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Reconnecting Families Program: training phase evaluation

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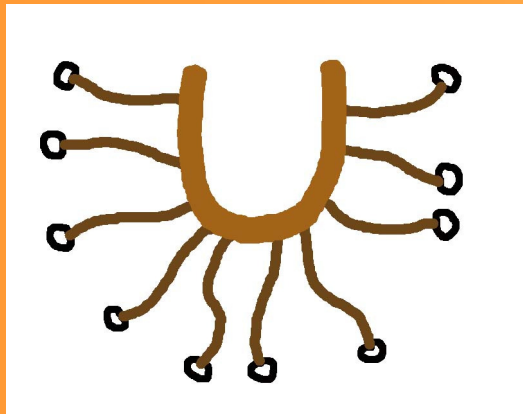
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Reconnecting Families Program

Training Phase Evaluation



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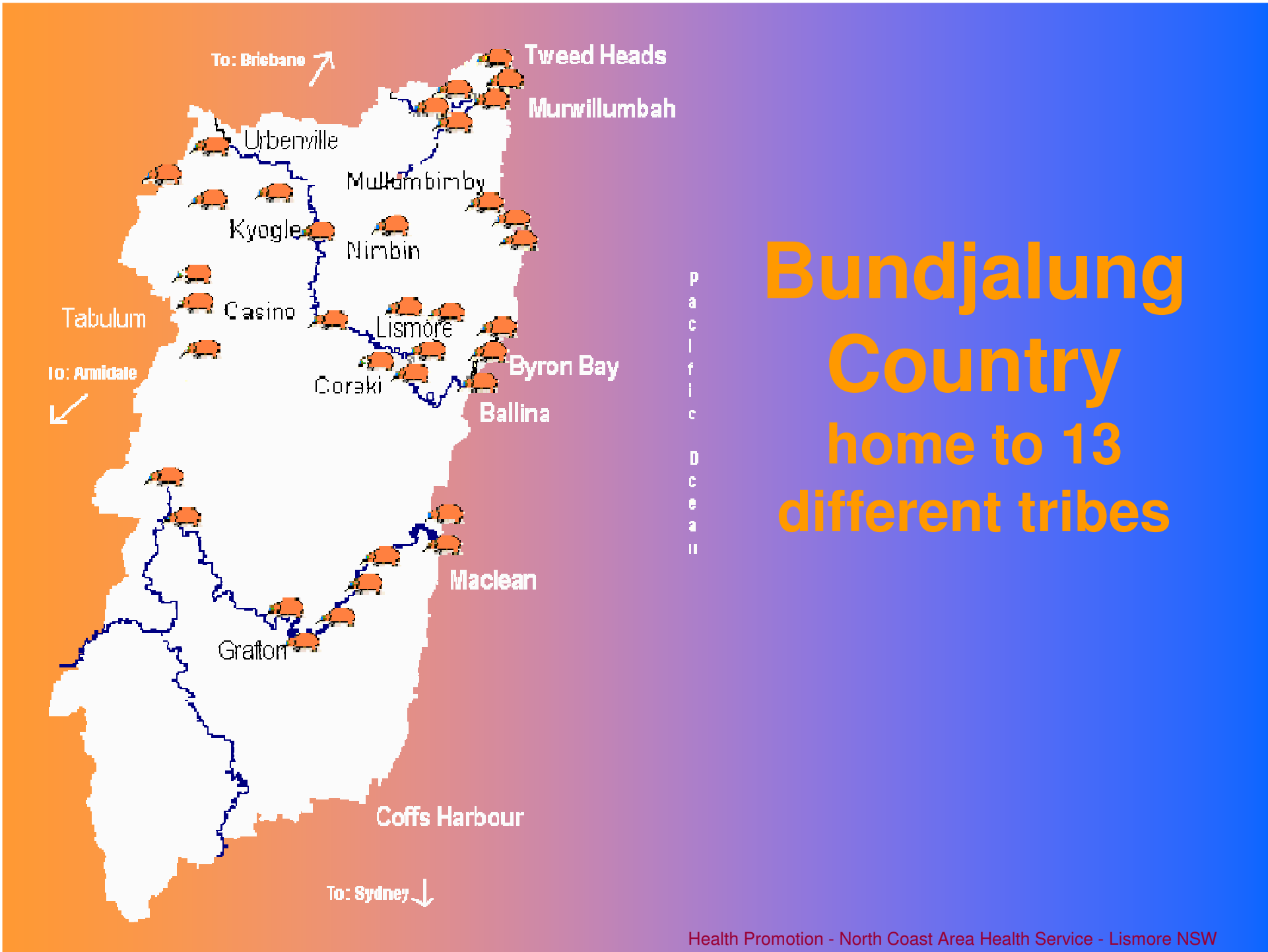
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- NCAHS PHPPD & HP
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- Laurel Rogers Health Promotion Unit NCAHS
- The program participants – for their active and open contribution to the program sessions and their thoughtful and sincere feedback throughout the various evaluation processes



Bundjalung Country home to 13 different tribes

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E.C.H.I.D.N.A



Empowering
Communities
Holistically
In
Determining
Needs of
Aboriginal People

Self Determination Project



- Box Ridge Early Childhood Transition to School Program
- HEALInG Program
- Koori Fathering Program
- Reconnecting Families Program

A copy of the “Self Determination Background Paper Aboriginal Health Promotion Project” is available on

<http://www.ncahs.nsw.gov.au/docs/echidna/ABpaper.pdf>



Partnership

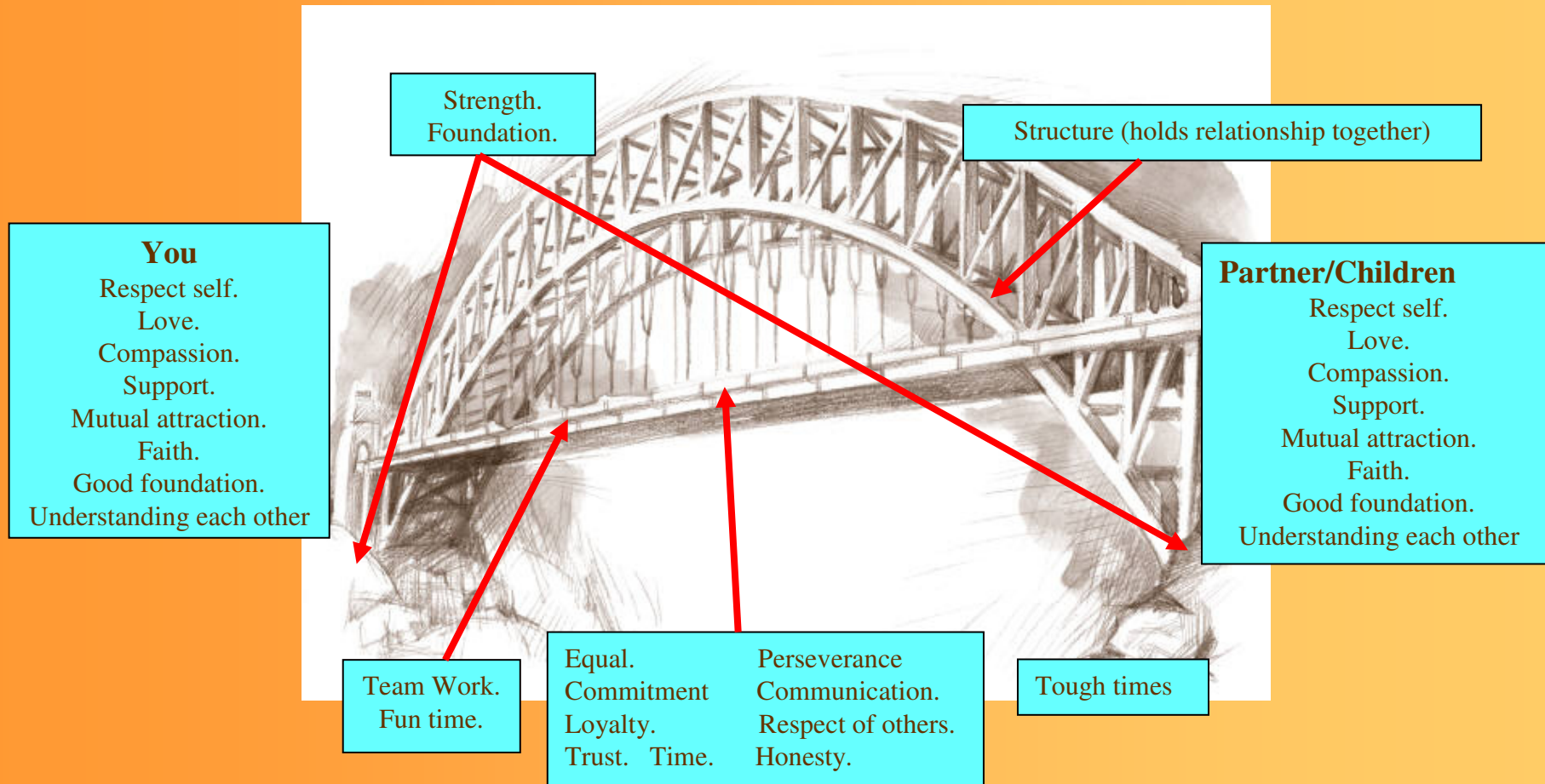
- **Rekindling The Spirit Program**
- **Department of Community Services**
- **Malanee Bugilmah - IFBS**
- **Health Promotion - NCAHS**



What is Different?

- **Focus Groups**
- **Meeting the needs of the participants/community**
- **Community ownership of Program**
- **Participants set the Group Rules**
- **Supportive, friendly and comfortable environment.**
- **Duration of the Program**
- **Transport provided if required**
- **Flexibility**
- **Partnerships**
- **Lunch provided each session**

Elements participants have identified regarding relationships



The Program



- **Training Phase 2nd to 5th May 2005**
- **Toonumbar Waters Retreat, west of Kyogle**
- **Residential workshop, to allow extensive informal reflection and discussion.**
- **Transport to and from**
- **Co-facilitated by the two facilitators from the Koori Fathering Program.**
- **They also acted as participants, sharing their own experiences and feelings along with the workers**

Sessions



- **Pre & Post Video consultation with participants**
- **What Is Communication?**
- **Communication Maintenance**
- **What Is Discipline?**
- **Building Relationships**
- **Self-Reflection & Connecting**
- **Sharing Responsibility**
- **Showing Affection**
- **Child Development**
- **Sexual Health & Pregnancy**
- **Hunters & Gatherers**

Q. How do echidnas mate?



A. Very carefully

Evaluation



- **Respectfully & reflexively**
- **Triangulation, Corroboration, Feedback**
 - **data sources**
 - **evaluators**
- **Qualitative (+ counts/frequencies)**
- **Process**
 - **workshop implementation & attendance**
 - **worker and facilitator satisfaction**
- **Impact**
 - **perceived impact on parenting knowledge and attitudes**
- **Felt or expected-outcomes**
 - **parenting skills and practices, relationships, work with Aboriginal communities and other aspects of their lives**



Participants

- **Recruited via an Expression of Interest**
- **Professional Aboriginal workers in child, family or community health**
- **Experienced child development, parenting or family relationships, through work or being parents**
- **Commit to conduct two 15-week workshops within their own area by June 2006**



Data Sources

- **EOI application form**
 - perceived prior understanding of topics
- **Attendance log**
 - demographic/family info, attendance, reasons for leaving
- **Facilitator survey** (at end of program)
 - feedback re initial aims; achievement of expectations; program delivery; perceived outcomes/benefits:
 - For themselves through facilitating
 - for those attending the program
 - suggestions re ongoing implementation of RFP

.....>>

Data Sources cont...



- **Workers' satisfaction survey** (written, end of the program)
 - components
 - facilitator performance (4 point scale)
 - helpfulness (10 point scale)

- **Workers' video interviews** (pre and post program)
 - knowledge and experiences of parenting
 - perceptions about the nature and quality of their relationships (with their partners and children)
 - understanding of child development stages, discipline techniques and communication skills
 - perceived outcomes/benefits of attending
 - suggestions re ongoing implementation of RFP



Analysis

- **Video - themes extracted by DH & EVB**
 - **discussed & interpreted in the context of**
 - **the respondent group**
 - **the question being posed**

with input from SN / AF / CB
- **Counts and frequencies tallied and graphed**
- **Pre to post comparisons regarding changes**
 - **range of responses**
 - **counts of particular responses (paired t test)**

Results

Who took part?



- **2 facilitators**
 - both men living with partners
 - aged 34 & 45
 - 3 & 4 children; aged 5 – 27
 - Both previously involved with Rekindling The Spirit and Koori Fathering Program for between 7 and 10 years

- **12 program workers**
 - 9 women and 3 men; half living with partners
 - aged between 20 and 69 years
 - 0 and 7 children each whose ages ranged from 2 to 48

Expectations and Needs of Workers



Aspect	Details
<p>Potential help in current work</p>	<ul style="list-style-type: none"> § Strategies, knowledge, insight, confidence to help others § Help to plan and facilitate own programs § Cultural framework to deliver appropriate/respectful programs § Integrate info into existing group work § Securing employment § Help build rapport in community
<p>Potential help in parenting/caring</p>	<ul style="list-style-type: none"> § New skills § Handling situations § Reminder of which strategies to use § Child's viewpoint § Encourage emotional stability § Understand child development § How others manage parenting § More confidence § Options for caring and nurturing § Strengthen beneficial attitudes in child rearing
<p>Need for more skills</p>	<ul style="list-style-type: none"> § Communication § Handling situations § Child development toddlers § Managing difficult behaviours § Dealing with difficult children § Engaging parents § Listening § Understanding what child really wants § Discipline § Strategies to support adolescents become independent § Establishing routines

Perceived quality of workshop: by workers



Item	Mean Score out of 10
Facilitators' willingness to share their own experiences	9.83
Facilitators' willingness to listen to and address the issues raised	9.58
Facilitators' knowledge and understanding on the topic	9.25
Facilitators' ability to understand where you're coming from	9.25
Providing appropriate resources	8.75
Providing useful resources	8.67
Covering the main issues facing Aboriginal families	8.17
Length of the workshop	7.00
Overall quality of workshop	9.33

Perceived helpfulness of the workshop : by workers



Item	Mean Score out of 4
Knowing ways to support Aboriginal families in their parenting	3.67
Knowing ways to help support Aboriginal families to improve their relationships	3.55
Learning ways to improve my own relationships	3.50
Feeling able to share my own experiences in a group setting	3.50
Understanding the issues facing Aboriginal families	3.42
Feeling confident re supporting Aboriginal families in their parenting	3.42
Feeling confident re supporting Aboriginal families to improve their relationships	3.33
Learning ways to improve my own parenting	3.33



What was most useful?

- “everything was useful”
- “rich, owned experiences”
- discussions
- breakout groups
- rotations in sessions
- “well organised resource book”
- training in group running techniques
- section on ‘Communication and Discipline’

What was the main thing learnt?



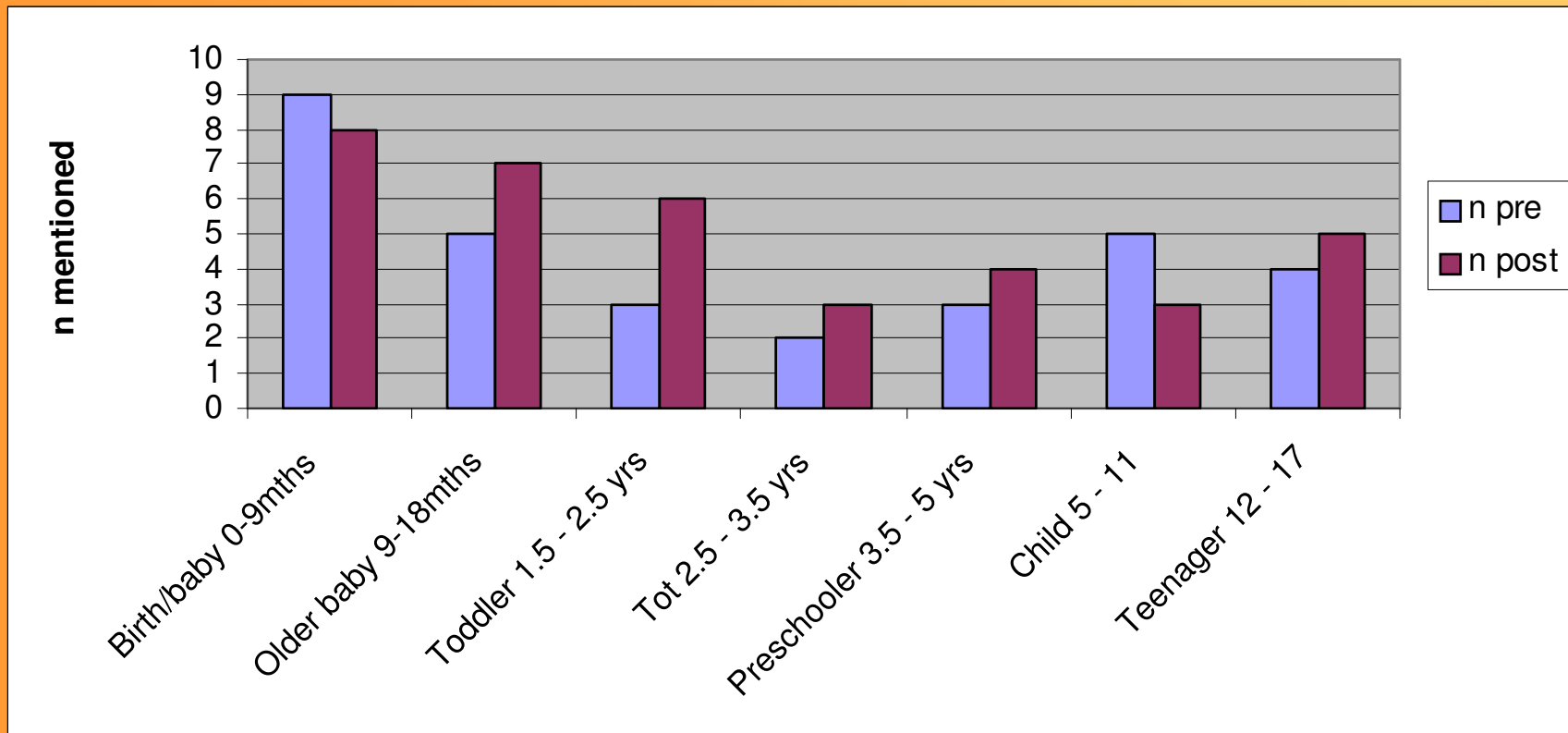
- **Personal aspects**
 - “the need to work through your own issues first”
 - “relating is the key to a happy life”
 - “reconnecting with feelings”
 - “able to discuss in greater depth”
 - “men do have an important role (in child rearing)”
- **Specific knowledge/skills**
 - how to set appropriate boundaries
 - aspects of discipline
 - how to be a better partner or parent
 - importance of communication in families
 - importance of whole community
 - importance of social, emotional and physical aspects of relationships



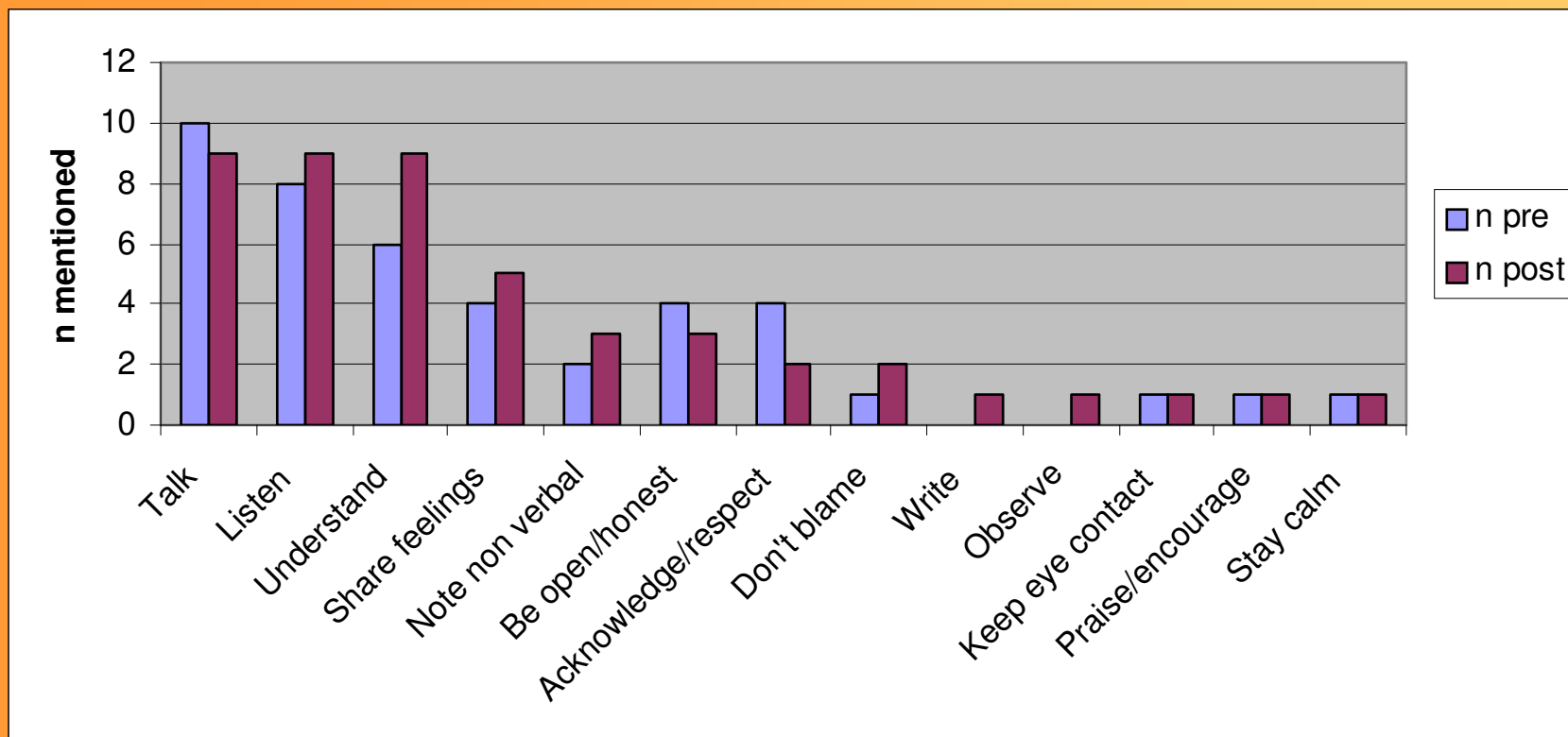
Feedback on program- groups

- Felt part of a team
- Trust in facilitators. “Big risk coming here”
- Great openness and respect
- Got a lot of understanding from others’ stories
- Comfortable sharing deep secrets

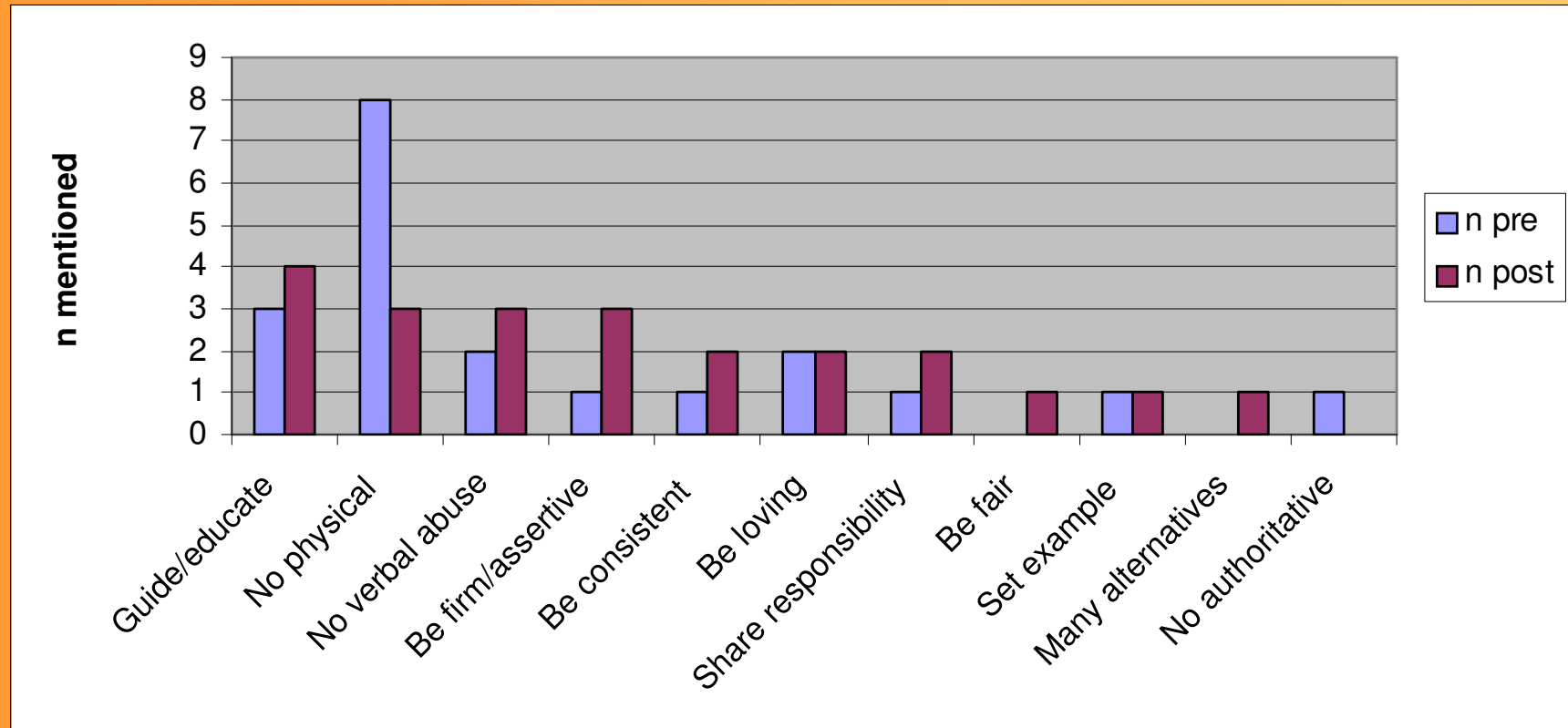
Workers' knowledge of stages of child development.



Workers' knowledge of good communication practices



Workers' knowledge of good child management practices



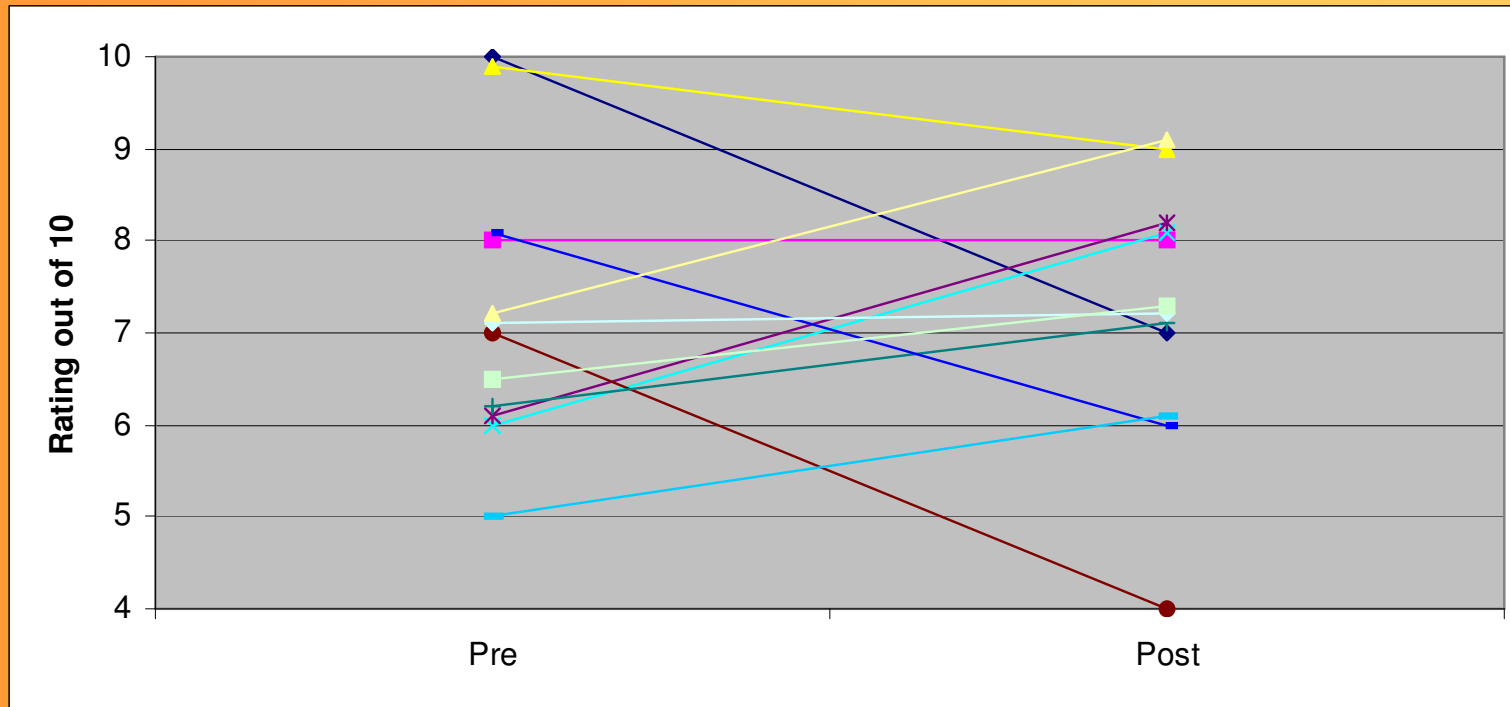


Perceived level of understanding and confidence

Mean pre and post score out of 10 – written form

Item	Pre	Post
a) Knowledge of child development	7.21	7.17
b) Knowledge of ways to manage difficult behaviour in children	6.88	7.17
c) Communication skills with adults	8.29	8.17
d) Communications skills with children	8.17	7.67
e) Confidence in working with Aboriginal parents around their parenting needs	7.25	7.33
f) Confidence in delivering a parenting course in your local community	7.17	7.83*

Pre and post self-ratings of workers' knowledge of child development



Similar up and down patterns for quantitative ratings of:

1. knowledge of ways to manage difficult behaviour in children
2. communication skills with adults and
3. communication skills with children
4. confidence delivering a parenting course in their community
5. parenting
6. relationships with children
7. relationships with partner

Why?

Possible reasons for inconsistent self-rating trend

**“I have a lot to learn/can improve/some
areas need work” (8)**

**“Relief that I have done OK/better than I
thought/best I could” (6)**

Only 4 days – what do we expect?

Suggested improvements to training workshop



➤ Facilitators

- make it longer: 2 x 3 day or 1 x 5 day
- workers do more facilitating
- maintain flexibility: 'living and breathing process'

➤ Workers

- make it longer
- more role-play
- simplified wording
- more on domestic violence and anger management
- short video on the philosophy behind the workshop
- Adapt it for high schools



Where to from here?

“Made me realise how important it is to share your own stories in a group like this before speaking to community”

“I am delighted but scared of how I deliver a package and the effects it may have on their life”

Where to From Here?



- Rollout phase now underway
- Workforce issues
 - Coordination and support
 - New facilitators
 - confidence
 - changing employment
 - finding time
 - mutual support
- Opportunities to expand to other places



Thank You

