

The Family Tree

Annual Report for FY2006

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Executive Summary

The Family Tree provides family education, support services, and community services designed to improve parenting and the well-being of children. This report provides FY2006 participation and outcome results for five of its programs and services. The Positive Parenting Program (PPP) provides parent education for families who are experiencing stress in five jurisdictions within the Baltimore metropolitan region and Prince George's County. The Family Preservation Services are provided to families in Baltimore City, Harford County and Prince George's County whose children are in imminent risk of out-of-home placement. The Fatherhood Services provide aid to custodial and non-custodial fathers in Howard County to improve their parenting and advance their personal growth. Family Life Workshops cover a wide range of topics of interest to parents and caregivers to help them improve their parenting skills and use appropriate community resources. Professional Development Workshops provide technical assistance and training to community professionals who work with children to improve their skills and increase their awareness of child maltreatment. The Positive Parenting Program had specific outcome targets that are summarized below, along with outcomes from the other services.

Positive Parenting Program

- 601 parents began the PPP and 302 completed post-program forms, the second most in eight years;
- Below average parenting skills in 5 areas, particularly for those who dropped out;
- 90% improved skills in one of five areas; 47% improved in three (*target met*);
- 71%-74% scored average or above at program end in two areas (*2 of 5 targets met*);
- 31% had ten or more community contacts at end of the program (*target met*);
- 60% improved self-esteem during the program (*target met*);
- Almost all were satisfied with all aspects of the program; more strongly with staff abilities than with their own abilities.

Family Preservation Services

- 160 families served;
- 22% of parents at intake had moderate/severe risk of depression and scored below average in all 5 parenting skill areas; 70% of children scored below average on interpersonal assets;
- Families with child well-being problems declined from 47% to 34% in four weeks;
- Families with parent capability problems declined from 46% to 39% in four weeks;
- Families with interaction problems declined from 40% to 30% in four weeks;
- Families with environmental problems declined from 33% to 25% in four weeks.

Fatherhood Services

- 22 fathers started, about the same as in the previous four years;
- 4% had moderate/severe risk of depression at the start of the program;
- Below average parenting skills in 2-3 of 5 areas, particularly among the 7 who dropped out;
- 75% of those completing the program improved parenting skills in all five areas;

- 57% improved their self-esteem during the program.

Family Life Workshops

- 26 workshops involving 247 parents, over double those in any previous year;
- 70% strongly agreed they learned a new skill they would try;
- 90% rated content and facilitation as very good or excellent.

Professional Development Workshops

- 6 workshops on abuse/neglect and parenting under stress, involving 48 evaluations;
- 90% agreed or strongly agreed the workshops helped in knowing community resources;
- 80% agreed they learned a new skill they would try;
- 80% rated content and facilitation as very good or excellent.

Recommendations

- Investigate ways to reduce PPP and Fatherhood Service dropouts, which is particularly high among those with low incomes;
- Review PPP curriculum to make it more meaningful to those with the least education;
- Identify criteria for judging whether Family Preservation goals are achieved and compare to what is measured by the NCFAS;
- Identify suitable outcome targets for Family Preservation Services and Fatherhood Services now that outcome indicators have been measured;
- Drop the second administration in the Fatherhood Services of several tests unless pretest results identify a number of men at risk.

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Introduction

The Family Tree provided a number of programs and services in fiscal year 2006 (July 2005 to June 2006). They fall into two general areas: 1) family education/support services and community services. These are shown in the matrices on the next two pages. The Family Tree began outcome evaluation of its programs in January 1997. This report provides FY2006 outcome results for four family education and support services, and one community service. The Positive Parenting Program provides parent education for families who are experiencing stress in five jurisdictions within the Baltimore metropolitan region and Prince George's County. The Family Preservation Services are provided to families in Baltimore City, Harford County and Prince George's County whose children are in imminent risk of out-of-home placement. The Fatherhood Services provide aid to custodial and non-custodial fathers in Howard County to improve their parenting and advance their personal growth. Family Life Workshops cover a wide range of topics of interest to parents and caregivers to help them improve their parenting skills and use appropriate community resources. The Professional Development Workshops provide technical assistance and training to community professionals who work with children to improve their skills and increase their awareness of child maltreatment.

This report provides a section for each of the programs and services that measured outcomes. Each section describes the characteristics of the participants who completed program forms, discusses the risks that were assessed at the start of the program or service, and documents outcome results for the participants. Some programs have several different indicators of success, and target levels for evaluating if the expected success was achieved. These targets were set using information from previous years. Appendix A describes the instruments used to assess risks to effective parenting and to measure the change in those risks over the course of the program or service. This appendix also provides details on the methods used. Appendix B provides time trends for selected participant characteristics and outcomes over the years they have been consistently measured.

Program evaluation is an ongoing process designed to enhance programs. This report provides some recommendations that could enhance the positive impact The Family Tree is having through its programs. They are presented to assist The Family Tree in its process to incorporate evaluation as an ongoing process for program and service enhancement.



**PROGRAMS AND SERVICES
FY 2006 CAPACITY**

Family Education and Support Services

Builds competency of the family units and their members. Referrals: Mandated, family and community sources

NAME	PROGRAM TYPE	TARGET POPULATION	PROGRAM RESULTS	PROGRAM CAPACITY	SERVICE AREA
PARENTING EDUCATION					
POSITIVE PARENTING PROGRAM	Parent Education	<ul style="list-style-type: none"> Any family with children experiencing stress 	<ul style="list-style-type: none"> Improve parenting techniques Advance personal growth goals Enhance self awareness Provide a safe and nurturing environment 	<ul style="list-style-type: none"> 700 families 	Anne Arundel, Baltimore, Harford, Howard, Prince George's counties and Baltimore City
FAMILY LIFE WORKSHOPS AND GROUPS	Family Life Workshops	<ul style="list-style-type: none"> Any parent or caregiver 	<ul style="list-style-type: none"> Increase parenting skills Increase use of appropriate community resources 	<ul style="list-style-type: none"> 350 families 	Anne Arundel, Baltimore, Harford, Howard and Prince George's counties and Baltimore City
HOME VISITING SERVICES					
FAMILY PRESERVATION SERVICES	Prevent Out of Home Placement	<ul style="list-style-type: none"> Children in imminent risk at out-of-home placement 	<ul style="list-style-type: none"> Increase use of resources Improve parenting techniques Reduce risk behaviors Children remain/return at home 	<ul style="list-style-type: none"> 175 families 150 families 30 families 	Baltimore City Prince George's County Harford County
PATH (Parent Assistance In The Home)	Parent Behavior Coaching – In Home	<ul style="list-style-type: none"> Any family with children experiencing stress Teen Parents Non-Custodial Parents 	<ul style="list-style-type: none"> Increase use of resources Improve parenting techniques Advance goals for personal growth and development Enhance self awareness Reduce risk behaviors 	<ul style="list-style-type: none"> 120 families 	Baltimore and Prince George's counties and Baltimore City
CHILDREN AND YOUTH SERVICES					
YOUTH PLACE AT SOUTHWESTERN HIGH SCHOOL	Out of School/After-school	<ul style="list-style-type: none"> Teens ages 14-16 	<ul style="list-style-type: none"> Reduce adolescent high risk behaviors Increase student resiliency Increase parent involvement Improve student achievement 	<ul style="list-style-type: none"> 100 youth 	Southwestern High School catchment area, Baltimore City
CHILDREN'S PROGRAM	Companion Children's Programs	<ul style="list-style-type: none"> Children whose parents participate in agency site based programs 	<ul style="list-style-type: none"> Improve social skills Reduce risk behaviors 	<ul style="list-style-type: none"> 80 children 	Statewide
FAMILY REUNIFICATION SERVICES					
FATHERHOOD SERVICES	Gender-based Program	<ul style="list-style-type: none"> Fathers – Custodial and non-custodial 	<ul style="list-style-type: none"> Improve parenting techniques Advance personal growth Improve parent/child bonding 	<ul style="list-style-type: none"> 50 Fathers and their children 	Howard County



**PROGRAMS AND SERVICES
FY 2006 CAPACITY**

Community Services

*Builds education, awareness about child abuse & neglect, general family support and linkages to resources.
Source of referrals: public relations to mass audience, corporate, community, some judicial referrals*

NAME	PROGRAM TYPE	TARGET POPULATION	PROGRAM RESULTS	PROGRAM CAPACITY	SERVICE AREA
FAMILY STRESSLINE	Crisis Management	<ul style="list-style-type: none"> ▪ Any family with children experiencing stress 	CALL LINES <ul style="list-style-type: none"> ▪ Increase participation in family support programs ▪ Increase safe care giving environments for children 	<ul style="list-style-type: none"> ▪ 7,200 calls 	Statewide
ANNE ARUNDEL COUNTY TOT'S LINE	Early Childhood Development	<ul style="list-style-type: none"> ▪ Parents and caregivers of infants to 5 years old 	<ul style="list-style-type: none"> ▪ Parent and Care Giver support ▪ Improve parenting techniques ▪ Reduce incidence of child abuse and neglect ▪ Increase use of resources 	<ul style="list-style-type: none"> ▪ 720 calls 	Anne Arundel County
SUPPORT GROUPS					
PARENTS ANONYMOUS® PROGRAM	Support Group	<ul style="list-style-type: none"> ▪ Any family with children experiencing stress 	<ul style="list-style-type: none"> ▪ Provide mutual parent support ▪ Develop parent leadership skills 	<ul style="list-style-type: none"> ▪ 300 caregivers 	Statewide
PUBLIC AWARENESS SERVICES					
COMMUNITY EDUCATION AND TRAINING	Technical Assistance and Training	<ul style="list-style-type: none"> ▪ Parents ▪ Professionals (Community and Public) who work with children and/or parents ▪ Volunteers 	<ul style="list-style-type: none"> ▪ Improve skills and techniques of professionals and volunteers who work with children ▪ Increase awareness regarding the impact of child maltreatment 	<ul style="list-style-type: none"> ▪ 600 individuals 	Statewide

Positive Parenting Program (PPP)

Participation

The Positive Parenting Program served 601 parents in FY2006, and 302 of them completed the 12-week program and its post-program surveys. (See **Figure 2.**) More parents completed the program in FY2006 than in any previous year except FY2003, when Anne Arundel County participated in the program. The percent who completed post-program surveys (50%), however, was the lowest in eight years, and substantially lower than the 62% in FY2005 who completed the program and its post-program surveys.

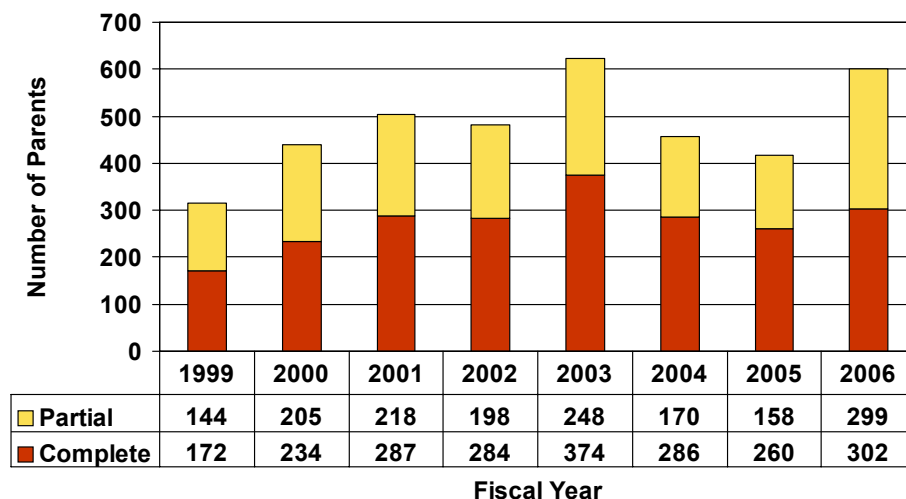


Figure 2. Number in Positive Parenting Program, by Year

Participants in FY2006 were most likely to be single African American mothers averaging 33 years old, who lived in Baltimore City with an annual income less than \$10,000, with a least one child placed out of the home and court-ordered to the program. Gender, age and race were recorded for almost all adult participants, while most other characteristics were recorded for about three-fourths. The following distributions are based on those with known characteristics, the number of whom are shown in parentheses (*n*=).

Gender (*n*=601)

- 69% female
- 31% male

Age (*n*=600)

- 21% under 25 years
- 36% 25 to 34 years
- 29% 35 to 44 years
- 14% 45 years and older

Race (*n*=593)

- 63% African American
- 29% Caucasian
- 8% Other

Marital Status (*n*=540)

- 61% single
- 27% married
- 12% divorced, widowed

Referral (*n*=459)

- 64% court ordered
- 28% agency referral
- 9% self referral

Education (*n*=459)

- 31% not high school grad
- 37% high school grad
- 9% completed GED
- 23% attended college

Health Insurance (*n*=448)

- 36% not insured
- 15% medicaid
- 34% private
- 16% other

Income (*n*=437)

- 57% under \$10,000
- 12% \$10,000-\$18,999
- 11% \$19,000-\$25,999
- 11% \$26,000-\$40,999
- 9% \$41,000 and over

Relation to Child (*n*=507)

- 96% biological parent

The 514 participants in FY2006 for whom information on children was available had 1029

children with an average age of 8 years. These children were evenly distributed over the age range of 0 to 17 years of age. Over half (58%) of the participants had at least one child placed outside the home, and at least one-fifth (21%) had a child with special needs. Special needs might even be higher, as 29% of the 378 participants with specific recording of child special needs had a child that met the definition.

Some characteristics of participants have remained fairly constant over the past eight years: age, gender, marital status, education, court orders, and out-of-home placement. (See **Appendix Table B1.**) Other characteristics of participants changed substantially about FY2003. Baltimore City residence and the proportion African American increased from about half prior to FY2003 to about two-thirds afterwards. The proportion with family incomes less than \$10,000 increased from 39% in FY2000 to 57% in FY2006. Over the same period of time, the proportion having a child with special needs decreased from about one-half to about one-third.

Risk Assessment

Participants in the PPP program in FY2006 took three standardized tests at the beginning and at the end of the program. The pre-test results were used to assess risks. Comparison of pre-test and post-test results were used to assess outcomes. About half of the participants completed both the pre- and post-program tests. (See **Figure 3.**) More completed the Adult Adolescent Parenting Inventory-II (AAPI-2) at both times than completed the Personal Network Matrix at both times, and more completed the Personal Network Matrix both times than completed the Rosenberg Self-esteem Scale both times. Every participant completed at least one of the three pre-tests, but ten did not take the AAPI-2 pre-test, forty-two did not take the Personal Network pre-test (six completed the post-test), and forty did not take the Rosenberg (ten completed the post-test). Change in individual scores can only be analyzed for those taking both tests.

	<i>AAPI-2</i>	<i>Personal Network</i>	<i>Rosenberg</i>
Total	601	601	601
Neither test	10	36	30
Pre-test only	288	279	288
Post-test only	0	6	10
Pre- and post-tests	303	280	273

Figure 3. Number of PPP Participants, by Test Type and Status

Risk Area 1: Self-Awareness

The scores on Rosenberg Self-esteem Scale range from 10 to 40, with a low score representing high self-esteem and a high score representing problems in self-esteem. PPP participants had an average score of 17.1 at the beginning of the program. This score was slightly lower than the 18.0 beginning score in FY2005, continuing a trend since FY1999 of increasing self-esteem among the parents entering the program.

Risk Area 2: Parenting Skills

The Adult/Adolescent Parenting Inventory-II (AAPI-2) has five scales that can range from 1 to 10. A score of 5 or 6 is considered average, a score of 1-4 is below average, and a score of 7-10 is above average. PPP participants had below average developmental expectations of their children at the time they started the program. Those who did not complete the post-program surveys (mainly due to dropping out) had an average baseline score of 4.4, while those who later completed the post-program surveys had an average baseline score of 4.8. (See Figure 4.)

Those who dropped out of the program had pre-program scores below average in all five areas. Those who stayed with the program had below average baseline scores in three of the five areas. The two groups had about the same scores in discipline, but in the other four areas, those who stayed with the program started with significantly higher scores than those who dropped out. (See Outcomes section for discussion of pre-post change.)

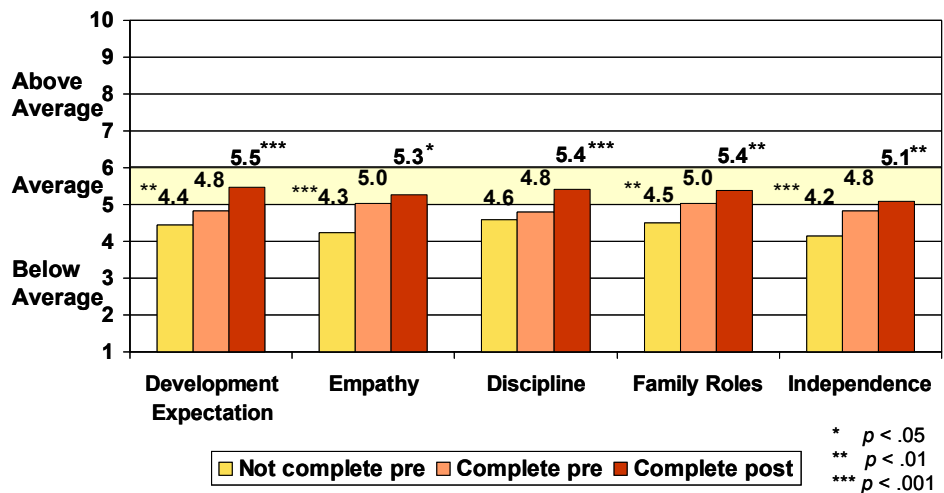


Figure 4. Average Pre- and Post-PPP Scores on Parenting Skills

Risk Area 3: Community Connections

The Personal Network Matrix counts the number of contacts people had in the prior month with two types of people: 1) family and friends and 2) social and community resources. Since the Personal Network Matrix has been used, about 95% of PPP participants at the beginning of the program had ten or more contacts with family and friends, and about 25% had ten or more contacts with social and community resources. Those who dropped out of the program in FY2006 differed little from those who stayed in the program.

Outcomes

Outcome 1: Participants use positive parenting techniques

Measure - Adult Adolescent Parenting Inventory (AAPI-2)

Target Indicator 1.1 - 50% of participants will improve their score on the AAPI-2 from pre-to post-tests

- The average score increased significantly in all five areas;
- 42%-57% improved their scores in each of the five areas;
- 90% improved their score in at least one area; 47% improved in at least three

areas.

Target Indicator 1.2 - 70% of participants will score average or above average on the five scales of the AAPI-2

- **71%-74%** scored average or above on developmental expectations and discipline on the post-program survey;
- **58%-64%** scored average or above in the other three areas.

About half of the participants scored average or above on the parenting skills on the pre-program test.

Although those who later completed the program and post-surveys were more likely to have

average or above parenting skills than those who dropped out of the program, they still needed improvement. (See **Figure 5**.) By the end of the program, 74% scored average or above in the area of developmental expectations and 71% scored average or above in the area of expectations, reaching one of the programs target. A second target, half or more improving their scores, was also reached in these two areas. In the other three areas, however, less than half of the participants improved their scores and fewer than 70% scored average or above. From a slightly different perspective, those who completed the program significantly improved their parenting capabilities, on average, in all five areas to score in the average range on all five scales. (Refer back to **Figure 4**.)

	<i>Not Completed</i>		<i>Completed</i>	
	<i>Pre</i>	<i>Pre</i>	<i>Post</i>	<i>Improved</i>
Developmental expectations	51%	59%	74%	57%
Empathy	46%	59%	63%	43%
Discipline	49%	57%	71%	50%
Family roles	50%	62%	64%	42%
Independence	39%	55%	58%	44%

Bold indicates target met

Figure 5. Percent Who Scored Above Average at Pre- and Post-Program Survey and Percent Improved, by PPP Completion

Half or more of the participants improved their parenting skills in at least one of the five areas during each of the past four years. (See **Appendix Table B2**.) The program reached its goal in the area of discipline in three of the four years. It reached its goal in the area of independence in two of the years, and in family roles in one year. It did not reach the goal of 50% improvement in empathy in any of the four years. The program also increased average scores in the three prior years, with the exception of independence in FY2004.

Outcome 2: Participants use social and community resources

Measure - Personal Network Matrix

Target Indicator 2.1 - 30% of people will report at least 10 contacts with social and community resources within the past month

- **31%** of the participants reported at least 10 contacts with social and community resources at the end of the program

One-fourth (22%-26%) of the participants had ten or more contacts with social and community resources during the month before they began the program, and the difference between those who completed the program and those who dropped out was not statistically significant. (See **Figure 5**.)

<i>Type of Contacts</i>	<i>Not Completed</i>		
	<i>Pre</i>	<i>Pre</i>	<i>Post</i>
Social/community resources	26%	22%	31%
Friends and family	93%	96%	95%

Figure 6. Percent Who Had at Least 10 Contacts, by PPP Completion

Contacts with social and community resources increased significantly for those who remained in the program ($p < .01$), and the program exceeded its target of 30% of the participants with ten or more contacts by the end of the program. Almost everyone had ten or more contacts with family and friends during the month before they began the program, providing little opportunity for increase. The differences between those who dropped out and those who completed the program were not statistically insignificant, nor was the pre-post change for those who completed the program.

Outcome 3: Participants demonstrate and promote positive self-awareness

Measure - Rosenberg Self-Esteem Scale

Target Indicator 3.1 - 60% of participants will improve their score on the Rosenberg Self-Esteem Scale

- **60%** of participants improved their score;
- Average self-esteem significantly improved as the problem score declined from **17.4** to **15.6**.

At the beginning of the program, participants who later dropped out scored an average of 16.8 on the Rosenberg Self-Esteem Scale, and those who later completed the program scored 17.4, an insignificant difference. (See **Figure 7**.) Self-esteem improved for 60% of those who completed the program, as indicated by a decrease in the scale score, a highly significant decrease ($p < .001$). FY2006 was the first year that the target of 60% of participants improving their score was reached, although significant average improvement had occurred each year. (See **Appendix Table B2**.)

	<i>Not Completed</i>		<i>Completed</i>	
	<i>Pre</i>	<i>Pre</i>	<i>Post</i>	<i>Improved</i>
Self-Esteem	16.8	17.4	15.6	60%

Figure 7. Average Pre- and Post Self-Esteem Scores and Percent Improved, by PPP Completion

Outcome 4: Participants are satisfied with services

Method - Client Satisfaction Survey

Target 4.1 - None specified

The Positive Parenting Program received surveys from 308 parents in FY2006 about their satisfaction with the program. Almost all parents agreed with all thirteen statements on satisfaction, differing only in the strength of their agreement. (See **Figure 8**.) Factor analysis identified two underlying factors in their responses. The first factor related to staff. This factor

clearly included the four statements to which participants agreed most strongly: staff treated them with respect, staff answered their questions, staff knew their subject, and they were satisfied with the staff overall. The second factor clearly contained five statements about the participants themselves and what they learned: it taught me things I can use, I would tell

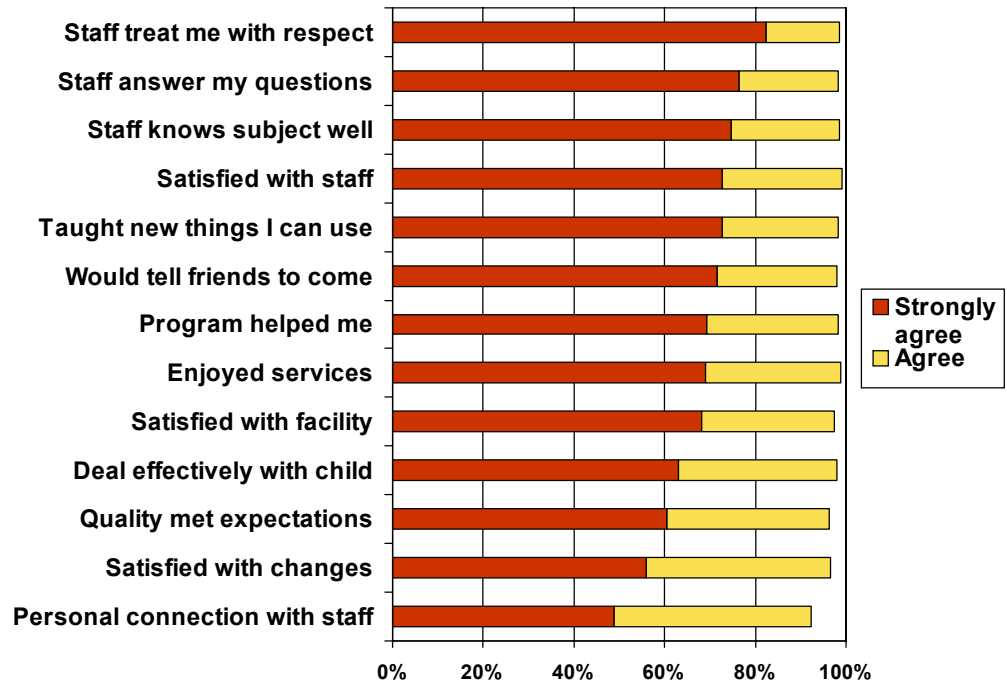


Figure 8. Percent Agreeing on PPP Client Satisfaction Survey

friends to come, the program helped me, I can now deal effectively with my children, and I am satisfied with the changes. Within this factor, there is a great distance between learning new things that can be useful and feeling satisfied with the changes they have made. The remaining four statements did not clearly relate to either staff or themselves, but loaded about equally on both. While feeling a personal connection with staff relates to staff, it also relates to them and their abilities. Parents may not feel connected with staff whom they view as having far greater knowledge and abilities than they do. Quality of service relates to staff, but expectations and enjoyment relate to the individual.

Discussion

The findings suggest that the Positive Parenting Program led to significant improvement in parenting skills, self-esteem and connection with social and community resources for the parents who completed it. However, the program did not meet all its targets in the areas of empathy, family roles and independence. Information external to the program suggests that empathy, as measured by the AAPI-2, is difficult to change, and that the Rosenberg Self-Esteem Scale is a more sensitive measure in much the same area. Since the self-esteem target was met, the program probably only missed its targets in the areas of family roles and independence. This suggests positive direction in program enhancement, since fewer targets had been made (more targets missed) than in FY2005.

The positive results for those who complete the post-program tests were tempered by the fact

that only half of those who started the program did not completed it or did not complete the post-tests. Failure to complete was higher in FY2006 than in any of the previous seven years. Those who failed to complete everything appear to need the program even more than those who successful completed everything, as they scored lower on the AAPI-2 pre-test in four of the five areas. Regression analysis found that four variables explained 12% of the probability that participants who started the program would fail to complete the program and the post-program tests. Those with family incomes less than \$10,000 per year were 16% less likely to complete post program tests than those with higher incomes. Independent of income, those in the Medicaid program were 16% less likely to complete than those with private or no health insurance. Prince George's County residents were 30% less likely to complete than participants from other jurisdictions. For each unit lower on the AAPI-2 empathy scale, people were 3.1% less likely to complete the program and its forms.

The program appeared to be effective for those who completed everything. Those who had the lowest scores on the AAPI-2 pre-test, or the highest scores on the Rosenberg pre-test, made the biggest improvements during the program. Independent of their baseline scores, participants who completed high school, either by graduation or through the GED, improved more than did participants without a high school degree or equivalency on the AAPI-2 developmental expectations and discipline scales. In addition to where they started and their education, male participants gained more than female participants in both of these areas. Controlling for their pre-test scores, African American participants gained less in the area of empathy than did participants of other races.

Recommendations

1. Investigate ways to reduce the proportion of families who do not complete the Positive Parenting Program and its post-program tests, specifically looking at ways to ameliorate the impact of low income, low empathy, and Prince George's County residence.
2. Review the curriculum to see if it can be made more meaningful to those with the least education, or promote the simultaneous involvement of low education PPP parents in literacy programs.

Family Preservation Services

Participation

The Family Preservation Services visited 160 families in FY2006, substantially more than in the previous two fiscal years, due to expansion into Baltimore City and Harford County. (See **Figure 9**.) All of the cases in FY2004 were successfully closed, 88% of the cases in FY2005, but only 82%

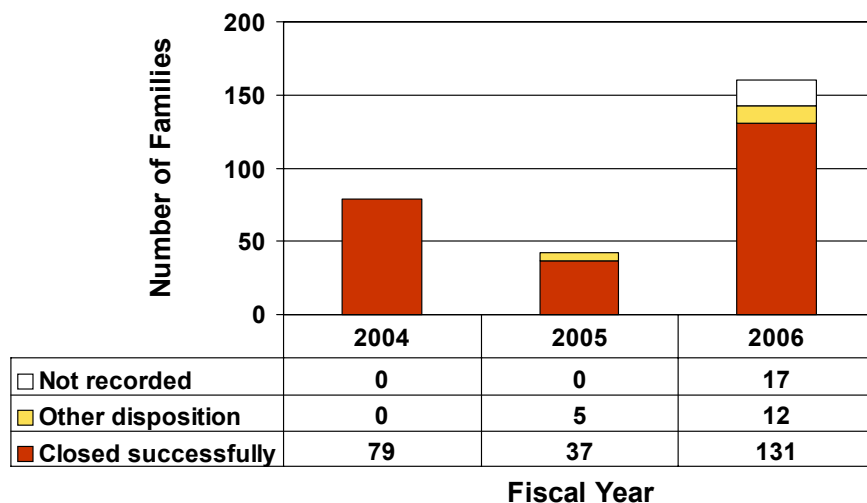


Figure 9. Number of Family Preservation Cases, by Year and Disposition

of the cases in FY2006 were recorded as successfully closed. The disposition of 17 cases, however, was not recorded. It is not likely that these cases were still active at the end of the fiscal year, as the most recent case was first visited ten weeks before the end of the fiscal year. Over the three years, 19% of the families were visited for 1-3 weeks, 63% for 4 weeks, and 18% were visited 5-8 weeks. This suggests a data collection problem.

Family Preservation families typically lived in Prince Georges's County, had a single African American women 39 years of age as its head, and had two biological children with average ages of 11.3 and 9.7 years. The Family Preservation Services operated only in Prince George's County during FY2004 and FY2005, but expanded in FY2006 to include Baltimore City and Harford County. Women headed 85% of the families, 84% of the families were African American and 70% of the family heads had never been married. Family heads in FY2006 were 2.1 years older on average than in FY2004, and 2.7 years older than family heads in FY2003. Little difference occurred in other characteristics over the years.

Jurisdiction

- 59% Prince George's
- 31% Baltimore City
- 9% Harford

Gender (n=110)

- 86% female
- 14% male

Race (n=106)

- 83% African American
- 14% Caucasian
- 3% Other

Marital Status (n=108)

- 75% single
- 21% married
- 5% divorced, widowed

Age (n=106)

- 4% under 25 years
- 27% 25 to 34 years
- 43% 35 to 44 years
- 26% 45 years and older

Relation to Child (n=109)

- 91% biological parent

Risk Assessment

Most (142) of the families were assessed using the North Carolina Family Assessment Tool (NCFAS) on the beginning visit and again on the ending visit, and this assessment

	<i>Beck</i>			<i>Personal</i>			
	<i>NCFAS</i>	<i>Depress</i>	<i>AAPI-2</i>	<i>BERS</i>	<i>Network</i>	<i>ASQ</i>	<i>Rosenberg</i>
Total	160	160	160	160	160	110	160
Neither test	12	34	42	119	147	156	32
Pre-test only	5	124	114	41	13	4	127
Post-test only	1	0	0	0	0	0	0
Pre- and post-tests	142	2	4	0	0	0	1

Figure 10. Number of Family Preservation Participants, by Test Status

can be used to measure outcomes. (See **Figure Figure 9.**) However, outcomes cannot be measured for the twelve families who were never assessed, the five families who were assessed only on the beginning visit, and the one family who was assessed only on the final visit. All of the other tests were administered only at the start of the program, and can therefore be used only to assess risks.

Risk Area 1: Self-Awareness and Depression

On the Beck Depression Inventory-II, 59% of the family heads had scores that indicated no or minimal depression, 19% had mild depression, 14% had moderate and 9% had severe depression. The 22% with moderate or severe depression was not significantly lower than the 24% in FY2005, but was significantly lower than the 34% in FY2004. (See **Appendix Table B3.**)

Risk Area 2: Parenting Skills

The Adult/Adolescent Parenting Inventory-II (AAPI-2) administered as the families entered Family Preservation Services found that family heads had below average parenting skills. (See **Figure 11.**) Skills were highest in the area of family roles (4.6), but this was still below the average range of 5.0-6.0. Only

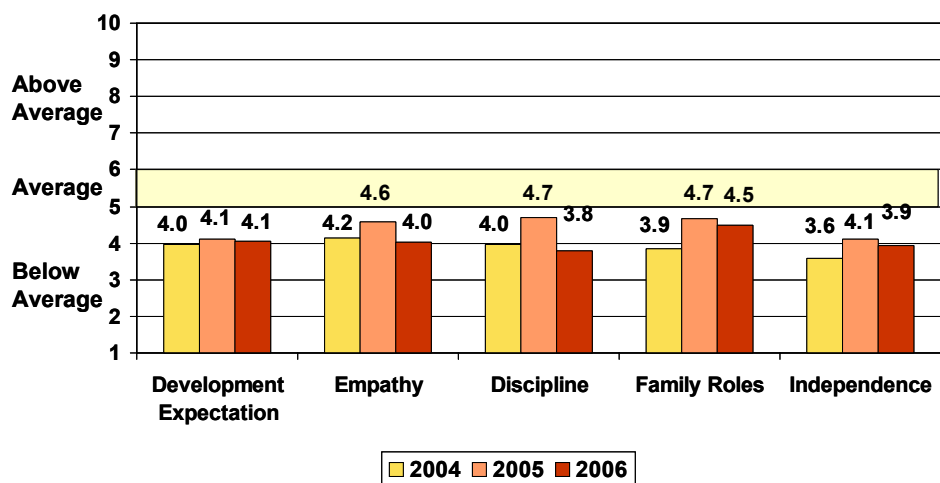


Figure 11. Pre-Family Preservation Parenting Skills (AAPI-2), by Year

in the area of discipline did families in FY2006 have significantly greater risks than FY2005 families had.

Risk Area 3: Community Connections

The Personal Network Matrix was administered to only 13 family heads in FY2006 as they began Family Preservation Services. Two of these (15%) indicated that they had fewer than ten contacts with social and community resources in the previous months. This compares with 40% of the larger number of family heads that had been administered the test in FY2004 and FY2005.

Risk Area 4: Family Functioning

As measured by the NCFAS, almost half of the families had problems with the children’s well-being (48%) and the parents’ capabilities (46%). One-third or more had problems with the family interactions (40%) and the home environmental (33%). About one-fourth (22%) had family safety problems. Child well-being appear to have increased from FY2004 to FY2006, while the other areas showed no pattern of change. (See **Appendix Table B3.**) The NCFAS was also administered at the time of discharge, and is discussed in the outcome’s section.

Risk Area 5: Child Development

Family and staff used the Behavior and Emotional Rating Scale (BERS) to evaluate the strengths and assets of 41 children six and over in five areas. About three-fourths (71%) of the children and youth rated below average on interpersonal strengths related to their behavior and emotions. (See **Figure 12.**) Half of those evaluated were

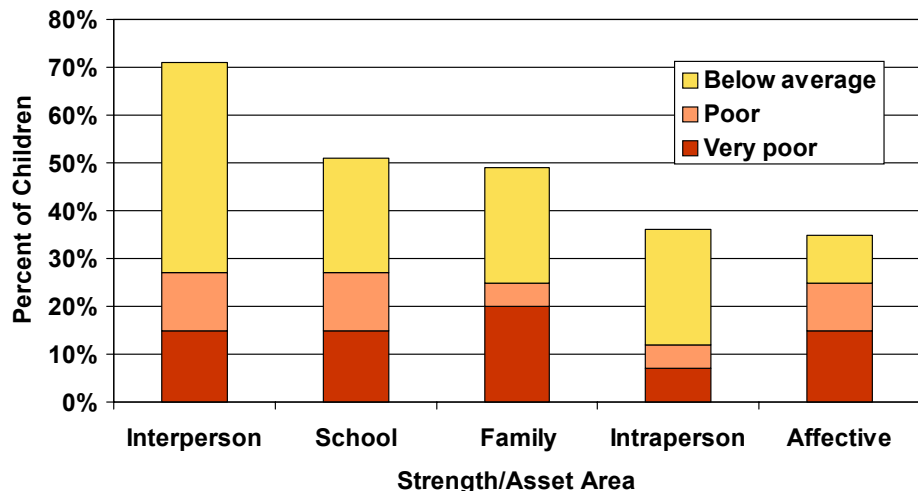


Figure 12. Percent of Children with Weakness in BERS Asset Areas

Half of those evaluated were below average on their school (51%) and family functioning (49%). One-third rated below average on intrapersonal (37%) and affective (34%) strengths or assets.

The Ages and Stages Developmental Questionnaire (ASQ) was completed for four children less than six years of age in FY2006, down from seven in FY2005 and twelve in FY2004. All four children were rated as normal on gross motor skills, problem solving, and personal-social

development. One child was identified as below normal in the development of communication, and one below normal in fine motor skills. Six of twelve children in FY2004 were assessed with below normal development, numbers that could represent 14% of young children, 21% of families with young children, or 50% of the children who were assessed. In FY2005, one of seven children was rated with below normal development in each area, which could represent 4% of all young children, 6% of families with young children, or 14% of those assessed. The ASQ was completed in FY2006 for 4 of the 28 families that contained 39 children less than six, and it is not clear whether 3%, 4% or 25% of the young children in the FY2006 Family Preservation Services had developmental issues, and whether this is more, the same or fewer than in earlier years.

Outcomes

Outcome 1: Participants' Family Functioning and Stability Increase

Measure - North Carolina Family Assessment Scale (NCFAS)

Target - Reduction of problems in five assessed areas

- Home environment problems decreased
- Parent capability problems decreased
- Family interaction problems decreased
- Child well-being problems decreased

Family Preservation Services staff assessed 33% of the families as having problems in the home environment, 4% with serious problems, 11% with moderate problems and 18% with mild problems. (See **Figure 13.**) After participating in the program for an average of four weeks, 25% of the families had home environmental problems. This average seriousness of problems decreased significantly from 3.2 to 2.9 ($p < .001$). In the process, the percent of families assessed with mild strengths increased by half from 16% to 22%.

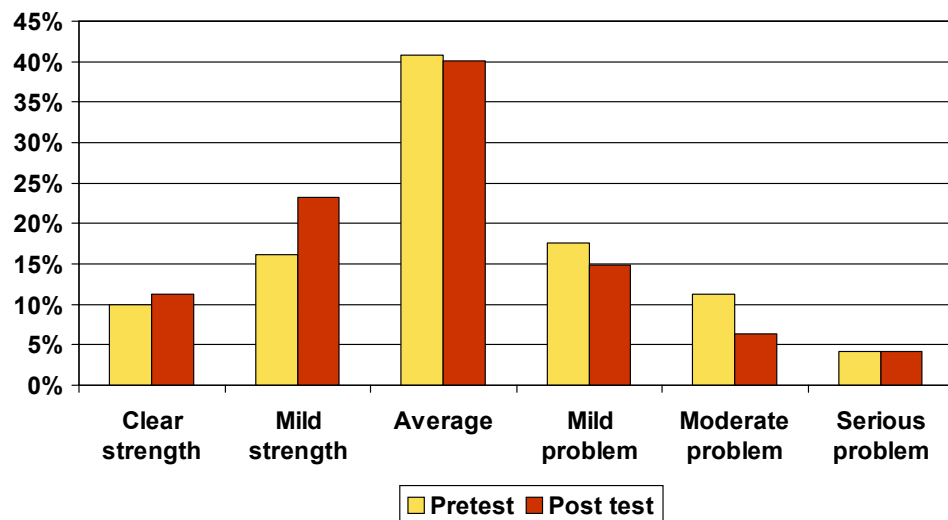


Figure 13. Percent of Families on Pre- and Post- Environment

Program staff identified problems in the capabilities of 46% of the parents at the beginning of the program, and 39% of the same parents at the end of the program. (See **Figure 14.**) Most of these parents were helped to move from having moderate problems to having average capability. The overall problem score decreased from 3.6 to 3.4, a statistically significant improvement ($p = .03$).

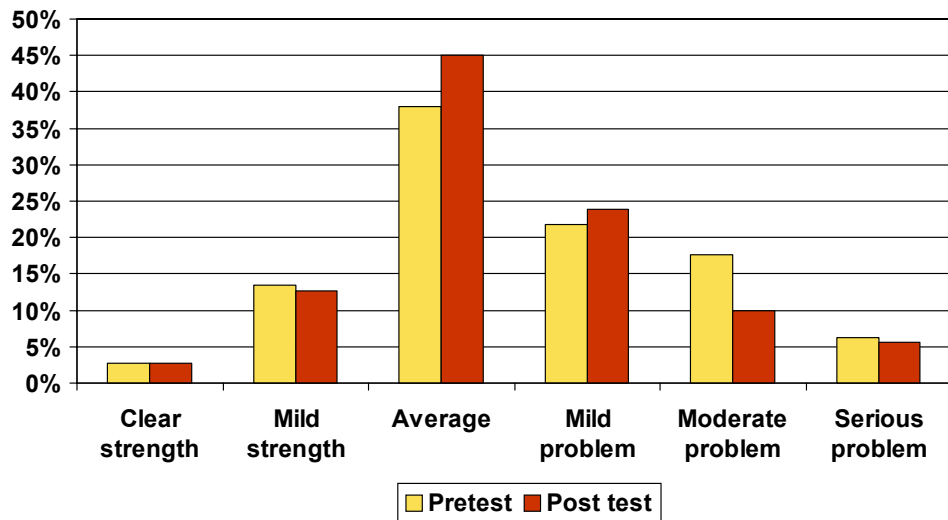


Figure 14. Percent of Families by Pre- and Post-Parental Capability

Two-fifths (40%) of the families had problems in member interactions, according to the pre-program assessment, with 10% of the families having serious problems. (See **Figure 15.**) After being helped for about four weeks, those with problems declined to 30% and almost halved the percent with serious problems. Many of the families turned family interactions into mild strengths. The overall average level of problems decreased significantly from 3.4 to 3.2 ($p < .001$).

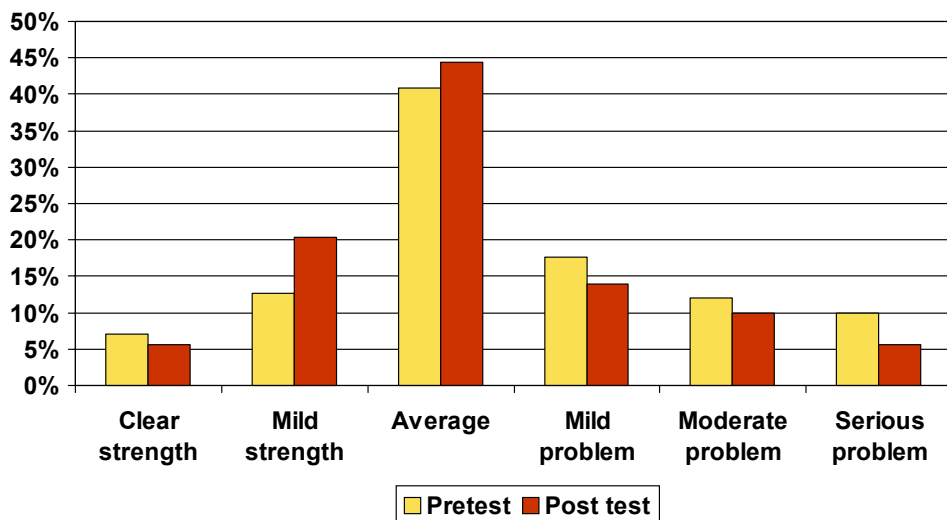


Figure 15. Percent of Families by Pre- and Post-Family Interaction

Fewer families had safety problems than other types of problems at the time they began the Family Preservation Services, and no significant improvement occurred in this area. (See **Figure 16.**) One-fourth (23%) had family safety problems at both the beginning and the end, and an average problem score of 2.9.

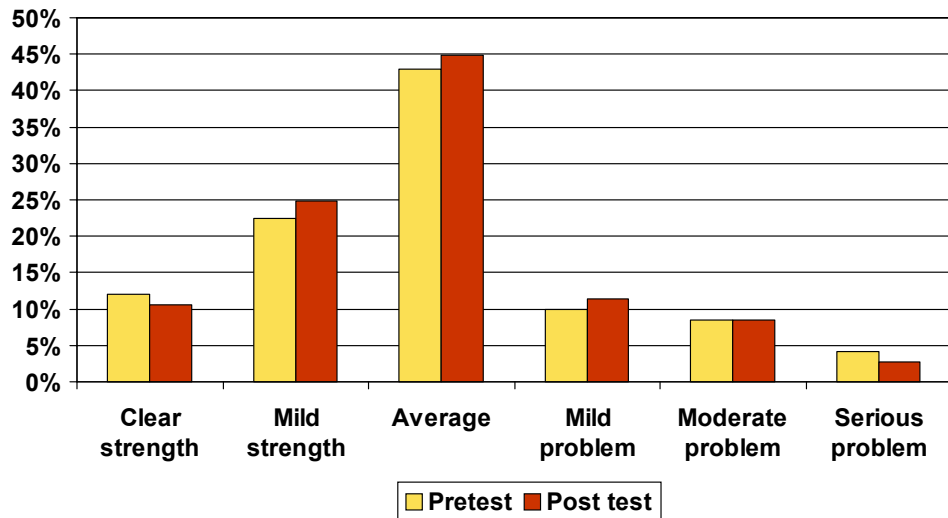


Figure 16. Percent of Families by Pre- and Post- Family Safety

Child well-being was the largest challenge for the Family Preservation Services, and 48% of families had problems in this area, with 11% having serious problems. (See **Figure 17.**) The program did not help families overcome serious child well-being problems in four weeks, but helped those with mild and moderate problems. At the end, 34% of families still had child well-being problems. The percent with mild strengths almost doubled, and the overall problem score decreased significantly from 3.6 to 3.4 ($p < .001$).

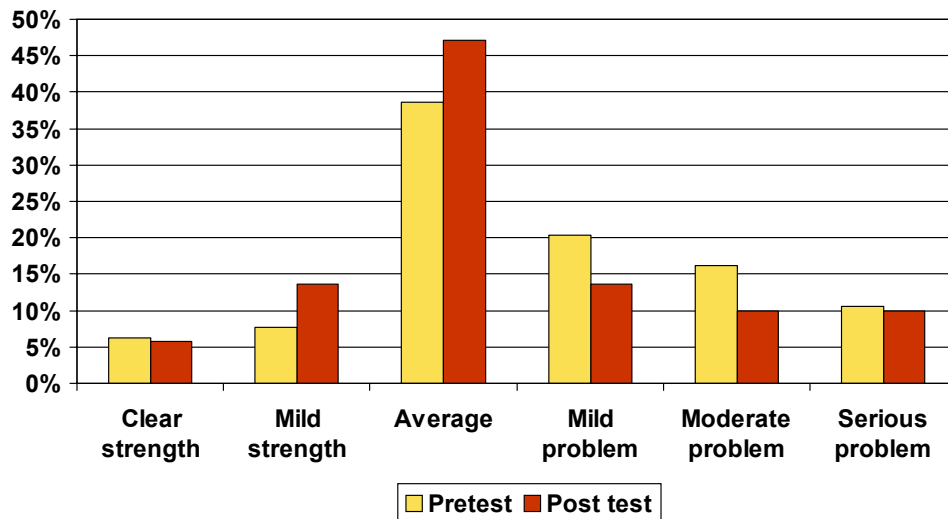


Figure 17. Percent of Families by Pre- and Post- Child Well-being

Staff in PG and Harford Counties report reported that 38% of the families resolved most of their goals, 54% improved on most of them, and only 8% of the families ended the program with most of the goals unresolved. That data also indicate that staff closed 82% of the cases successfully. The two have a statistically significant, although small, correlation ($r = 0.15, p < .001$).

Discussion

The FY2006 Family Preservation Services significantly helped families reduce their problems in four of the five areas measured by the North Carolina Family Assessment Scale, but no target had been set as to how much the program expected to reduce problems. The lack of targets may have resulted from incomplete post assessments of families during the previous year. None of the changes observed that year were statistically significant, nor even in the desired direction. During FY2004, however, three-fourths of the families had been assessed twice, and significant reduction in problems had been observed in the two areas of the family environment and parent capability.

The program appeared to accomplish its purpose to help families improve their functioning. Stepwise multiple regression analysis showed that the extensiveness of the problem at the beginning predicted improvement. Those with the greatest problems improved the most. Staff initially rated families in Baltimore City as having fewer problems than families in Prince George's County in two areas: parent capability and family interaction. Controlling for the initial level of problems, staff recorded less improvement in Baltimore City families than in Prince George's families in two areas: parent capabilities and child well-being. Age, gender, race and marital status provided no prediction of who benefitted most from the program. While measures of parent depression, community connectedness, and children's behavior may have assisted the program in identifying risks to be addressed by the program, they did not predict which families would gain most from the program.

The data raise questions as to whether improving scores on the NCFAS is the purpose of the program. Staff assessed families at both the beginning at the end using the NCFAS. Staff also developed goals with the families to resolve issues, and then recorded at the end whether these issues had been resolved. Only 8% of the reaching of goals is predicted by pre-post assessments from the NCFAS in all five areas combined, and no single area had a statistically significant relationship to reaching goals. Similarly, changes in the five areas had no statistical relationship with closing the case successfully. This suggests that the NCFAS measures different things than staff use to measure successful completion of goals and closing of the case.

Recommendations

1. Identify the criteria staff use to judge that goals have been achieved and cases are closed successfully. If these are different from what is measured by the NCFAS, identify or develop an instrument that can better quantify the criteria staff use.
2. If the NCFAS is still considered the best instrument available, identify reasonable outcome targets for increases in NCFAS-measured family functioning and stability as a basis to interpret that actual increases observed.

Fatherhood Services

Participation

The Fatherhood Services served 22 clients during FY2006, about the same as during the previous four years where the number of men varied between 20 and 25. Participants in FY2006 were most likely to be single African American fathers 30 years old, with two biological children an average age of 6.7 years. The two-thirds with financial information recorded (number shown in parentheses) suggest that they had either incomes less than \$10,000 and no health insurance, or incomes of \$41,000 and over with private health insurance. They participated in the program for 9 to 44 weeks, averaging 22 weeks. Characteristics of the men involved in previous years are shown in **Appendix Table B4**.

Age (n=22)

- 32% under 25 years
- 41% 25 to 34 years
- 23% 35 to 44 years
- 5% 45 years and older

Race (n=20)

- 71% African American
- 25% Caucasian

Relation to Child (n=21)

- 95% biological parent

Marital Status (n=20)

- 59% single
- 41% married
- 0% divorced, widowed

Income (n=15)

- 33% under \$10,000
- 7% \$10,000-\$18,999
- 0% \$19,000-\$25,999
- 13% \$26,000-\$40,999
- 47% \$41,000 and over

Education (n=20)

- 20% not high school grad
- 30% high school grad
- 20% completed GED
- 30% attended college

Health Insurance (n=14)

- 43% not insured
- 0% medicaid
- 50% private
- 7% other

Risk Assessment

All 22 men took the Beck Depression Inventory-II (Beck) and the Adult Adolescent Parenting Inventory-II (AAPI-2) at the time they entered the program. (See **Figure 18**.) All but one took the Personal Network Matrix and the Rosenberg Self-Esteem Scale (Rosen) at the time of entry. Two-thirds were assessed with the North Carolina Family Assessment Tool and the time they entered.

	<i>Beck</i>		<i>Personal</i>		
	<i>NCFAS</i>	<i>Depress</i>	<i>AAPI-2</i>	<i>Network</i>	<i>Rosen</i>
Total	22	22	22	22	22
Neither test	5	0	0	0	0
Pre-test only	4	7	7	7	7
Post-test only	2	0	0	1	1
Pre- and post-tests	11	15	15	14	14

Figure 18. Number of Fatherhood Services Participants, by Test Status

Risk Area 1: Self-Awareness and Depression

The men had an average score of 17.3 on the Rosenberg Self-Awareness Scale, midway between the 18.1 level reported in FY2004 and the 16.1 level reported in FY2005. On the Beck, 73% of the men had scores that indicated no or minimal depression, 23% had mild depression, none had moderate and 5% (one man) had severe depression. This level of depression was about the same as in FY2005, but substantially less depression than in FY2004. (See **Appendix Table B3.**)

Risk Area 2: Parenting Skills

The Adult/Adolescent Parenting Inventory-II (AAPI-2) administered as the men entered program services found that they had close to average parenting skills. (See **Appendix Table B4.**) Skills were highest, and in the average range, in the areas of independence (5.3), developmental expectations (5.0) and discipline (5.0). They were slightly below normal in the areas of empathy (4.8) and family roles (4.9). This was similar to those who entered the Fatherhood Services in FY2005. Only one man was assessed to have a slight problem in one of the five assessment areas at the pre-test.

Risk Area 3: Community Connections

More than half of the participants had ten or more contacts with social and community resources during the month before they began the program.

Risk Area 4: Family Functioning

NCFAS assessments at entry indicated that all the men had average or above average strengths in four of the five functioning areas. Only in the area of family interactions did the pre-program assessment indicate 20% of the men had mild problems.

Outcomes

No outcome targets had been set for the Fatherhood Services, since there had been no prior year when improvement had been measured for a sufficient number of men to establish a reasonable target. However, it might be reasonable to assume that the targets for the Positive Parenting Program might apply to the Fatherhood Services, so the following discussion will use the PPP objectives and targets.

Outcome 1: Participants use positive parenting techniques

Measure - Adult Adolescent Parenting Inventory (AAPI-2)

Target Indicator 1.1 - 50% of participants will improve their score on the AAPI-2 from pre-to post-test

- The average score increased significantly in all five areas;
- **80% or more** improved their scores in each of the five areas;
- **75%** improved their score in all five areas.

FY2006 was the first year that a sufficient number of men had both pre-tests and post-tests, and therefore had outcomes that were measured. The pre-test AAPI-2 scores of men in case management with both pre-tests and post-tests indicated about average

knowledge and attitudes in all five areas, and did not differ statistically

from the scores of men

with only pre-test scores. (See **Figure 19**.) By the time they completed the post-tests at the end of the program, the men's scores were above average in all five areas, with the improvements highly significant statistically ($p < .001$). Perhaps the greatest change occurred in the area of family roles. The percent with below average knowledge and attitudes decreased from 40% at the pre-test to 0% at the post-test, while the percent with above average knowledge and attitudes increased from 33% to 67%.

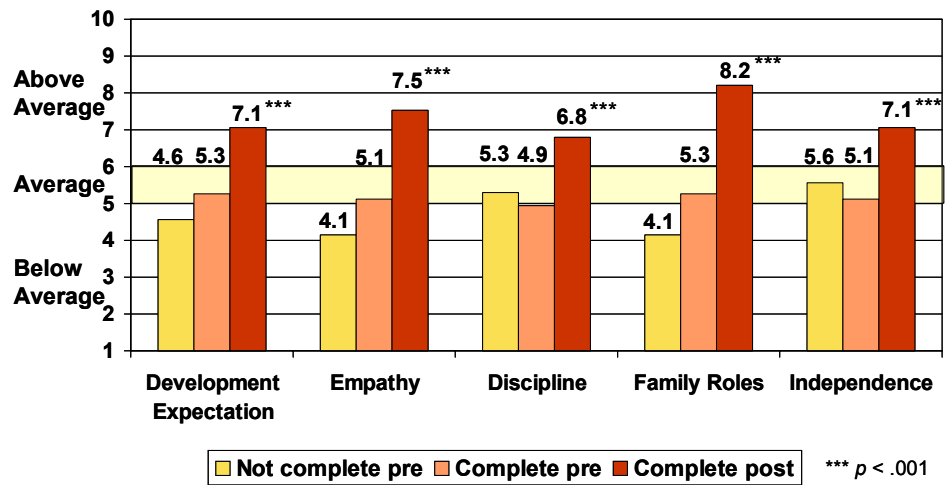


Figure 19. Average Men's Pre- and Post-Program Scores on AAPI-2

On the pre-program test, 43% of those who were not in case management or did not complete the post-program surveys, and 80%

of those who stayed with the program and

completed the post-test, scored average or above in the developmental expectations area. (See **Figure 20**.) In the other four areas, fewer than 70% of the participants scored in the average range or above at the time they began the program. By the end of the program, a target of 70% was reached in all five areas, at least 80% improved their scores in each area and 73% improved their scores in all five areas.

	<i>Not Completed</i>		<i>Completed</i>	
	<i>Pre</i>	<i>Pre</i>	<i>Post</i>	<i>Improved</i>
Developmental expectations	43%	80%	93%	80%
Empathy	43%	53%	100%	87%
Discipline	86%	60%	93%	87%
Family roles	43%	60%	80%	93%
Independence	71%	67%	93%	80%

Figure 20. Percent Who Scored Average or Above on Parenting Skills, and Percent Improved, by Post-Program Survey Completion

On the NCFAS, since only one man was assessed to have a slight problem in only one of the five assessment areas at the pre-test, little improvement could therefore be expected due to the program. The slight improvements made in four of the five areas were too small to have any

statistically significantly.

Outcome 2: Participants use social and community resources

Measure - Personal Network Matrix

Target Indicator 2.1 - 30% of people will report at least 10 contacts with social and community resources within the past month

- **57%** of the participants reported at least 10 contacts with social and community resources before the program began.

More than half of the participants had ten or more contacts with social and community resources during the month before they began the program, and there was no change during the program for those with both pre-test and post-test measurements.

Outcome 3: Participants demonstrate and promote positive self-awareness

Measure - Rosenberg Self-Esteem Scale

Target Indicator 3.1 - 60% of participants will improve their score on the Rosenberg Self-Esteem Scale

- **57%** of participants improved their score;
- Average score improved (not significantly), declining from **16.0** to **14.7**.

At the beginning of the program, participants who were not in case management or did not complete the post-program surveys scored an average of 20.0 on the Rosenberg Self-Esteem Scale, and those who later completed the program scored 16.0, indicating a slightly higher level of self-esteem for those who continued in the program, although the difference was not statistically significant due to the small numbers. (See **Figure 21**.) Self-esteem improved for 57% of those who completed the program, as indicated by a decrease in the scale score, but this change was not statistically significant. Men’s scores on the pre-test Beck Depression Inventory indicated little depression. For those with both the pre-test and the post-test, the scores on the 50-item scale improved slightly from 9.0 to 3.8 (both indicating minimal depressions).

	<u>Not Completed</u>	<u>Completed</u>		
	<i>Pre</i>	<i>Pre</i>	<i>Post</i>	<i>Improved</i>
Self-Esteem	20.0	16.0	14.7	57%

Figure 21. Average Self-Esteem Scores and Percent Improved by Fatherhood Services Post-Survey Completion

Discussion

The Fatherhood Services involved young men who were biological fathers with an average of two young children. Three-fourths were African American and half were married. Within this general description, however, there appeared to be two different income groups, although income was not available for everyone. One group of men had yearly incomes less than \$10,000 and the other group had yearly incomes or \$41,000 or more. Those with low incomes had significantly lower self-esteem than those with higher incomes, and low income was the primary predictor of not completing post-program surveys. Those not in case management or who dropped out of the

program had below average knowledge and attitudes in the areas of developmental expectations, empathy and family roles. Without measurement, we cannot assume that their knowledge and expectations improved like those who remained in the program and completed the post-tests.

The program was successful for men who completed post-program forms. Comparison of pre-test and post-test results showed significant improvement in their knowledge and attitudes about parenting, and showed signs of improvement in other areas as well. However, they generally had low levels of risk at the initial assessment and this limited the reduction in risks that their post assessments could show.

Recommendations

1. Investigate ways to reduce the proportion of men who drop out or do not complete post-program especially, specifically looking at ways to ameliorate the impact of low income.
2. Drop the second administration of the Personal Network Matrix, the Rosenberg Self-Esteem Scale, the Beck Depression Inventory-II and the North Carolina Family Assessment Scale unless the pre-test measures identify a number of men at risk. Two administrations of the Adult Adolescent Parenting Inventory-II appear adequate to measure outcomes for the men participating in the FY2006 program.
3. Identify suitable outcome targets for increase in AAPI-measured parenting skills as a basis to interpret that actual increases observed.

Family Life Workshops

Participation

Parents evaluated 26 Family Life Workshops presented by The Family Tree during FY2006. (See **Figure 22.**) A total of 247 evaluations were received, ranging from two during one workshop to nineteen during another. FY2006 had three times the number of evaluated workshops as FY2005, and almost twice as many as FY2003 during which the second most number of workshops were evaluated. The FY2006 workshops were distributed throughout the fiscal year, but 16 of them occurred during February and March. They were located in Baltimore City, Anne Arundel, Baltimore, Harford, Howard, Montgomery and Prince George’s Counties, and Washington, D.C. Participants providing workshop evaluations had the following characteristics:

<u>Year</u>	<u>Number of Workshops</u>	<u>Number of Evaluations</u>		
		<u>Total</u>	<u>Min.</u>	<u>Max.</u>
FY2001	2	11	2	9
FY2002	5	80	4	25
FY2003	16	116	1	36
FY2004	1	7	7	7
FY2005	9	48	2	11
FY2006	26	247	2	19

Figure 22. Parent Workshop Evaluations

Gender (n=207)

- 77% female
- 23% male

Age (n=205)

- 3% Under 20
- 69% 20-40 years
- 28% 41-65 years
- 1% Over 65 years

Number of Children (n=202)

- 41% with two
- Range 0-9

Race/Ethnicity (n=206)

- 42% African American
- 40% White non-Hispanic
- 5% Hispanic
- 4% Asian
- 8% Other

Income (n=179)

- 15% Under \$10,000
- 7% \$10,001-\$18,999
- 12% \$19,000-\$25,999
- 20% \$26,000-40,999
- 47% \$41,000 and over

Workshop Type (n=239)

- 21% Stress Management
- 20% Discipline
- 17% Communication
- 15% Self-esteem
- 12% Managing Behavior
- 4% ADHD
- 4% School success
- 3% Anger management
- 3% Bonding
- 1% Parenting

Outcomes

Three-fifths of the parents ‘strongly agreed’ with four statements about what they learned from the workshops, and most of the rest ‘agreed.’ (See **Figure 23**.) Parents taking the communication workshop agreed more strongly than those taking the other workshops that they would try one new skill and that they knew how to find support. Workshops varied from one to 36 parents, and the smaller the workshop, the more strongly parents agreed that they would try one new skill. Over half rated the content and facilitation of the workshops as ‘excellent’ and most of the rest rated them as ‘very good.’ The average rating of the content (4.3 on a 1-5 scale) and facilitation (4.3) varied little by type of workshops, with two exceptions. The seven parents taking the bonding workshop rated it significantly higher than average (4.7) on content, and the eight parents taking the anger management training rated its content (2.6) and facilitation (3.1) significantly lower than average. Family income had a significant effect on parents’ ratings of the workshops—the higher the income, the lower the ratings. Gender, age, race and number of children had no relation to their ratings.

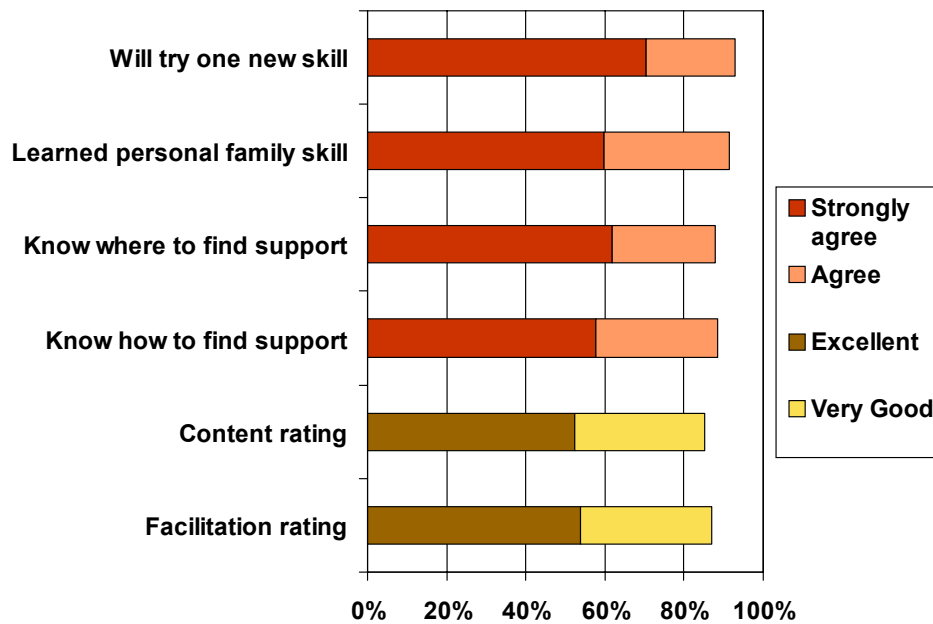


Figure 23. Percent of Parents Agreeing on the Results of the Workshops and Rating Them Very Good and Excellent

Professional Development Workshops

Participation

The Family Tree had evaluations from 48 people attending six professional development workshops in FY2006. Two of the workshops were on abuse and neglect, and four were on parenting under stress. It had evaluations from 23 people attending three workshops in FY2005, all on abuse and neglect. The FY2006 workshops included 1 to 17 people each who lived in Baltimore City, Baltimore County and Harford County. Two-thirds (68%) of the participants were female, 69% were Caucasian, and 23% were less than 21 years of age.

Outcomes

About half of the participants strongly agreed that the workshops helped them know where to find support for their clients and themselves, and another third agreed. (See **Figure 24.**) The proportions were reversed for trying new skills they learned, with 33% strongly agreeing and 48% agreeing.

Participants in the Parenting Under Stress workshops agreed more strongly than those in the Abuse and Neglect workshops that they were able to identify a new skill (4.6 and 3.2 respectively on a scale of 1-5) and will try one new skill (4.5 and 3.3). Participants in both types of workshops agreed about the same on finding support and understanding services of The Family Tree.

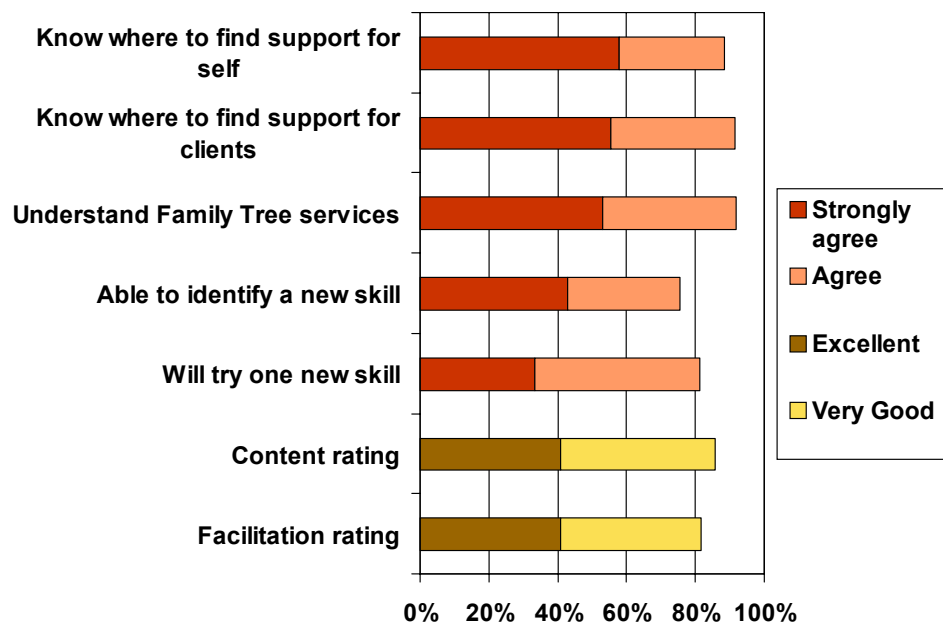


Figure 24. Percent of Professionals by Evaluation of Workshops

Two-fifths of the participants rated the content and the facilitation of the workshops as excellent, and an additional two-fifths rated them as very good. Participants of the Parenting Under Stress workshops rate the facilitation higher than did participants in the Abuse and Neglect workshops (4.4 and 3.8 respectively), but they rated the content of the workshops about the same.

Appendix A. Methods

Measurement Tools

The Family Tree Demographic Profile

Used in: Positive Parenting Program
Family Preservation Services
Fatherhood Services

The demographic profile is used as an intake sheet for programs and services. It gathers basic identifying data (e.g., name and address), demographic information (e.g., income, education, race, gender), program background information (e.g., referral source, children's ages and placement), and includes a release of information statement. Ages and grade of the first three children are keyed if there are more than three. Up to three issues are keyed ordered from left to right on the first line and then left to right on the second line.

Rosenberg Self-Esteem Scale

Used in: Positive Parenting Program
Family Preservation Services
Fatherhood Services

The Rosenberg Self-esteem Scale is a ten-item scale which measures positive and negative feelings about the self. Positively worded items (1, 2, 4, 6 and 7) have responses strongly agree code 1 and strongly disagree coded 4. Negatively worded items (3, 5, 8, 9, 10) have the reverse coding. Each participant receives a total score between 10 and 40. The lower the score, the higher the self-esteem.

Beck Depression Inventory -II

Used in: Family Preservation Services
Fatherhood Services

The Beck Depression Inventory II measures the level of depression experienced by the respondent using 21 items with scored 0-3. It is a self-administered survey given at the pre-test only. No adjustment was made if an item was skipped. The tool measures minimal (0-12), mild (13-20), moderate (21-30), or severe (31-63) depression.

Adult Adolescent Parenting Inventory -II (AAPI-2)

Used in: Positive Parenting Program
Family Preservation Services
Fatherhood Services

The AAPI-2 is a scale that measures knowledge and attitudes in parenting. The tool has 40 questions to measure five areas: developmental expectations (questions 2, 10, 12, 17, 21, 28, 34), empathy (questions 1, 6, 11, 16, 19, 20, 22, 38, 39, 40), discipline (questions 5, 9, 15, 18, 23, 24,

25, 26, 31, 32, 37), family roles (questions 3, 7, 13, 27, 29, 33, 35), and independence (questions 4, 8, 14, 30, 36). Each question is answered from strongly agree to strongly disagree with strongly agree coded 1 for unbolded questions and strongly disagree coded 1 for bolded questions. The values for each question in an area are summed to create a raw score that is converted to a standard score according to a published chart. "Uncertain" was coded when an agree and disagree code were circled or when an item was skipped, and the code closest to uncertain if two circled codes were on the same side. Each area produces a scale with scores ranging from 1-10. Scores between 1-4 are considered "below average," 5-6 "average," and 7-10 "above average," based on testing the instrument with a national normative sample.

Personal Network Matrix

Used in: Positive Parenting Program
Family Preservation Services
Fatherhood Services

The Personal Network Matrix is a twenty-three-item scale which measures the number of contacts a person has with friends and family, and with community resources and other social supports. Each participant identifies how many times they have been in contact with each resource during the past month. Data were keyed as to whether or not the person had ten or more contacts within the two network groupings.

North Carolina Family Assessment Tool (NCFAS)

Used in: Family Preservation Services
Fatherhood Services

The NCFAS is used as a home visiting observation tool and assesses family functioning in five main areas: environment; parental capability; family interaction; family safety; and child well being. The assessment tool determines to what extent the family has clear strengths (1), mild strengths (2), average or baseline strengths (3), mild problems (4), moderate problems (5), or severe problems (6) in these domain areas. Only the overall assessment for each area is keyed. If the overall assessment is missing, the rounded arithmetic average of the component assessments is keyed.

Ages and Stages Developmental Questionnaire (ASQ)

Used in: Family Preservation Services

The ASQ is a tool administered by home visiting staff that measures child development from birth through five years of age. It is given at various developmental stages and assesses a child's level of functioning in gross motor, fine motor, communication, and personal-social skills.

Behavioral and Emotional Rating Scale (BERS)

Used in: Family Preservation Services

The BERS is completed by a parent or staff person and measures the level of strengths/assets in children age 6-17. The five areas measured are: interpersonal strengths, intra personal strengths, family functioning, school functioning and affective strengths. Scores identify very poor strengths (1-3), poor (4-5), below average (6-7), average (8-12), above average (13-14), superior (15-16) and very superior (17-20). The sub-scales are combined for a total strength quotient of very poor (less than 70), poor (70-79), below average (80-89), average (90-110), above average (111-120), superior (121-130) and very superior (131 and above). The BERS is administered at the beginning of the program as an assessment tool.

Family Discharge Report

Used in: Family Preservation Services

The Family Discharge Report provides a summary of services that have been given to the client. It includes information on the initial referral and goals attained.

Client Satisfaction Survey

Used in: Positive Parenting Program
Family Preservation Services
Fatherhood Services

The Client Satisfaction Survey gathers information on participants' perceptions of the quality of service, staff, and environment.

Family Education Workshop Evaluation

Used in: Family Education Workshops

The Family Education Workshop Evaluation form measures respondents' perceptions of improvement in the skills and knowledge as a result of their participation in a half-day or a day-long workshop.

Professional Development Workshop Evaluation

Used in: Professional Development Workshops

The Professional Development Workshop Evaluation form measures respondents' perceptions of improvement in the skills and knowledge as a result of their participation in a half-day or a day-long workshop.

Data Processing

Dates

The data received by the evaluator had been keyed with SPSS version 9 that had not been programmed to handle the Y2K problem. Thus, the original datafile had dates for years 1900-1906. It was assumed that these dates should have been stored as 2000-2006, so 100 years were

added during data processing.

Program Completion

Participants were judged to have completed the program if the datafile had responses for at least one of the post-tests.

Improvement

Improvement could be calculated only for participants with both pre-test and post-tests scale scores. Improvement could not be calculated for people who dropped out of the program. Improvement could also not be calculated for a few individuals who took a post-test at the end of the program but had not taken a pre-test at the beginning of the program for some reason. The AAPI-2 pre-test score was subtracted from the post-test score. The Rosenberg Self-Esteem post-test score was subtracted from the pre-test score. The NCFAS post-test category value was subtracted from the pre-test category value. The Personal Network Matrix information had been entered as a dichotomy rather than a scale, so an improvement score could not be calculated and only the percent with 10 or more contacts was shown.

Missing Information

An item of information was considered missing when the data file did not contain a specific legitimate code. For example, participants who did not have court orders to participate were coded zero (0) while those ordered by the court to participate were coded one (1). Data fields were considered missing if they were blank or contained a number that was outside the defined range. When an item of information was missing for a participant, the participant was excluded from statistical calculations involving that item unless specifically noted otherwise. They were not excluded from analysis of other information that was available for them. Missing information on one item, though, did not exclude the person from other analysis. All percentages were based upon known data, making an assumption that participants with missing data are likely to be similar to participants with known data. This assumption may not be true if a large proportion of people have missing data for an item.

Analysis Methods

Statistical Significance

All analysis used SPSS 11.5 (Statistical Package for the Social Sciences). The participants in the programs of The Family Tree were assumed to represent a sample of people who could potentially be involved in the programs. This tests whether changes observed with this particular set of participants are large enough that they would be expected to be seen in a similar set of participants at a 95% level of confidence ($p < .05$), a 99% level of confidence ($p < .01$) or a 99.9% level of confidence ($p < .001$).

Comparison of Means

Average scale scores of participants who dropped out of the program were compared to those who completed the program by using *t*-tests of independent populations. Comparison of pre-test and post-test scores for the same population used *t*-tests for paired samples.

Correlation and Multiple Regression

Programs can benefit from analysis of the factors, associated with change, as they may suggest ways to enhance the program and make it more effective. Pearson correlation analysis was used to determine which characteristics of participants had statistically significant relationships with change measures. The characteristics so identified were entered into stepwise multiple regression equations to determine their importance relative to other characteristics in predicting change. Characteristics were included one at a time until no additional characteristic added statistically to the explained variance at the $p = .05$ level. Missing data were excluded pairwise.

Factor Analysis

Factor Analysis looks for common patterns in responding to questions or statements. Items cluster in a factor when people tend to report high on all of them, low on all of them, or moderate on all of them. Unconstrained principal components factor analysis was used with a varimax rotation that converged in three iterations.

Appendix B. Program Trend Data

The following table was prepared from the database. Numbers may not replicate those in previously published reports. Some differences may be due to late receipt of data, particularly people starting the program at the end of one fiscal year and completing it during the next fiscal year. The tabulation excludes participants with missing data, making comparisons across years less subject to variability in the completeness of the data, but potentially biased if people with reported information are different from people with missing information.

Table B1. Characteristics of Positive Parenting Program Participants by Year								
Characteristics at Intake	Fiscal Year							
	1999	2000	2001	2002	2003	2004	2005	2006
Jurisdictions served	AA BCity	AA BCity	AA BCity	AA BCity BCo	AA BCity BCo	BCity BCo	BCity BCo	BCity BCo
	Harford	Harford	Harford	Harford Howard PG	Harford Howard PG	Howard PG	Howard PG	Howard PG
Number of participants	316	439	505	482	622	456	418	601
% Completed post-program forms	54%	53%	57%	59%	60%	63%	62%	50%
% Lives in Baltimore City	49%	47%	43%	50%	65%	77%	68%	65%
Average age	32.6	33.6	32.5	31.8	32.6	34.4	34.7	33.6
% Female	72%	71%	74%	72%	70%	68%	72%	69%
% African American	40%	40%	47%	47%	64%	65%	63%	73%
% Single	33%	49%	53%	61%	62%	62%	50%	61%
% Not high school grad	43%	29%	30%	32%	32%	31%	28%	31%
% Income <\$10,000 /year	--	39%	40%	45%	47%	58%	52%	57%
% with Medicaid coverage	--	--	--	21%	5%	5%	2%	15%
% No health insurance	--	--	--	26%	38%	38%	35%	36%
% Court ordered	65%	53%	59%	57%	58%	55%	53%	57%
% With child out-of-home	67%	55%	51%	46%	58%	60%	57%	55%
% Special needs child	--	47%	53%	43%	39%	36%	33%	31%
Abreviations: AA=Anne Arundel County, BCity=Baltimore City, Bco=Baltimore County, PG=Prince George's County								

Table B2. Outcomes of Positive Parenting Program Participation by Year				
Test and Scale (Target)	Fiscal Year			
	2003	2004	2005	2006
AAPI-2 Development Expectation (50% improved score)	60%*	55%*	53%*	57%*
AAPI-2 Empathy (50% improved score)	49%*	44%*	41%*	43%*
AAPI-2 Discipline (50% improved score)	58%*	53%*	49%*	50%*
AAPI-2 Family Roles (50% improved score)	54%*	43%*	48%*	42%*
AAPI-2 Independence (50% improved score)	54%*	45%	51%*	44%*
Rosenberg Self-esteem (60% improved score)	59%*	53%*	53%*	60%*

Bold - met target
* - average improvement statistically significant

Table B3. Characteristics of Family Preservation Participants by Year			
Characteristics at Entry	Fiscal Year		
	2004	2005	2006
Jurisdiction served	PG	PG	PG Balt. City Harford
Number of participants	79	42	160
Average age	36.4	37.0	39.1
% Female headed households	97%	86%	85%
% African American	82%	83%	84%
% Never married	79%	79%	70%
% Beck Moderately or severely depressed	34%	24%	22%
% BERS Total Strength Quotient below average	65%	47%	63%
Average AAPI-2 developmental expectations (1-10, 10 best)	4.0	4.1	4.1
Average AAPI-2 empathy (1-10, 10 best)	4.1	4.6	4.0
Average AAPI-2 discipline (1-10, 10 best)	4.0	4.7	3.8
Average AAPI-2 family roles (1-10, 10 best)	3.9	4.6	4.5
Average AAPI-2 independence (1-10, 10 best)	3.6	4.1	3.9
% NCFAS child well-being problem	32%	43%	48%
% NCFAS parent capability problem	51%	63%	46%
% NCFAS family interaction problem	29%	48%	40%
% NCFAS environment problem	40%	33%	33%
% NCFAS family safety problem	22%	41%	22%

Table B4. Characteristics of Fatherhood Services Participants by Year					
Characteristics at Entry	Fiscal Year				
	2002	2003	2004	2005	2006
Number of participants	23	20	22	24	22
Average age	31.0	30.2	31.0	28.0	29.9
% African American	73%	70%	68%	55%	71%
% Never married	100%	3%	73%	84%	59%
% Not High School Graduate	33%	33%	33%	26%	20%
% Income <\$10,000 per year	na	30%	25%	29%	33%
% No Health Insurance Coverage	33%	47%	63%	55%	43%
% 10+ contacts with family and friends	100%	na	92%	100%	100%
% 10+ community and social contacts	20%	na	42%	71%	57%
% Beck moderately or severely depressed	na	22%	32%	6%	5%
Average Rosenberg self-esteem (1-50, 1 best)	18.7	na	18.1	16.1	17.3
Average AAPI-2 developmental (1-10, 10 best)	4.7	na	5.1	5.1	5.1
Average AAPI-2 empathy (1-10, 10 best)	4.7	na	4.0	4.9	4.8
Average AAPI-2 discipline (1-10, 10 best)	3.8	na	4.8	5.3	5.1
Average AAPI-2 role reversal (1-10, 10 best)	4.4	na	4.4	5.0	4.9
Average AAPI-2 independence (1-10, 10 best)	5.3	na	4.3	5.0	5.3
Average NCFAS environment score (1-6, 1 best)	2.5*	2.3*	2.0*	1.3*	1.7
Average NCFAS parental capabilities score (1-6, 1 best)	2.0*	2.3*	1.7*	2.0*	1.9
Average NCFAS family interactions score (1-6, 1 best)	2.5*	2.3*	2.2*	1.7*	2.4
Average NCFAS family safety score (1-6, 1 best)	1.0*	1.7*	1.3*	2.0*	1.7
Average NCFAS child well being score (1-6, 1 best)	2.5*	3.0*	1.8*	3.0*	2.9

* Fewer than one-third of the men were tested.

Appendix C. FY2006 Program Data by Jurisdiction

The following tables provide FY2006 data for the Positive Parenting Program and Family Preservation Services by jurisdictions. The jurisdictions varied in the frequency with which different data items were recorded, so percentages and averages might be based on most of the participants in some jurisdictions and on only a few in other jurisdictions. When the data is totally missing or based on fewer than five participants, “na” (not applicable) is indicated in the cell.

Table C1. Characteristics of Positive Parenting Program Participants by Jurisdiction

	Baltimore City	Anne Arundel County	Baltimore County	Harford County	Howard County	Prince George's County	Total
Number of participants	392	2	45	28	34	100	601
Characteristics							
Average Age	33.4	na	34.8	29.9	35.4	34.0	33.6
% Female	67%	na	64%	71%	71%	79%	69%
% African American	77%	na	73%	25%	30%	86%	73%
% Single Marital Status	63%	na	55%	na	35%	62%	61%
% Not High School Graduate	34%	na	20%	na	6%	33%	31%
% Income <\$10,000 per year	62%	na	37%	na	17%	37%	57%
% Medicaid Health Insurance Coverage	14%	na	7%	na	0%	40%	15%
% Court Involvement and Source of Referral	61%	na	66%	na	46%	42%	58%
% With Child Out-of-home	62%	na	40%	na	41%	36%	55%
Risk Assessment							
Average AAPI-2 Developmental Expectation (1-10, 10 best)	4.6	na	4.4	4.6	5.4	4.7	4.6
Average AAPI-2 Empathy (1-10, 10 best)	4.6	na	5.0	5.1	5.2	4.5	4.6
Average AAPI-2 Discipline (1-10, 10 best)	4.7	na	4.4	4.6	5.4	4.5	4.7
Average AAPI-2 Family Roles (1-10, 10 best)	4.7	na	5.1	4.6	5.8	4.7	4.8
Average AAPI-2 Independence (1-10, 10 best)	4.3	na	5.0	6.0	5.4	4.2	4.5
Average Rosenberg Self-esteem (10-40, 10 best)	17.5	na	16.6	18.7	16.4	15.7	17.1
Outcomes							
% Completed PPP Program	54%	na	42%	86%	74%	24%	50%
% Increase in AAPI-2 Expectation Scale Score	59%	na	68%	50%	48%	48%	57%
% Increase in AAPI-2 Empathy Scale Score	45%	na	42%	46%	36%	28%	43%
% Increase in AAPI-2 Discipline Scale Score	50%	na	47%	54%	48%	48%	50%
% Increase in AAPI-2 Family Role Scale Score	42%	na	53%	38%	52%	28%	42%
% Increase in AAPI-2 Independence Scale Score	43%	na	26%	46%	68%	32%	44%
% Increase in Rosenberg Self-esteem Score	59%	na	76%	72%	50%	46%	60%

Table C2. Characteristics of Family Preservation Program Participants by Jurisdiction				
	Baltimore City	Harford County	Prince George's County	Total
Characteristics				
Average Age	38.6	43.9	38.5	39.1
% Female	83%	73%	88%	85%
% African American	85%	21%	92%	84%
% Single Marital Status	55%	36%	81%	70%
% Not High School Graduate	32%	17%	na	28%
% Income <\$10,000 per year	50%	13%	57%	47%
% No Health Insurance Coverage	10%	17%	7%	11%
Risk Assessment				
Average AAPIJ-2 Developmental Expectations (1-10, 10 best)	4.2	4.8	3.8	4.1
Average AAPI-2 Empathy (1-10, 10 best)	4.0	4.4	3.9	4.0
Average AAPI-2 Discipline (1-10, 10 best)	4.2	4.1	3.4	3.8
Average AAPI-2 Role Reversal (1-10, 10 best)	4.4	5.1	4.4	4.5
Average AAPI-2 Independence (1-10, 10 best)	3.4	5.2	4.1	3.9
Average Rosenberg Self-esteem (10-40, 10 best)	17.8	19.1	19.4	18.8
Average NCFAS Environment (1-6, 1 best)	3.2	3.2	3.1	3.1
Average NCFAS Parental Capability (1-6, 1 best)	3.2	4.2	3.7	3.6
Average NCFAS Family Interaction (1-6, 1 best)	2.8	4.7	3.7	3.5
Average NCFAS Family Safety (1-6, 1 best)	2.7	2.6	3.1	2.9
Average NCFAS Child Well-being (1-6, 1 best)	3.3	4.4	3.7	3.7
Outcomes				
Average NCFAS Environment Score Improvement	0.2	0.2	0.3	0.3
Average NCFAS Parental Capability Score Improvement	0.1	0.4	0.4	0.3
Average NCFAS Family Interaction Score Improvement	0.1	0.4	0.4	0.3
Average NCFAS Family Safety Score Improvement	0.2	0.1	0.2	0.2
Average NCFAS Child Well-being Score Improvement	0.2	0.3	0.4	0.3



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