



North Carolina Department of Health and Human Services Division of Social Services

Beverly Eaves Perdue, Governor
Albert A. Delia, Acting Secretary

Sherry S. Bradsher, Director

Child Welfare Section
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December 19, 2012

DEAR COUNTY DIRECTORS OF SOCIAL SERVICES

**ATTENTION: DIRECTORS, CHILD WELFARE PROGRAM ADMINISTRATORS AND
CHILD WELFARE SUPERVISORS**

SUBJECT: BEST PRACTICE GUIDE AND TRAINING FOR ENGAGING FATHERS

The Division of Social Services has made two resources available for enhancing your child welfare services. The first is the Best Practice Guide for Engaging Fathers and Non-Residential Parents. Please find this attached as well as on the Division of Social Services web site: http://www.ncdhhs.gov/dss/best_practices_pilot/

The second resource is a new training called *Engaging the Non-Resident Father*. This resource can be accessed at: <https://www.ncswlearn.org/plp/catalog/curriculum.aspx?cid=417>.

In June 2011, Prevent Child Abuse North Carolina (PCANC) concluded a year long research and assessment project to identify key strategies for building the capacity and strength of North Carolina's fatherhood movement. The project involved the completion of a literature review on best practices and evidenced-based programs, an environmental scan of key national and local resources, and interviews with key stakeholders. Simultaneously, PCANC convened the Fatherhood Policy Committee, consisting of key stakeholders within state and community agencies that have been active in fatherhood activities, to assess, discuss and translate the information and data collected, and make recommendations for advancing North Carolina's fatherhood efforts. Two recommendations that were accomplished as a result of the project were the development of the Best Practice Guide for Engaging Fathers and Non-Residential Parents as well as the supportive training targeting child welfare supervisors and local staff development.

There are currently five *Engaging the Non-Resident Father* training events scheduled beginning January 2013. *Engaging the Non-Resident Father* is a one-day course for supervisors and local staff development designed to provide knowledge and skills that further support a practice shift toward engaging non-resident fathers in child welfare cases involving their children. In an effort to facilitate this practice shift, supervisors will build a critical awareness of their role and skills needed to support their staff in actively engaging non-resident fathers. Supervisors participating in this training will recognize the importance of supervisory practice that is consistent with providing supportive guidance and holding staff accountable for engagement of the non-resident father. Supervisors will also explore how their values, beliefs, and attitudes related to men and fathers influence the practice behavior of their staff. Best practices for engaging fathers and the non-residential parents are included in the training using interactive exercises and dialogue.

To find available courses, go to <https://www.ncswlearn.org> and click on "Find a Training." Searches may be done by event or by viewing the training catalog. If you have questions related to child welfare training, please contact Kathy Dobbs, Program Manager for Staff Development at kathy.dobbs@dhhs.nc.gov or at 919-334-1176. Questions regarding fatherhood planning efforts can be directed to Rick Zechman at eric.zechman@dhhs.nc.gov or at 919-334-1108.

Sincerely,

A handwritten signature in blue ink that reads "Kevin Kelley". The signature is written in a cursive style.

Kevin Kelley, Section Chief
Child Welfare Services

Attachment:
Best Practice Guide for Engaging Fathers and Non-Resident Parents

CWS-15-12

cc: Sherry S. Bradsher
Jack Rogers
Child Welfare Services Team Leaders