**Figure 8. Time 2 Educational Status**



**Figure 9. Time 1 Employment Status**



**Figure 10. Time 2 Employment Status**

#### IV. Methodology

**Measures.** The 24/7 Dad training program is designed for fathers to teach them to improve their parenting skills and fathering knowledge. We assessed whether parenting skills and knowledge would improve after fathers participated in a 12 week 24/7 Dad course. Prior to and after the participants completed the training series the fathers filled out two surveys: (1) the Fathering Skills Survey Part C: Parenting Knowledge (24 items), which assesses knowledge, and (2) the Fathering Inventory (50 items), which assesses attitudes and beliefs. The items on the Fathering Skills Survey measure are true/false and multiple choice; responses were scored as either correct (1) or incorrect (0). The items on the Fathering Inventory are assessed on a 5-point Likert-type scale with responses ranging from 1= totally disagree to 5= totally agree. The survey items, answer keys, and domains provided by the National Fathering Initiative were used in this evaluation. The Appendix A includes all questions from the Fathering Skills Survey and the Fathering Inventory. Table 2 displays few examples of questions asked within each domain and indicates in brackets which items are included within each domain.

**Table 2. Survey Domains and Items**

<b>Domains</b>	<b>24/7 Dad: Fathering Skills Survey Part C: Parenting Knowledge (24 items)</b>	<b>24/7 Dad A.M.: The Fathering Inventory (50 items)</b>
<b>Self-awareness</b>	“Feeling anger is normal. It is the way the person expressed their anger that is not okay.” [4 items: #1, 7, 9, 12]	“The self-aware man is one who takes responsibility for his own behavior.” [5 items: 1, 5, 14-R, 16, 28]
<b>Caring for self</b>	“Men who don’t regularly go for health check-ups generally ignore early warning signs.” [6 items: 3, 4, 14, 20, 22, 23]	“Men don’t need to go to the doctor as often as do women.” [12 items: 11, 13, 15, 22, 30, 35, 36, 37, 40, 42, 45, 49]
<b>Parenting skills</b>	“Discipline means: to teach, to punish, to reward, not sure.” [8 items: 2, 6, 8, 13, 15, 18, 21, 24]	“What parents expect from their children plays a big role in developing children’s self-worth.” [9 items: 6, 19, 20, 25, 26, 27, 29]
<b>Fathering skills</b>	“It is more important for a father to have a good job than to try to balance his time between work and family.” [6 items: 5, 10, 11, 16, 17, 19]	“Children need to learn to know that Dad’s don’t mess around when it comes to discipline.” [15 items: 2, 3, 10, 17, 18, 23, 32, 33, 34, 38, 39, 43, 44, 46, 48]
<b>Relationship skills</b>	(Not included in this survey)	“Fathers need to be the head of the household.” [9 items: 4, 7, 8, 9, 12, 21, 24, 31, 41]

Participants also provided demographic information such as age, race/ethnicity, education, marital, and employment status. Data were collected in the correctional facilities by

the 24/7 Dad trainers. Staff from Iowa State University entered, cleaned, checked, and analyzed the data. Items were considered as “missing” if the participant did not respond to it.

The survey responses were scored as shown below:

Fathering Skills Survey Part C: Parenting Knowledge (24 items)

1 = correct

0 = incorrect

The Fathering Inventory (50 items)

1 = strongly disagree

2 = disagree

3 = uncertain

4 = agree

5 = strongly agree

**Data analytic approach.** First, frequencies were obtained using the fathers’ demographic information at Time 1 and Time 2. Next, several Repeated Measures ANOVA analyses were performed in order to assess changes in fathers’ attitudes from pre- to post-test. Table 3 compares results for the average scores (means) on the overall Fathering Skills Survey, overall Fathering Inventory, and their domains, for males who only participated on Time 1 with those of males who participated at both Time 1 and Time 2. The results suggest that there were no statistically significant differences on the scores for overall Fathering Skills Survey, overall Fathering Inventory and their domains, for individuals who participated at only at Time 1 compared to individuals that participated at both Time 1 and Time 2. A significant group difference was found for Parenting Skills Domain (The Fathering Inventory) indicating that fathers who completed both the pre- and post-test surveys had better Parenting Skills than the

fathers who only completed the pre-test. A marginally significant difference was obtained for the Self-Awareness domain (The Fathering Inventory) suggesting that fathers who only completed the pre-test survey had higher scores on Self-Awareness.

**Table 3. Mean Group Comparisons for Participants with only Time 1 Data and Participants with Complete Data (Time 1 and Time 2)**

Variable	Number of items	Time 1 only		Time 1 and 2		Significant Difference
		<i>n</i>	<i>M</i>	<i>n</i>	<i>M</i>	
Fathering Skills Survey (overall)	24	65	17.20	48	15.81	No
Self-Awareness	4	72	3.19	48	2.90	No
Caring for Self	6	70	3.96	48	3.88	No
Parenting Skills	8	68	6.01	48	5.29	No
Fathering Skills	6	69	4.06	48	3.75	No
The Fathering Inventory (overall)	50	73	175.11	44	175.93	No
Self-Awareness	5	79	18.63	48	17.83	+
Caring for Self	12	76	40.04	48	41.17	No
Parenting Skills	9	79	30.54	47	31.47	**
Fathering Skills	15	77	51.91	46	52.54	No
Relationship Skills	9	79	33.29	46	33.17	No

Note. <sup>+</sup>  $p < .10$ . \* $p < .05$ . \*\* $p < .01$ . \*\*\* $p < .001$

## V. Results

### A. Quantitative Findings

This section presents the analyses of changes in domain scores over time and examines differences across demographic groups, first for the Fathering Skills Survey and next for the Fathering Inventory.

**Fathering Skills Survey.** For the Fathering Skills Survey, Tables 4 and 5 displays mean differences on pre- and post-test scores on the overall score (24 items) and the four domains. The results suggest that there were significant increases on average scores on the overall Fathering Skills Survey and the domains of Self-Awareness, Caring for Self, Parenting Skills, and Fathering Skills after the 24/7 Dad program. Table 4 also shows demographic (marital status, ethnic/racial, education, and employment status) mean differences between pre- and post-test after the 24/7 Dad program. Ethnic differences were found from pre- to post-test scores on the overall Fathering Skills Survey, Self-Awareness domain, and Parenting Skills domains, suggesting that Hispanic and Latino participants had significantly greater improvement on scores on the overall Fathering Skills, Self-Awareness domain, and Parenting Skills domain after taking the 24/7 Dad course.

Figure 11 illustrates on a graph the mean domain score changes of fathers who participated at pre- and post-test on the Fathering Skills Survey. These results indicate that there was significant improvement on the overall Fathering skills and the domains of Self-Awareness domain, Caring for Self, Parenting Skills, and Fathering Skills after the participants completed the 24/7 Dad program.

**Table 4****Mean Differences for Pre- and Post-Test on Fathering Skills Survey (N=48)**

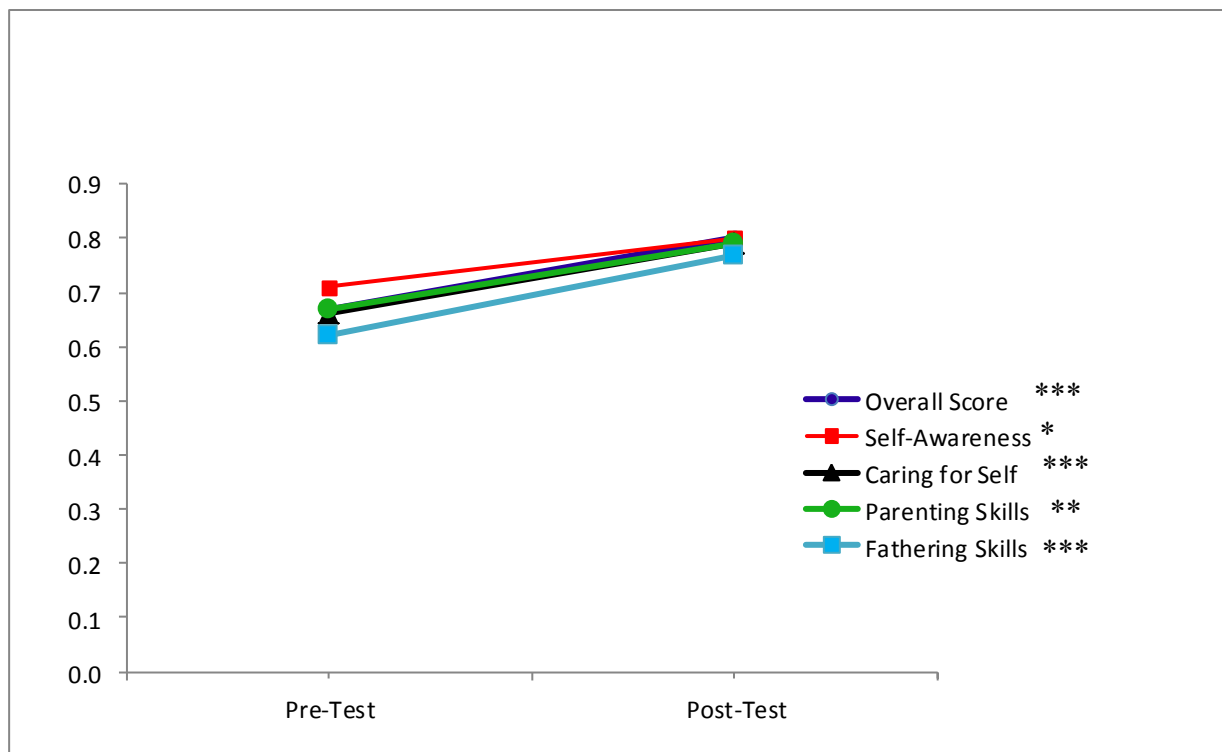
	Total Score for Fathering Skills Survey <sup>1</sup>			Self-Awareness			Caring for Self			Parenting Skills			Fathering Skills		
	T1	T2	<i>F</i>	T1	T2	<i>F</i>	T1	T2	<i>F</i>	T1	T2	<i>F</i>	T1	T2	<i>F</i>
Total Sum Score	16.13	19.30	42.07***	2.84	3.20	5.42*	3.93	4.75	22.40***	5.37	6.28	9.55**	3.74	4.60	29.33***
Marital Status ( <i>F</i> <sub>TxM</sub> )			0.81			0.82			1.45			0.32			0.85
Married	13.63	16.88		1.78	2.78		3.78	3.78		4.88	5.75		3.25	4.13	
Single	16.30	19.05		3.05	3.24		3.95	4.81		5.48	6.14		3.71	4.57	
Divorced	18.33	22.33		3.50	3.75		4.00	5.50		6.75	7.25		4.00	5.00	
Separated	19.50	23.50		4.00	4.00		4.50	6.00		6.50	7.50		4.50	6.00	
Living w/ Partner	17.50	21.50		3.20	3.40		3.80	5.20		4.60	6.40		3.80	4.40	
Engaged	18.00	21.00		3.00	4.00		3.00	4.00		6.00	8.00		6.00	5.00	
Other	14.00	17.50		2.00	2.00		4.50	5.00		4.00	5.50		3.50	5.00	
Ethnicity ( <i>F</i> <sub>TxE</sub> )			6.56**			7.64**			0.21			10.81***			0.65
White	16.67	19.40		2.97	3.21		3.94	4.79		5.52	6.06		3.88	4.72	
Black	16.71	19.43		2.86	3.00		4.29	4.86		6.00	6.86		3.57	4.71	
Hispanic/Latino	9.33	18.00		1.33	3.67		3.00	4.00		2.33	7.33		2.67	3.00	
Other Ethnicity	--	--		--	--		--	--		--	--		--	--	
Education ( <i>F</i> <sub>TxE</sub> )			0.57			1.24			0.84			0.64			0.78
Junior High	9.50	13.50		1.67	2.67		3.00	3.00		3.50	4.50		2.00	2.00	
High School	16.14	19.55		2.87	3.29		3.90	4.81		5.19	6.29		3.81	4.68	
College	17.56	19.78		3.10	3.10		4.30	5.10		6.30	6.60		3.89	4.89	
Post College	--	--		--	--		--	--		--	--		--	--	
Employed? ( <i>F</i> <sub>TxE</sub> )			0.90			0.92			0.00			1.13			0.91
Yes	16.59	19.44		3.00	3.25		4.14	4.96		5.68	6.36		3.68	4.64	
No	15.15	19.00		2.56	3.13		3.56	4.38		4.80	6.13		3.86	4.50	

Note. <sup>1</sup>The Fathering Skills Survey includes 24 questions \**p* < .05. \*\**p* < .01. \*\*\**p* < .001.

**Table 5. 24/7 Dad–Fathering Skills Survey - Part C: Parenting knowledge (24 items; N=48)**

Scale (# of items)	Pre-test	Post-test	Significance
Overall Fathering Skill Survey Score (24)	16.13	19.30	***
Self-awareness (4)	2.84	3.20	*
Caring for self (6)	3.93	4.75	***
Parenting Skills (8)	5.37	6.28	**
Fathering Skills (6)	3.74	4.60	***

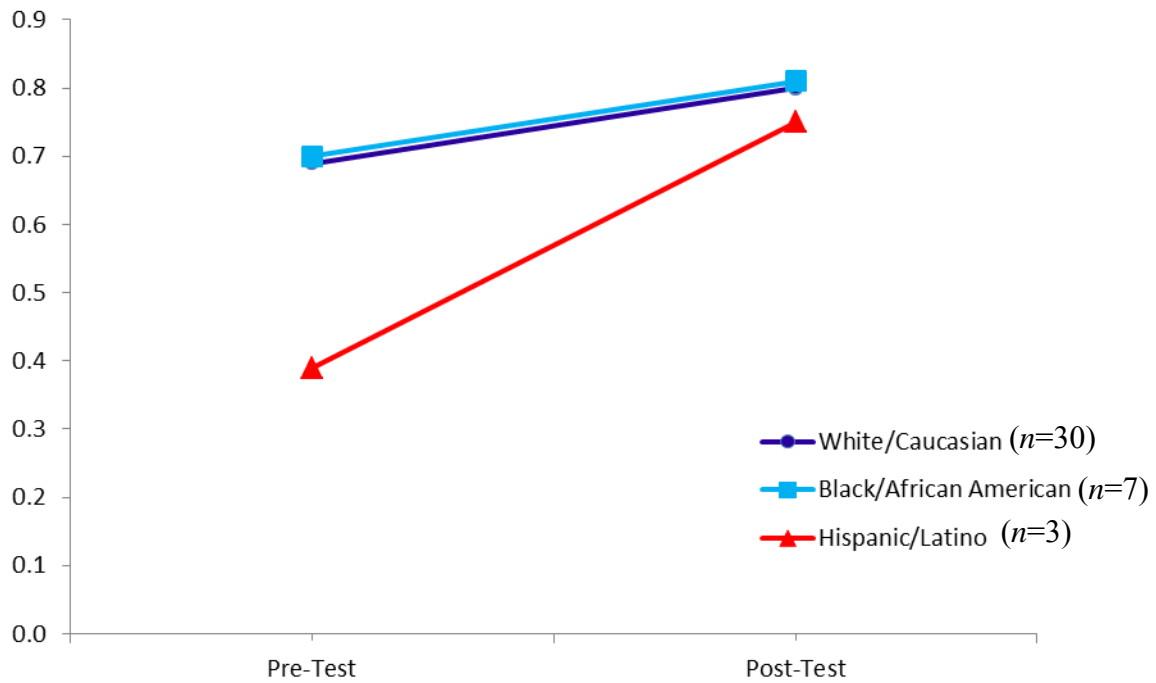
Note. \* $p < .05$ . \*\* $p < .01$ . \*\*\* $p < .001$ . Higher scores indicate more correct responses.



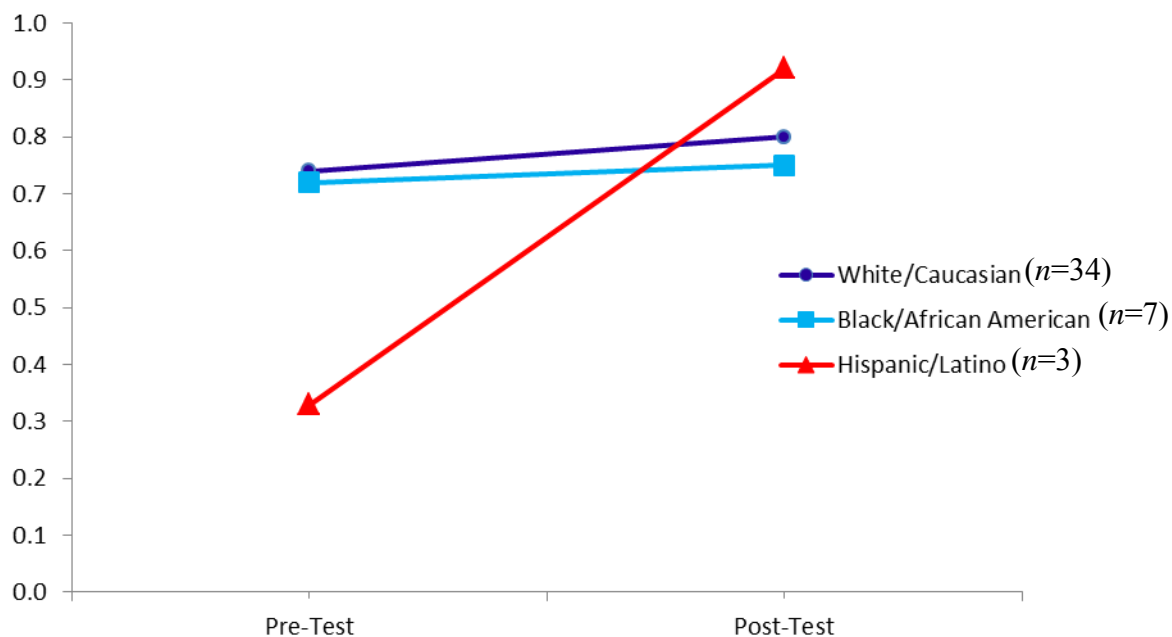
**Figure 11. Average Pre- and Post-Test for Overall Scores on Fathering Skills Survey and Domains (0 = not correct, 1 = correct)**



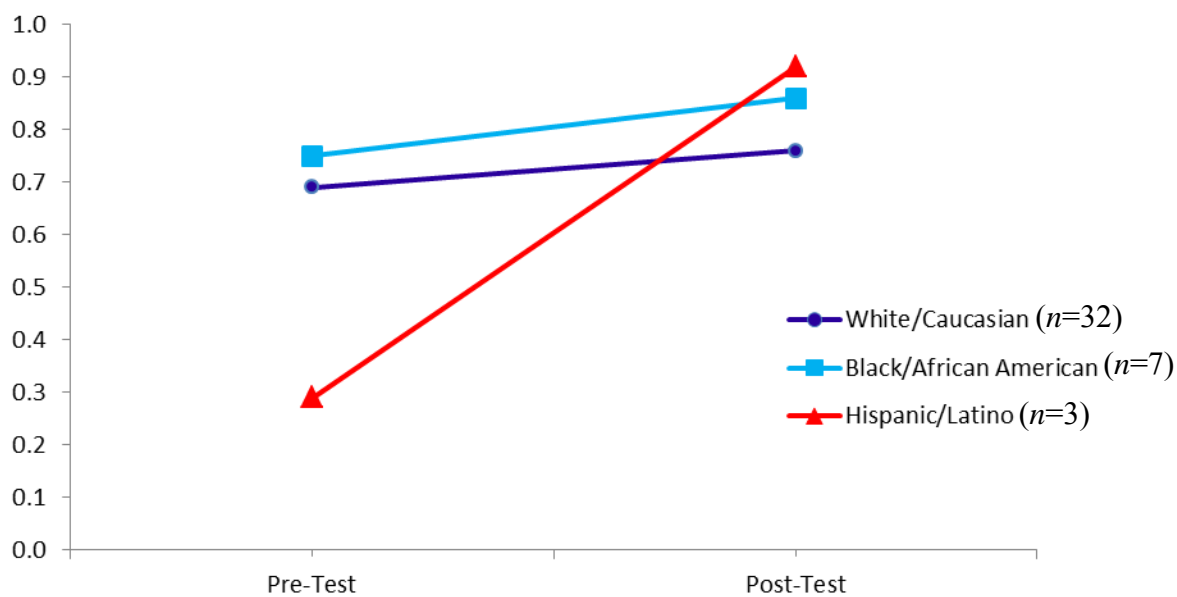
Figures 12, 13, and 14 show ethnic differences on changes on the overall Fathering Skills Survey, Self-Awareness, and Parenting Skills domains from pre- and post-test and indicates that Hispanic men had the greatest improvement on these areas after participating in the program.



**Figure 12. Race and Ethnic Differences on Pre- and Post-Test Overall Fathering Skills Survey**



**Figure13. Race and Ethnic Differences on Pre- and Post-Test Self-Awareness Domain**



**Figure 14. Race and Ethnic Differences on Pre- and Post-Test Parenting Skills Domain**

**The Fathering Inventory.** For the Fathering Inventory, Tables 6 and 7 show mean changes on scores for the overall inventory, Self-Awareness, Caring for Self, Fathering Skills,

Parenting Skills, and Relationship Skills domains. Higher scores indicate a broader (less traditional) view of the male roles and relationships. Results suggest that fathers showed a significant increase on overall scores, Self-Awareness, Parenting Skills, and Relationship Skills domains after taking the 24/7 Dad training. There was a marginally significant increase on Caring for Self domain after participating from the 24/7 Dad program. Table 6 also displays demographic (marital, ethnic/racial, educational, and employment status) mean differences between pre- and post-test after the 24/7 program. Results suggest that racial and ethnic differences were found for caring for self domain, but not for the other domains. Black fathers and fathers in other racial groups had significantly higher mean scores on the caring for self domain after participating at the 24/7 Dad program.

**Table 6. Mean Differences for Pre- and Post-Test on Fathering Inventory (N = 48)**

Demographic Variables	Total Score for Fathering Inventory <sup>1</sup>			Self-Awareness			Caring for Self			Fathering Skills			Parenting Skills		
	T1	T2	<i>F</i>	T1	T2	<i>F</i>	T1	T2	<i>F</i>	T1	T2	<i>F</i>	T1	T2	<i>F</i>
Total Sum Score	175.98	180.40	6.78*	17.83	18.54	7.35**	41.17	42.46	3.23 <sup>+</sup>	52.54	52.54	0.00	25.95	27.78	4.66*
Marital Status ( <i>F</i> <sub>TxM</sub> )			1.40			1.10						1.40			1.12
Married	52.08	52.42		16.75	17.25		41.50	43.96		52.08	52.42		29.88	29.92	
Single	53.60	53.96		17.77	18.45		38.80	42.51		53.60	53.96		31.71	32.00	
Divorced	52.67	51.33		19.17	18.67		41.00	41.00		52.67	51.33		30.33	30.83	
Separated	53.50	58.50		20.50	23.00		46.50	45.00		53.50	58.50		34.00	36.50	
Living w/ Partner	50.50	45.83		17.50	18.00		42.33	38.00		50.50	45.83		31.17	29.50	
Engaged	53.00	55.00		24.00	21.00		41.00	42.00		53.00	55.00		41.00	38.00	
Other	53.00	51.50		16.50	90.00		43.50	42.00		53.00	51.50		37.00	30.00	
Ethnicity ( <i>F</i> <sub>TxE</sub> )			1.24			1.12						1.24			0.89
White	51.63	50.41		17.90	18.33		41.82	42.20		51.63	50.41		32.39	31.50	
Black	55.25	55.75		18.08	19.25		41.42	44.33		55.25	55.75		31.40	31.20	
Hispanic/Latino	51.00	52.67		18.33	18.33		38.00	38.00		51.00	52.67		30.00	30.00	
Other	56.00	56.00		16.00	16.00		36.00	41.00		56.00	56.00		29.00	34.00	
Education ( <i>F</i> <sub>TxE<sub>d</sub></sub> )			0.45			0.26						0.45			1.05
Junior High	49.67	50.00		16.67	16.33		37.00	41.33		49.67	50.00		31.33	28.00	
High School	51.75	52.13		18.28	18.78		41.73	41.76		51.75	52.13		32.07	31.70	
College	55.19	53.31		17.81	18.75		41.31	43.13		55.19	53.31		31.21	32.14	
Post College	--	--		--	--		--	--		--	--		--	--	
Employed? ( <i>F</i> <sub>TxE</sub> )			0.97			0.00						0.97			0.08
Yes	53.19	53.17		17.87	18.77		41.82	43.63		53.19	53.17		31.73	31.91	
No	52.08	51.35		17.98	18.16		40.18	40.69		52.08	51.35		31.70	30.74	

Note. \**p* < .05. \*\**p* < .01. \*\*\**p* < .001. Higher scores indicate less traditional perceptions of male roles and relationships.

**Table 6 (Continued)**

Demographic Variables	Relationship Skills		
	T1	T2	<i>F</i>
Total Sum Score	33.18	34.55	5.79*
Marital Status ( $F_{TxM}$ )			0.51
Married	32.15	33.70	
Single	33.25	34.85	
Divorced	33.68	34.33	
Separated	37.50	40.00	
Living w/ Partner	32.33	31.33	
Engaged	38.00	38.00	
Other	30.00	33.00	
Ethnicity ( $F_{TxE}$ )			0.97
White	33.17	34.33	
Black	33.33	35.00	
Hispanic/Latino	31.67	31.33	
Other	34.00	38.00	
Education ( $F_{TxEd}$ )			0.18
Junior High	30.50	32.50	
High School	33.10	34.18	
College	33.63	34.88	
Post College	--	--	
Employed? ( $F_{TxE}$ )			0.22
Yes	33.95	34.90	
No	32.08	33.60	

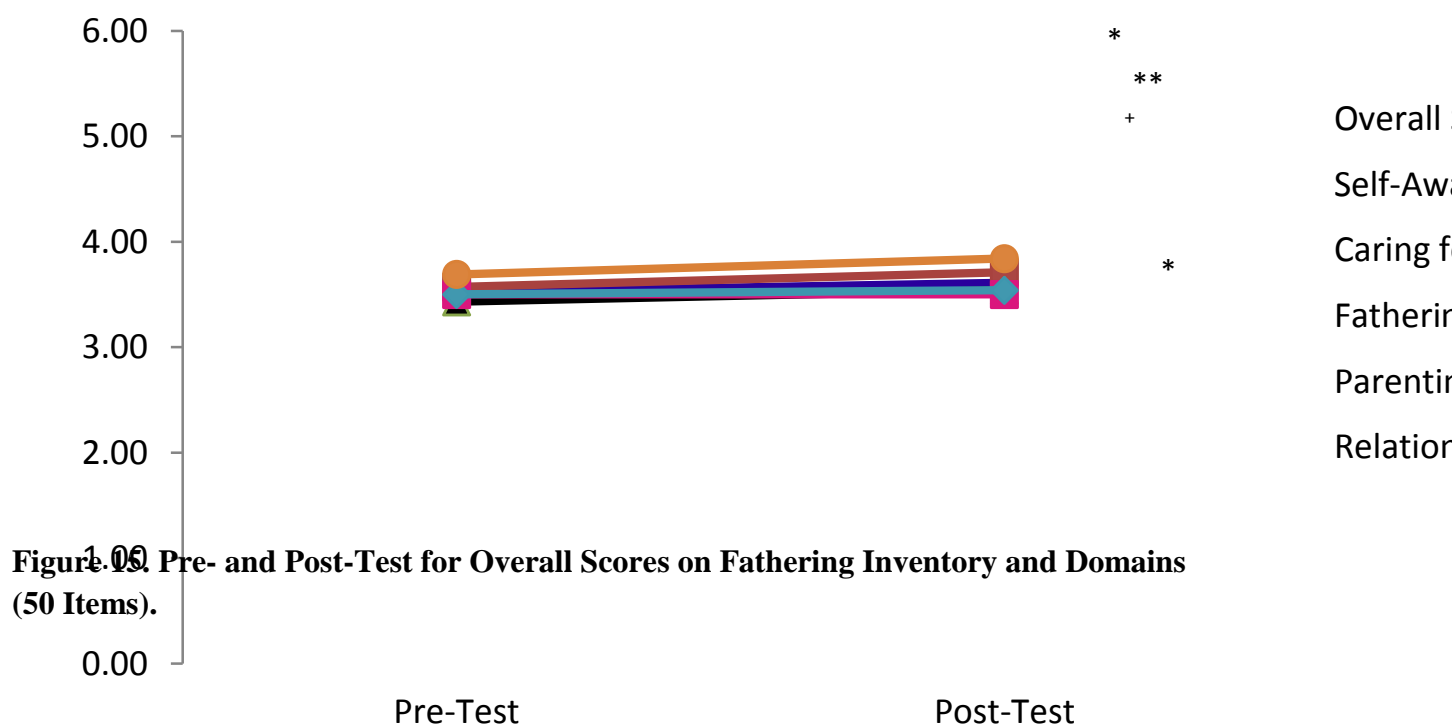
Note. <sup>1</sup>The fathering Inventory includes 50 questions \* $p < .05$ . \*\* $p < .01$ . \*\*\* $p < .001$ .

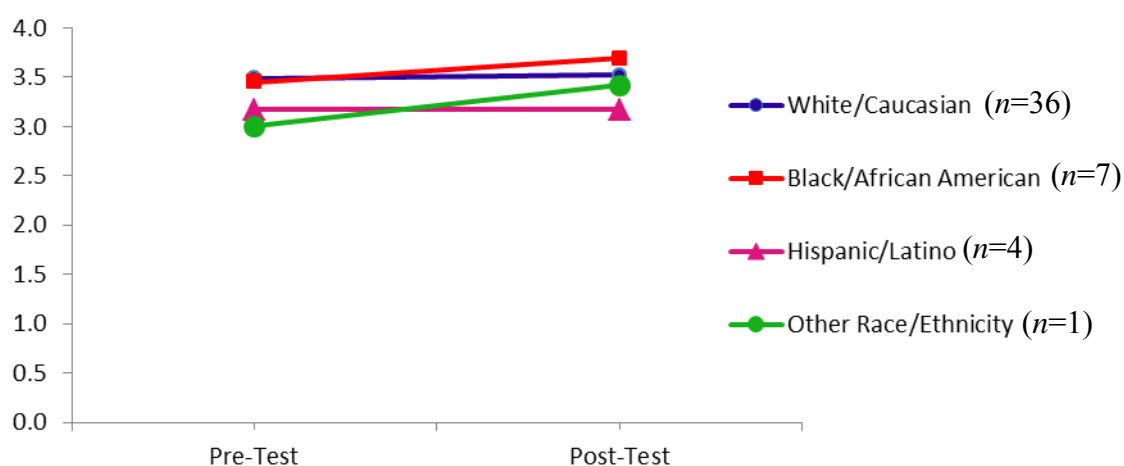
**Table 7. 24/7 Dad A.M. – The Fathering Inventory (50 items)**

Scale (# items)	<i>N</i>	Pre-test	Post-test	Significance
Overall (50)	43	175.98	180.40	*
Self-awareness (5)	48	17.83	18.54	**
Caring for self (12)	48	41.17	42.46	+
Parenting Skills (15)	47	31.47	31.89	No
Fathering Skills (9)	46	52.54	52.54	No
Relationship Skills (9)	44	33.18	34.55	*

Note. <sup>+</sup> $p < .10$ . \* $p < .05$ . \*\* $p < .01$ . \*\*\* $p < .001$

Figure 15 displays changes on participant scores on the overall inventory and the five domains of the Fathering Inventory. Participants had higher scores on the overall fathering inventory, self-awareness, fathering skills, and relationship. Overall, the participants were more likely to have higher scores on self-awareness, fathering skills, and relationship skills after taking the 24/7 Dad course. Figure 15 also displays improvement on scores of fathers on the overall fathering inventory, self-awareness domain, and relationship domain after taking the 24/7 Dad program. Figure 16 shows ethnic differences on changes on Caring for Self domain of the Fathering Inventory. Results suggest that participants from “other races/ethnicity” and Blacks/African Americans had significant improvements on the Caring for Self Domains after taking the 24/7 Dad course.





**Figure 16. Race and Ethnic Differences on Pre- and Post-Test on Caring for Self Domain of the Fathering Inventory.**

**Item-level Analysis.** This section explains the results analyses of responses at the item level. The tables are presented in Appendix B. For each of the two surveys, we examine significant group differences in percentage of correct and incorrect responses between the pre-test and post-test. We present results for all survey participants at both time points (N = 132 at Time 1; N = 48 at Time 2).

Table 8 (see Appendix B) presents crosstabs results comparing pre- and post-test responses on the Fathering Skills Survey. The results indicate that the percentages of participants who answered correctly and incorrectly from pre- to post-test significantly differed on 1, 2, 4, 5, 6, 7, 9, 10, 12, 14, 16, 17, 18, 19, 20, 23, and 24. Fifty-eight percent of those who selected the incorrect answer at the pre-test in question 2, 77% on question 3, 65% on question 6, 60% of participants who selected an incorrect answer at the pre-test in questions 10, 12, and 18 did select the correct answer on the post-test of the parenting knowledge questionnaire. These results

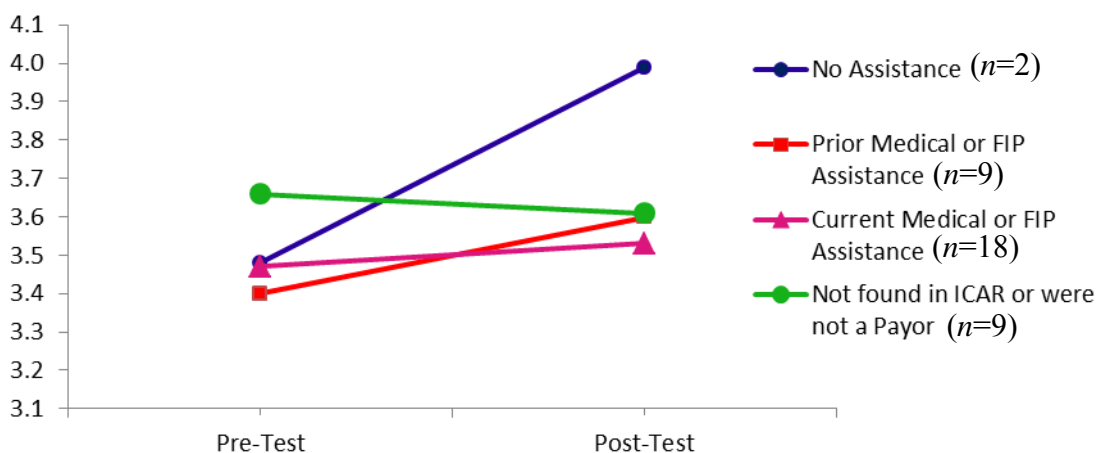
indicate that a higher number of participants that selected the incorrect answer on the pre-test changed their option to a correct response on the post-test after participating at the program.

Tables 9, 10, 11, and 12 (see Appendix B) displays average scores for single questions for all fathers that participated at the pre-test (N=132) and also the post-test (N=48) on the Fathering Skills Survey and the Fathering Inventory. Tables 9 and 11 show changes on individual items only for the Fathering Skill Survey. Results indicate that there were a decline on average scores of questions 5 and 13. Fathers were more likely to disagree with statements of: “grief is the reaction people have to loss in their lives” and “generally, research shows that men who are married live fuller, happier lives than unmarried men.”

Table 10 and 12 (Appendix B) displays mean scores on the pre- and post-test for the Fathering Inventory (50 Items) for all participants at each time point and Table 12 displays mean scores only for participants (N=48) with complete data. Results suggest that participants had an increase on the average scores on items 1, 4, 5, 7, 11, 13, 16, 18, 24, 25, 26, 29, 32, 35, 37, 38, 39, 40, 41, 42, 43, 44, 45, 47, 48, and 49 on the Fathering Inventory after taking the course. Table 10 also suggests that there was also an increase on mean scores for items 3, 8, 17, 19, 21, 22, 30, and 50 for all participants. In addition, there were a significant increase on mean stores on items 10, 33, and 34 on the Fathering Inventory for only participants with complete data. Decline on items 2, 6, 9, 12, 14, 15, 20, 23, 27, 28, 31, 36, and 46 was observed on both Tables 10 and 12 for the Fathering Inventory. In addition, there were a significant decrease on items 10, 33, and 34 for all participants (see Table 10) and decline in scores were also found for items 3, 8, 17, 19, 21, 22, 30, and 50 on the Fathering Inventory only for participants with complete data (see Table 12).



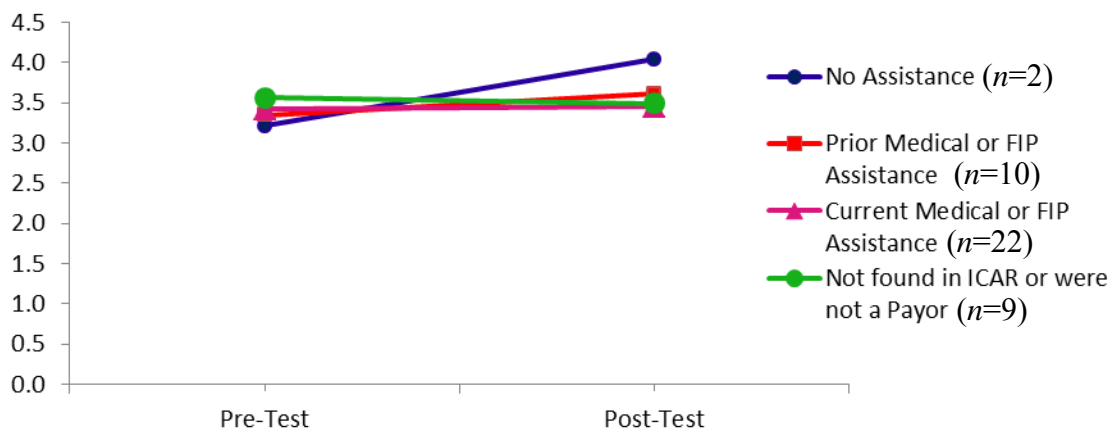
**Changes in survey scores in relation to other father characteristics.** In this report, we also examined whether Fathering Skills Survey and Fathering Inventory scores would change differently by the type of assistance the males received and by the percentage of child support obligation met. Based on information received from the Iowa Bureau of Collections, the men were divided into four groups: no assistance ( $N = 2$ ), prior medical or Family Investment Program (FIP) assistance ( $N = 9$ ), current medical and FIP assistance ( $N = 18$ ), and men not in the ICAR system or who were not a payor ( $N = 9$ ). The four groups did not differ significantly on the Fathering Skills Survey. However, Figure 16 shows changes in scores in the overall Fathering Inventory by the type of assistance received. The results indicate that participants receiving no assistance had the highest improvement on overall Fathering Inventory.



**Figure 16. Changes in Overall Fathering Inventory by the Type of Assistance Received**

Figure 17 displays differences in the Caring for Self domain (The Fathering Inventory) by type of assistance received by men. The results indicate that participants receiving no assistance had the highest improvement on Self-Care domain. There were no differences on

Fathering Inventory except for one of the five domains, Caring for Self. Next, we examined whether Fathering Skills Survey and Fathering Inventory scores would change by the percentage of child support obligation met. The men were divided into three groups: lower percentage (0 to 30%; N = 12), middle percentage (31 – 60%, N = 4) and higher percentage (61 – 100%, N = 10). No significant group differences were found on the Fathering Skills Survey and for the Fathering Inventory.



**Figure 17. Changes in Self-Care Domain by Type of Assistance Received**

### A. Qualitative Findings

In this report, we also obtained open-ended (qualitative) responses from the fathers. Fathers were asked “if you could improve one thing in your relationship with your child, what would it be?” We examined the answers of the fathers and some of the qualitative results indicate that the themes most often mentioned were related to spending more time with the child, seeing the child more often, becoming more involved with the child, participating and showing care about the child, providing support, raising the child, and living with the child. Some examples and unique responses to the survey question were: related to not wanting to return to prison, for

example, “never go back to prison,” or “staying out of jail and showing right thing to do as being better role model.” Fathers also mentioned being willing to rebuild the relationship with their child. For example: “to have him back in my life and to have a chance to be a good father” or “being a better father” or “gaining the trust back.”

## **VI. Limitations**

This study like many others has several limitations. First, this report includes data from a small number of fathers under correctional supervision who agreed to participate and several participants did not complete the post-test assessment. Our analyses are correlational and it is not possible to assume causality in the findings. Second, both measures used were not designed for this population and thus may have not captured the parenting reality of these fathers. Another possible limitation is that the fathers in this study may have given highly desirable answers to both questionnaires mainly because they were under correctional supervision, consequently biasing the result findings of this study. The differences in results relative to demographic characteristics, particularly ethnicity, should be interpreted with caution given the small number of participants in some of the categories.

## **VII. Summary and Conclusions**

The findings of this report suggest that, overall, the men who completed the 24/7 Dad training program improved their knowledge of fathering skills and become less traditional in their perceptions of male roles. Fathers who completed the 24/7 Dad program had a statistically significant increase in the overall Fathering Skills Survey and the four survey domains (i.e., Self-Awareness, Caring for Self, Parenting Skills, and Fathering Skills), and on the overall Fathering Inventory and two of the five domains (Self Awareness and Relationship Skills), with marginal increase in the domain Caring for Self. In addition, ethnic differences in changes were found for

the overall Fathering Skills Survey and two domains (Self Awareness and Parenting Skills) suggesting that, in general, Hispanic/Latino fathers had significant improvements on scores compared to other racial groups after taking the course. Ethnic differences were also found for changes on Caring for Self (one of the Fathering Inventory domains) indicating that participants in the “other race/ethnic” group and Blacks/African Americans had a significantly higher improvement on the domain Caring for Self after taking the 24/7 course. Significant changes in scores were also observed for the no “assistance group” in the overall Fathering Inventory and on the Self Care domain. No significant group differences were found among the different “support obligations groups” for both Fathering Skills Survey, and the Fathering Inventory.

### **VIII. Recommendations from the Study**

Overall, the 24/7 Dad program training for Iowa fathers under correctional supervision yielded significant positive changes. The men who completed the training increased their knowledge of fathering skills and become less traditional in their perception of male roles. The 24/7 Dad program appears to have positive potential for use with males under correctional supervision. In terms of additional research with this population, follow up is recommended as a way to evaluate the longer-term effects of the training. Furthermore, evaluating the program with a larger sample of males under correctional supervision is also recommended.

For more information on this report, please contact Dr. Janet N. Melby, Ph.D., the Director of the Child Welfare Research and Training Project, at [jmelby@iastate.edu](mailto:jmelby@iastate.edu). Grace D. da Rosa prepared this report.

The 24/7 Dad program was created by the National Fatherhood Initiative (<http://www.fatherhood.org/>).

## **Appendix A**

**24/7 Dad A.M. Fathering Skills Survey: Part C – About Parenting Knowledge**

1. Self-worth is a term used to describe:
  - a. How a person feels about himself
  - b. What a person thinks about himself
  - c. Both the feelings and thoughts a person has about himself
  - d. I'm not sure.
  
2. Behavior need to be followed by consequences if children are going to learn. Which of the following statement are true?
  - a. Rewards are consequences that follow desirable behavior
  - b. Punishments are consequences that follow undesirable behavior
  - c. Both a. and b. are true
  - d. I'm not sure.
  
3. Men who don't regularly go for health checkups generally ignore early warning signs.
  - a. True
  - b. False
  - c. I'm not sure.
  
4. A good way for men to handle their feelings is:
  - a. Keep them inside, especially feelings of hurt and pain
  - b. Find a way to express them through physical activity
  - c. Talk about the experience and feelings
  - d. Pretend it doesn't matter
  - e. I'm not sure.
  
5. It is more important for a father to have a good job than to try and balance his time between work and family.
  - a. True
  - b. False
  - c. I'm not sure.
  
6. Which statement best describes the purpose of family rules?
  - a. To help family members learn what they shouldn't do
  - b. To help children learn what they shouldn't do
  - c. To focus punishment as a way to get children to behave
  - d. To focus on what is expected of all family members
  - e. For parents to control the behavior of their children
  - f. I'm not sure.

7. Feeling anger is normal. It is the way many people express their anger that is not okay.
  - a. True
  - b. False
  - c. I'm not sure.
  
8. Praise for "being" lets children know how much you love them. Praise for "doing" lets children know how much you appreciate the things they do.
  - a. True
  - b. False
  - c. I'm not sure.
  
9. Grief is the reaction people have to loss in their lives.
  - a. True
  - b. False
  - c. I'm not sure.
  
10. Dads can teach their children the meaning of spirituality by:
  - a. Supporting a specific cause
  - b. Attending religious services
  - c. Belonging to a specific organization
  - d. All of the above
  - e. I'm not sure.
  
11. Generally, research shows that men who are married live fuller, happier lives than unmarried men.
  - a. True
  - b. False
  - c. I'm not sure.
  
12. Complete the statement. The culture we are raised in generally influences our:
  - a. Beliefs
  - b. Traditions
  - c. Parenting Practices
  - d. All of the above
  
13. Discipline means:
  - a. To teach
  - b. To punish
  - c. To reward
  - d. I'm not sure.

14. Grieving:
- Is coming to terms with loss.
  - Allows people to find new ways of dealing with loss
  - Takes time, sometimes years
  - All of the above
  - I'm not sure.
15. The best way to help children understand their feelings is to:
- Listen quietly and attentively
  - Respect the child's feelings
  - Encourage the child to talk
  - All of the above
  - I'm not sure.
16. Balancing work and family
- May cost the man his job
  - Can't happen if you want a decent career
  - Is a goal for the working father
  - Is not a realistic things to do
  - I'm not sure.
17. Spirituality means being religious.
- True
  - False
  - I'm not sure.
18. In establishing family rules:
- Make "dos" and "don'ts"
  - Children need to be told what to do
  - Make sure the punishments are severe
  - I'm not sure.
19. Which statement is accurate?
- Morals are the beliefs we have of what is right and wrong
  - Morals are the cultural traditions we learn that are passed down from generation to generation
  - Values are the beliefs and practices that family members believe have worth
  - All of the above
  - I'm not sure.



20. Which of the following is not a healthy way to relieve stress:
- a. Change jobs
  - b. Cut back on spending
  - c. Get counseling
  - d. Kept it inside
  - e. I'm not sure
21. When you begin to negotiate with children, you lose control as a parent.
- a. True
  - b. False
  - c. I'm not sure.
22. Men generally don't go to the doctor more often than women because:
- a. Men generally can't schedule a visit because of work
  - b. Men are raised to ignore their mental and physical problems
  - c. Women have more health problems than men
  - d. All of the above
  - e. I'm not sure
23. The more men cover up their feelings:
- a. The better off they are
  - b. The more problems they will have
  - c. The more they are real men
  - d. All of the above
  - e. I'm not sure
24. The best way to help children develop a sense of positive self-worth is by:
- a. Praising them for following family rules
  - b. Using positive words when referring to them
  - c. Modeling the way you want children to behave
  - d. All of the above
  - e. I'm not sure.

NOTE: The 24/7 Dad program and assessment tools were created by the National Fatherhood Initiative (<http://www.fatherhood.org/>).

**The Fathering Inventory**

1. The self-aware man is one who takes responsibility for his own behavior.
  - (1) Strongly Disagree
  - (2) Disagree
  - (3) Uncertain
  - (4) Agree
  - (5) Strongly Agree
  
2. Children need to learn to know that Dads don't mess around when it comes to discipline.
  - (1) Strongly Disagree
  - (2) Disagree
  - (3) Uncertain
  - (4) Agree
  - (5) Strongly Agree
  
3. Boys should be taught to "take it like a man."
  - (1) Strongly Disagree
  - (2) Disagree
  - (3) Uncertain
  - (4) Agree
  - (5) Strongly Agree
  
4. The best thing a Dad can do for his children is to love their mother.
  - (1) Strongly Disagree
  - (2) Disagree
  - (3) Uncertain
  - (4) Agree
  - (5) Strongly Agree
  
5. Masculinity is acceptable for a man and it ranges from very traditional to very non-traditional.
  - (1) Strongly Disagree
  - (2) Disagree
  - (3) Uncertain
  - (4) Agree
  - (5) Strongly Agree
  
6. Kids need to know right from wrong using whatever it takes.
  - (1) Strongly Disagree
  - (2) Disagree

- (3) Uncertain
  - (4) Agree
  - (5) Strongly Agree
7. Putting yourself in your children's place is a good way to find out how they feel.
- (1) Strongly Disagree
  - (2) Disagree
  - (3) Uncertain
  - (4) Agree
  - (5) Strongly Agree
8. Boys need to learn to keep their feelings to themselves.
- (1) Strongly Disagree
  - (2) Disagree
  - (3) Uncertain
  - (4) Agree
  - (5) Strongly Agree
9. Girls raised by fathers turn out to be "tomboys."
- (1) Strongly Disagree
  - (2) Disagree
  - (3) Uncertain
  - (4) Agree
  - (5) Strongly Agree
10. The Dad's major role in the family is as the provider.
- (1) Strongly Disagree
  - (2) Disagree
  - (3) Uncertain
  - (4) Agree
  - (5) Strongly Agree
11. Men and women grieve differently.
- (1) Strongly Disagree
  - (2) Disagree
  - (3) Uncertain
  - (4) Agree
  - (5) Strongly Agree
12. Spirituality and masculinity do not mix well.
- (1) Strongly Disagree

- (2) Disagree
- (3) Uncertain
- (4) Agree
- (5) Strongly Agree

13. Women handle stress differently than do men.

- (1) Strongly Disagree
- (2) Disagree
- (3) Uncertain
- (4) Agree
- (5) Strongly Agree

14. Being a man following traditional gender roles.

- (1) Strongly Disagree
- (2) Disagree
- (3) Uncertain
- (4) Agree
- (5) Strongly Agree

15. Hitting a punching bag or pillow is a good way to express anger.

- (1) Strongly Disagree
- (2) Disagree
- (3) Uncertain
- (4) Agree
- (5) Strongly Agree

16. Men are raised to keep their problems to themselves.

- (1) Strongly Disagree
- (2) Disagree
- (3) Uncertain
- (4) Agree
- (5) Strongly Agree

17. Fathering is more important than mothering.

- (1) Strongly Disagree
- (2) Disagree
- (3) Uncertain
- (4) Agree
- (5) Strongly Agree

18. Men are better off being married.

- (1) Strongly Disagree
- (2) Disagree
- (3) Uncertain
- (4) Agree
- (5) Strongly Agree

19. Harsh punishments help children know that Dads “mean business.”

- (1) Strongly Disagree
- (2) Disagree
- (3) Uncertain
- (4) Agree
- (5) Strongly Agree

20. Dads are better than mothers at disciplining children.

- (1) Strongly Disagree
- (2) Disagree
- (3) Uncertain
- (4) Agree
- (5) Strongly Agree

21. Fathers need to be the head of the household.

- (1) Strongly Disagree
- (2) Disagree
- (3) Uncertain
- (4) Agree
- (5) Strongly Agree

22. It’s wrong for men to express their feelings in public.

- (1) Strongly Disagree
- (2) Disagree
- (3) Uncertain
- (4) Agree
- (5) Strongly Agree

23. Dads need to push their children to do more.

- (1) Strongly Disagree
- (2) Disagree
- (3) Uncertain
- (4) Agree
- (5) Strongly Agree

24. A spiritual family is one that feels membership for all its members.
- (1) Strongly Disagree
  - (2) Disagree
  - (3) Uncertain
  - (4) Agree
  - (5) Strongly Agree
25. Dads who are soft on discipline raise spoiled kids.
- (1) Strongly Disagree
  - (2) Disagree
  - (3) Uncertain
  - (4) Agree
  - (5) Strongly Agree
26. What parents expect from their children plays a big role in developing children's self-worth.
- (1) Strongly Disagree
  - (2) Disagree
  - (3) Uncertain
  - (4) Agree
  - (5) Strongly Agree
27. Females should have different careers than males.
- (1) Strongly Disagree
  - (2) Disagree
  - (3) Uncertain
  - (4) Agree
  - (5) Strongly Agree
28. Feelings tell us something about an experience.
- (1) Strongly Disagree
  - (2) Disagree
  - (3) Uncertain
  - (4) Agree
  - (5) Strongly Agree
29. Praising yourself in front of your children is a good way to model self-worth.
- (1) Strongly Disagree
  - (2) Disagree
  - (3) Uncertain

- (4) Agree
- (5) Strongly Agree

30. Talking to someone about your anger is a waste of time.

- (1) Strongly Disagree
- (2) Disagree
- (3) Uncertain
- (4) Agree
- (5) Strongly Agree

31. Moms and Dads – because they come from different backgrounds – should expect to raise their children differently.

- (1) Strongly Disagree
- (2) Disagree
- (3) Uncertain
- (4) Agree
- (5) Strongly Agree

32. A son is better off being raised by his father than by his mother.

- (1) Strongly Disagree
- (2) Disagree
- (3) Uncertain
- (4) Agree
- (5) Strongly Agree

33. There is no such thing as an “ideal” father.

- (1) Strongly Disagree
- (2) Disagree
- (3) Uncertain
- (4) Agree
- (5) Strongly Agree

34. Fathers can't do as good a job raising children as mothers.

- (1) Strongly Disagree
- (2) Disagree
- (3) Uncertain
- (4) Agree
- (5) Strongly Agree

35. Real men don't cry.
- (1) Strongly Disagree
  - (2) Disagree
  - (3) Uncertain
  - (4) Agree
  - (5) Strongly Agree
36. Men need to be strong no matter what happens.
- (1) Strongly Disagree
  - (2) Disagree
  - (3) Uncertain
  - (4) Agree
  - (5) Strongly Agree
37. Men should be able to "take a licking and keep on ticking."
- (1) Strongly Disagree
  - (2) Disagree
  - (3) Uncertain
  - (4) Agree
  - (5) Strongly Agree
38. Culture plays an important role in fathering.
- (1) Strongly Disagree
  - (2) Disagree
  - (3) Uncertain
  - (4) Agree
  - (5) Strongly Agree
39. There are clear differences between the roles of a mother and a father.
- (1) Strongly Disagree
  - (2) Disagree
  - (3) Uncertain
  - (4) Agree
  - (5) Strongly Agree
40. Men don't need to go to the doctor as often as do women.
- (1) Strongly Disagree
  - (2) Disagree
  - (3) Uncertain
  - (4) Agree
  - (5) Strongly Agree



41. Work should be more important for men than family.
- (1) Strongly Disagree
  - (2) Disagree
  - (3) Uncertain
  - (4) Agree
  - (5) Strongly Agree
42. It's okay to keep feelings inside.
- (1) Strongly Disagree
  - (2) Disagree
  - (3) Uncertain
  - (4) Agree
  - (5) Strongly Agree
43. Fathers who "lay down the law" get the respect of their children.
- (1) Strongly Disagree
  - (2) Disagree
  - (3) Uncertain
  - (4) Agree
  - (5) Strongly Agree
44. Balancing work and family is more important for women than for men.
- (1) Strongly Disagree
  - (2) Disagree
  - (3) Uncertain
  - (4) Agree
  - (5) Strongly Agree
45. Certain feelings are good; certain feelings are bad.
- (1) Strongly Disagree
  - (2) Disagree
  - (3) Uncertain
  - (4) Agree
  - (5) Strongly Agree
46. Fathers work; mothers take care of children. It's that simple.
- (1) Strongly Disagree
  - (2) Disagree
  - (3) Uncertain
  - (4) Agree
  - (5) Strongly Agree

47. Children should participate in making family rules.
- (1) Strongly Disagree
  - (2) Disagree
  - (3) Uncertain
  - (4) Agree
  - (5) Strongly Agree
48. Dads are more important role models for children than are moms.
- (1) Strongly Disagree
  - (2) Disagree
  - (3) Uncertain
  - (4) Agree
  - (5) Strongly Agree
49. Being a man has nothing to do with being spiritual.
- (1) Strongly Disagree
  - (2) Disagree
  - (3) Uncertain
  - (4) Agree
  - (5) Strongly Agree
50. The way parents raise their children has more to do with how their children turn out than does their children's nature (style or temperament).
- (1) Strongly Disagree
  - (2) Disagree
  - (3) Uncertain
  - (4) Agree
  - (5) Strongly Agree

NOTE: The 24/7 Dad program and assessment tools were created by the National Fatherhood Initiative (<http://www.fatherhood.org/>).

**APPENDIX B**

**Table 8**

**Cross Tabulation Results Comparing Pre- and Post-test of Fathering Skills Survey only for Participants with Complete Data (N = 48)**

Pre-Test	Post-Test Parenting Knowledge				$\chi^2$	<i>p</i>
	Incorrect		Correct			
	<i>n</i>	%	<i>n</i>	%		
Question 1					14.09	.000
Incorrect	11	57.9	8	42.1		
Correct	3	9.4	29	90.6		
Question 2					7.55	.006
Incorrect	8	42.1	11	57.9		
Correct	3	9.4	29	90.6		
Question 3					3.48	.062
Incorrect	3	23.1	10	76.9		
Correct	2	5.3	36	94.7		
Question 4					8.40	.004
Incorrect	10	50.0	10	50.0		
Correct	4	12.9	27	87.1		
Question 5					7.03	.008
Incorrect	4	66.7	2	33.3		
Correct	8	17.8	37	82.2		
Question 6					3.92	.048
Incorrect	7	35.0	13	65.0		
Correct	3	9.7	28	90.3		
Question 7					11.31	.001
Incorrect	7	50.0	7	50.0		
Correct	3	8.1	34	91.9		

*(Table continues)*

Table 8 (continued)

Pre-Test	Post-Test Parenting Knowledge				$\chi^2$	<i>p</i>
	Incorrect		Correct			
	<i>n</i>	%	<i>n</i>	%		
Question 8					2.31	.128
Incorrect	1	16.7	6	83.3		
Correct	1	2.4	43	97.6		
Question 9					13.36	.000
Incorrect	4	50.0	4	50.0		
Correct	2	4.7	41	95.3		
Question 10					9.18	.002
Incorrect	6	40.0	9	60.0		
Correct	2	5.7	33	94.3		
Question 11					1.07	.302
Incorrect	7	18.9	30	81.1		
Correct	1	7.1	13	92.9		
Question 12					9.50	.002
Incorrect	6	40.0	9	60.0		
Correct	2	5.6	34	94.4		
Question 13					4.96	.026
Incorrect	10	62.5	6	37.5		
Correct	10	29.4	24	70.6		
Question 14					11.14	.001
Incorrect	11	52.4	10	47.6		
Correct	3	10.0	27	90.0		
Question 15					4.33	.037
Incorrect	5	35.7	9	64.3		
Correct	4	10.8	33	89.2		

(Table continues)

Table 8 (continued)

Pre-Test	Post-Test Parenting Knowledge				$\chi^2$	<i>p</i>
	Incorrect		Correct			
	<i>n</i>	%	<i>n</i>	%		
Question 16					16.15	.000
Incorrect	5	55.6	4	44.4		
Correct	2	4.8	40	95.2		
Question 17					14.07	.000
Incorrect	15	62.5	9	37.5		
Correct	3	11.5	23	88.5		
Question 18					7.25	.007
Incorrect	4	40.0	6	60.0		
Correct	3	7.3	38	92.7		
Question 19					12.52	.000
Incorrect	12	60.0	8	40.0		
Correct	4	12.9	27	87.1		
Question 20					7.25	.007
Incorrect	4	40.0	6	60.0		
Correct	3	7.3	38	92.7		
Question 21					5.99	.014
Incorrect	13	52.0	12	48.0		
Correct	5	19.2	21	80.8		
Question 22					2.65	.104
Incorrect	10	37.0	17	63.0		
Correct	4	16.7	20	83.3		
Question 23					11.92	.001
Incorrect	5	45.5	6	54.5		
Correct	2	5.0	38	95.0		
Question 24					21.99	.000
Incorrect	9	60.0	6	40.0		
Correct	1	2.8	35	97.2		

Note. \**p* < .05. \*\**p* < .01. \*\*\**p* < .001.

**Table 9****Mean Scores on the Pre- and Post-Test for Fathering Skills Survey for all Participants at Each Time Point**

Variables	Pre-Test (Mean) ( <i>N</i> = 132)	Post-Test (Mean) ( <i>N</i> = 48)	Post Minus Pre-Test Score
Question 1	0.70	0.73	0.03
Question 2	0.70	0.78	0.08
Question 3	0.71	0.90	0.19
Question 4	0.61	0.73	0.12
Question 5	0.84	0.76	-0.08
Question 6	0.63	0.80	0.17
Question 7	0.78	0.80	0.02
Question 8	0.83	0.96	0.13
Question 9	0.81	0.88	0.07
Question 10	0.70	0.84	0.14
Question 11	0.30	0.84	0.54
Question 12	0.78	0.84	0.06
Question 13	0.72	0.60	-0.12
Question 14	0.62	0.73	0.11
Question 15	0.79	0.82	0.03
Question 16	0.86	0.86	0.00
Question 17	0.60	0.64	0.04
Question 18	0.82	0.86	0.04
Question 19	0.63	0.69	0.06
Question 20	0.78	0.86	0.08
Question 21	0.52	0.65	0.13
Question 22	0.47	0.73	0.26
Question 23	0.74	0.86	0.12
Question 24	0.72	0.80	0.08

**Table 10****Mean Scores on the Pre- and Post-Test for the Fathering Inventory (50 Items) for all Participants**

Variables	Pre-Test (Mean) (N = 132)	Post-Test (Mean) (N = 48)	Post Minus Pre- Test Score
Question 1	4.51	4.56	0.05
Question 2	2.74	2.31	-0.43
Question 3	3.66	3.83	0.17
Question 4	3.09	3.52	0.43
Question 5	3.61	3.88	0.27
Question 6	3.41	3.31	-0.10
Question 7	4.05	4.19	0.14
Question 8	4.24	4.37	0.13
Question 9	4.03	3.96	-0.07
Question 10	2.66	2.60	-0.06
Question 11	3.84	4.13	0.29
Question 12	3.78	3.69	-0.09
Question 13	3.91	4.13	0.22
Question 14	3.28	2.90	-0.38
Question 15	3.06	2.79	-0.27
Question 16	2.98	3.29	0.31
Question 17	4.11	4.15	0.04
Question 18	2.61	3.04	0.43
Question 19	3.90	3.90	0.00
Question 20	3.54	3.42	-0.12
Question 21	3.02	3.04	0.02
Question 22	3.70	3.75	0.05
Question 23	3.03	2.79	-0.24
Question 24	3.49	3.98	0.49

*(Table Continues)*



Table 10 (continued)

Variables	Pre-Test (Mean) (N = 132)	Post-Test (Mean) (N = 48)	Post Minus Pre- Test Score
Question 25	2.62	2.90	0.28
Question 26	3.87	4.17	0.30
Question 27	4.02	3.79	-0.23
Question 28	3.95	3.92	-0.03
Question 29	3.26	3.90	0.64
Question 30	4.21	4.25	0.04
Question 31	3.38	3.33	-0.05
Question 32	3.82	4.02	0.20
Question 33	2.79	2.69	-0.01
Question 34	3.92	3.85	-0.07
Question 35	4.10	4.27	0.17
Question 36	2.55	2.46	-0.09
Question 37	2.80	3.08	0.28
Question 38	3.66	3.96	0.30
Question 39	3.69	3.71	0.02
Question 40	3.55	3.90	0.35
Question 41	4.16	4.29	0.13
Question 42	3.63	3.85	0.22
Question 43	3.37	3.40	0.03
Question 44	3.91	4.06	0.15
Question 45	2.27	2.52	0.25
Question 46	4.07	4.00	-0.07
Question 47	3.66	3.98	0.32
Question 48	3.96	4.06	0.10
Question 49	2.82	3.33	0.51
Question 50	2.63	2.77	0.14

**Table 11**

**Mean Scores on the Pre- and Post-Test for Fathering Skills Survey only for Participants with Complete Data ( $N = 48$ )**

Variables	Pre-Test (Mean)	Post-Test (Mean)	Post Minus Pre-Test Score
Question 1	0.65	0.73	0.08
Question 2	0.65	0.77	0.12
Question 3	0.71	0.89	0.18
Question 4	0.60	0.75	0.15
Question 5	0.90	0.73	-0.17
Question 6	0.56	0.80	0.24
Question 7	0.73	0.77	0.04
Question 8	0.87	0.95	0.08
Question 9	0.81	0.86	0.05
Question 10	0.69	0.81	0.12
Question 11	0.25	0.84	0.59
Question 12	0.71	0.84	0.13
Question 13	0.62	0.58	-0.04
Question 14	0.56	0.68	0.12
Question 15	0.69	0.80	0.11
Question 16	0.81	0.86	0.05
Question 17	0.52	0.63	0.11

*(Table continues)*

Table 11 (*continued*)

Variables	Pre-Test (Mean)	Post-Test (Mean)	Post Minus Pre-Test Score
Question 18	0.75	0.84	0.09
Question 19	0.58	0.70	0.12
Question 20	0.79	0.86	0.07
Question 21	0.50	0.66	0.16
Question 22	0.44	0.73	0.29
Question 23	0.77	0.84	0.07
Question 24	0.65	0.80	0.15

**Table 12**

**Mean Scores on the Pre- and Post-Test for the Fathering Inventory (50 Items) only for Participants with Complete Data (N = 48)**

Variables	Pre-Test (Mean)	Post-Test (Mean)	Post Minus Pre- Test Score
Question 1	4.42	4.56	0.14
Question 2	2.88	2.31	-0.57
Question 3	3.93	3.83	-0.10
Question 4	3.10	3.52	0.42
Question 5	3.33	3.88	0.55
Question 6	3.46	3.31	-0.15
Question 7	4.00	4.19	0.19
Question 8	4.40	4.37	-0.03
Question 9	4.06	3.96	-0.10
Question 10	2.54	2.60	0.06
Question 11	3.81	4.13	0.32
Question 12	3.83	3.69	-0.14
Question 13	3.85	4.13	0.28
Question 14	3.21	2.90	-0.31
Question 15	3.19	2.79	-0.40
Question 16	2.92	3.29	0.37
Question 17	4.17	4.15	-0.02
Question 18	2.69	3.04	0.35
Question 19	4.04	3.90	-0.14
Question 20	3.73	3.42	-0.31
Question 21	3.06	3.04	-0.02
Question 22	3.77	3.75	-0.02
Question 23	3.21	2.79	-0.42
Question 24	3.17	3.98	0.81

*(Table continues)*

Table 12 (*continued*)

Question 25	2.79	2.90	0.11
Question 26	3.72	4.17	0.45
Question 27	3.88	3.79	-0.09
Question 28	3.96	3.92	-0.04
Question 29	3.33	3.90	0.57
Question 30	4.27	4.25	-0.02
Question 31	3.37	3.33	-0.04
Question 32	3.87	4.02	0.15
Question 33	2.69	2.69	0.00
Question 34	3.85	3.85	0.00
Question 35	4.17	4.27	0.10
Question 36	2.50	2.46	-0.04
Question 37	2.98	3.08	0.10
Question 38	3.71	3.96	0.25
Question 39	3.58	3.71	0.13
Question 40	3.58	3.90	0.32
Question 41	4.19	4.29	0.10
Question 42	3.63	3.85	0.22
Question 43	3.35	3.40	0.05
Question 44	3.88	4.06	0.18
Question 45	2.42	2.52	0.10
Question 46	4.08	4.00	-0.08
Question 47	3.71	3.98	0.27
Question 48	3.90	4.06	0.16
Question 49	3.00	3.33	0.33
Question 50	2.81	2.77	-0.04

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