

# **Designing the Fatherhood TIES Project**

Identifying Core Components in Fatherhood Programs Through a Multimethod Analysis Approach

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The federal government invests about \$150 million per year in Healthy Marriage and Responsible Fatherhood programs, the latter of which aim to help fathers strengthen relationships with their children and their coparents, enhance their parenting skills, and improve their economic stability.<sup>1</sup> Existing evidence suggests that the effects of fatherhood programs are modest on average but also vary widely across different studies of different programs.<sup>2</sup> For that reason, there is interest in identifying which features of fatherhood programs are most strongly associated with success. Doing so can help practitioners identify how best to strengthen fatherhood programs so that they yield larger benefits for fathers and their families.<sup>3</sup>

One strategy to achieve this goal is to identify fatherhood program core components and work to directly strengthen those specific parts of a program. Core components are broadly defined as *the parts, features, attributes, or characteristics of a program most associated with its success.*<sup>4</sup> If researchers can determine which program features make up its core components, they can work with practitioners to emphasize and invest in those successful elements and ensure they are implemented well. By focusing attention on core components, programs may then be able to produce larger effects for the fathers they serve.

In the fall of 2022, MDRC and its partners Abt Associates and MEF Associates launched the Testing Identified Elements for Success in Fatherhood Programs project (Fatherhood TIES) with funding from the U.S. Department of Health and Human Services, Administration for Children and Families, Office of Family Assistance, under a competitive award from the

Office of Planning, Research, and Evaluation. The aim of Fatherhood TIES is to first identify core components in fatherhood programs and then rigorously test their impacts on outcomes related to fathers' parenting, healthy relationships with coparents, individual well-being, and economic stability.

This brief describes the multimethod analysis approach the Fatherhood TIES team used to identify core components for rigorous testing in the second phase of the project. The approach involved four activities: ongoing conversations with fathers, program staff members, and academic experts ("active engagement"); a literature review of qualitative studies on fatherhood programs ("qualitative studies"); a meta-analysis of published quantitative literature ("meta-analysis");<sup>5</sup> and a secondary analysis using data available across Fatherhood Family-focused, Interconnected, Resilient, and Essential (Fatherhood FIRE) award recipients ("secondary analysis").

# Why a Multimethod Analysis Approach?

The benefits of a multimethod approach to identifying core components to test include:

- ENSURING A WIDE RANGE OF PERSPECTIVES AND TYPES OF INFORMATION ARE INCORPORATED. The research team drew on published literature; data collected from current Fatherhood FIRE award recipients; and conversations with fatherhood program staff members, fathers who attended programs, and academic experts. This wide range of forms of information ensured that diversified perspectives were incorporated in the process of identifying core components to test.
- IMPROVING RIGOR AND REDUCING THE RISK OF REACHING INACCURATE CONCLUSIONS. The team conducted both quantitative analyses to provide statistical patterns and general representativeness, and qualitative analyses to gain an in-depth understanding of program contextual factors and fathers' experiences. As depicted in Figure 1, by conducting different activities, the research team mitigated the biases and disadvantages inherent in any single method and made the most of their respective advantages. The research team compared results across the multiple analysis methods to validate the findings.

To offer an example of how this complementarity worked in practice, the published quantitative literature used in the meta-analysis did not often provide detailed information about program implementation. However, as part of the active engagement activity, the research team was able to learn about the complexity of running fatherhood programs by engaging in conversations with fathers, program staff members, and academic experts. While those conversations included a small sample of participants, limiting how generally representative they are, that analysis was supplemented by the secondary analysis that used a large data set. For the secondary analysis, the research team analyzed data from over 8,000 fathers enrolled in programs offered by Fatherhood FIRE award recipients, allowing for a broader look into their outcomes and program experiences.

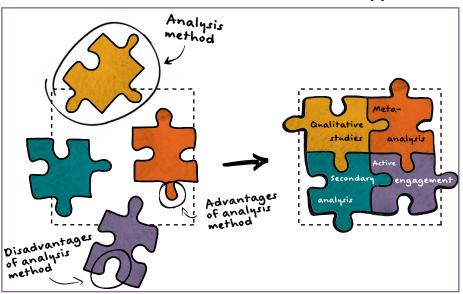
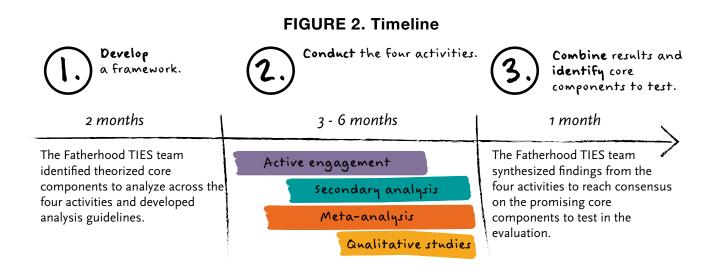


FIGURE 1. Fatherhood TIES Multimethod Approach

# The Phases of Identifying Core Components to Test

As shown in Figure 2, the multimethod analysis approach consisted of three phases: develop a framework, conduct the four activities, and combine results and identify promising core components. The first phase spanned approximately two months, involving extensive discussions, the development of analysis material (described in more detail below), and the creation of a comprehensive list of theorized core components that was used to analyze both qualitative information and quantitative data in all four activities. The second phase extended for a total of six months, with variations in the duration of the individual activities. During this phase, the activities were conducted independently, so none of the analyses influenced the processes or findings of any of the others. In the third phase, the team cross-checked findings from all four activities to identify converging evidence on the promising core components to test in the Fatherhood TIES evaluation.



## PHASE 1: DEVELOP A FRAMEWORK

Before diving into the four independent activities, the Fatherhood TIES team created a comprehensive list of theoretically important core components based on a preliminary review of existing literature and conversations with experts on fatherhood programs. The purpose of this list of theorized core components was to ensure that a comprehensive set of core components was analyzed throughout the activities and to provide a consistent foundation for the analysis in each activity. The theorized list of core components was also used to develop manuals the research team referred to in coding the information analyzed across the four activities. For example, for the meta-analysis, the research team used the coding manual to identify the relevant pieces of information (such as the study and program characteristics) included in the technical reports and peer-reviewed journal articles selected for this activity.

As shown in Figure 3, theorized core components were organized in content groups (for example, program delivery) and each core component was further categorized to create "subcomponents." For example, the program-delivery core component was further categorized to capture specific information about how programs were delivered to fathers, such as program settings, delivery modes (virtual, in-person, or hybrid), and delivery formats (individual or group-based).

The Fatherhood TIES team used the list of theorized core components to analyze information both within each activity, during the second phase of the multimethod process, and across them, during the third phase, when results from each activity were cross-checked and compared.

## PHASE 2: CONDUCT THE FOUR ACTIVITIES

With the list of the theoretical core components and coding manuals in hand, the Fatherhood TIES team worked on collecting, coding, and analyzing information within each of the four activities. Each analysis method on its own provided a different perspective. None, on its own, could provide the research team with a comprehensive understanding of the core components of fatherhood programs to make a priority for rigorous testing in the second phase of the project. As mentioned in the earlier sections, by conducting four different activities, the research team could benefit from the advantages of each method while compensating for their disadvantages. Figure 4 lists these advantages and disadvantages. The subsections that follow describe what each activity involved.



# Ongoing conversations with fathers, program staff members, and academic experts

This activity, also referred to as active engagement, was designed to create ongoing dialogue with a diverse group of individuals with deep knowledge about fatherhood programs and the systems their program participants navigate. As the project was starting up, the research team created an advisory committee that includes fatherhood program staff members, program participants, colleagues at the Office of Family Assistance, and other subject-matter experts,

### FIGURE 3. Theoretically Important Core Components of Fatherhood Programs

# Primary Program Strategies

Recruitment and initial engagement strategies:

- Internal and external referrals
- Engagement activities and links to support services
- Matching fathers to areas of direct interest
- Timing of access to the program

### Engagement and

### retention strategies:

- Removing barriers to participation
- Reminders to attend sessions and meetings
- Immediate case management to help fathers meet financial needs
- Format of sessions (lecture, group discussion, role play, self-directed learning)

### Extended activities:

- Case management
- Mentors
- Support groups
- Local partnerships

## Program Delivery

- Primary program setting (community, home, etc.)
- Primary delivery mode
- (virtual vs. in-person)Primary delivery format (individual fathers,
- (individual fathers, groups, etc.)

### <u>Dosage</u>

- Program duration (in weeks)
- Frequency of program meetings
- Length of sessions
- Total number of sessions

### Program Implementation

- Parenting
- Healthy relationships
- Economic stability

### Program content:

- Parenting
- Healthy relationships with coparents
- Family life
- Father well-being
- Father financial stability

## Overall Program Approach + Focus

- Years program and organization have been in
- operation
- Program provider
- characteristics
- Problems with
- implementation

### FIGURE 4. Advantages and Disadvantages of the Four Activities

	Advantages	Disadvantages
Active engagement	<ul> <li>Involved individuals with firsthand experience of, insight into, and perspective on fatherhood systems</li> <li>Captured nuanced information that is not available in quantitative data and quantitative study results</li> </ul>	<ul> <li>Limited general representativeness due to a small sample</li> <li>Possible subjective biases related to the core component selection process from people involved in programs</li> </ul>
secondary analysis	<ul> <li>Analyzed services and strategies fatherhood programs are currently offering across the country</li> <li>Analyzed outcomes using a large sample of fathers who participated in fatherhood programs</li> </ul>	<ul> <li>Not possible to analyze core components implemented by most or all programs</li> <li>Possible selection bias since outcomes for fathers who did not complete the programs are missing</li> </ul>
Meta-analysis	<ul> <li>Provided a broad, empirical look at the landscape of existing fatherhood studies</li> <li>Made it possible to see what core components have already correlated with better (or worse) father outcomes</li> </ul>	<ul> <li>Could only code components that were described in the literature</li> <li>Correlational, not causal analysis</li> </ul>
Qualitative studies	<ul> <li>Provided context as to why specific theorized core components may be associated with better outcomes</li> <li>Put fathers' voices at the forefront</li> </ul>	<ul> <li>Small sample of studies</li> <li>Date range of studies meant fathers' experiences could be outdated</li> </ul>

such as researchers. The Fatherhood TIES team engaged this diverse group of experts to weigh in on project activities and the process of identifying core components.

The goal of this activity was to involve the advisory committee in the process of identifying core components and to gain their perspectives on what parts of fatherhood programs influence father outcomes.

### How the Fatherhood TIES team gathered and analyzed information

The research team hosted 3 group-based meetings and 10 one-on-one meetings. In all meetings, the research team used the theorized list of core components to guide the discussion and to organize the responses.

In one of the group-based meetings, staff members from fatherhood programs discussed their perspectives on service offerings; in another, fathers shared the aspects of their programs that most affected them. After these first two meetings, the research team organized the information provided by both program staff members and fathers to identify the components that were most highly endorsed by these groups and the components that were less frequently endorsed or were described as less important. Then the research team hosted a third group-based advisory meeting, including both program staff members and fathers, to clarify and confirm the research team's interpretation of the components discussed in the previous meetings.

Concurrently with the group meetings, the research team conducted one-on-one meetings with subject-matter experts, including researchers and technical assistance providers, to gather insights into core components emerging from the group meetings, feasibility (that is, *can* a component be implemented?) and methods (that is, *how* can a component be implemented?). During these meetings, the research team also explored questions related to the study's goals and approach to identifying core components.

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### **2** Secondary Analysis Using Data Available from Fatherhood FIRE Award Recipients

At the time of Fatherhood TIES project start-up, the federal government was funding over 50 fatherhood programs across the country. The Fatherhood TIES team believed that there was much to learn from these programs that could inform the identification of core components to test. The team also thought it was important to examine theorized components in contemporary settings that reflect the contexts where the eventual tests of core components will take place. The research team therefore conducted a secondary analysis of the data collected from 43 Fatherhood FIRE award recipients between April 2021 and September 2022.<sup>6</sup> For this activity, the research team drew on both information on program services provided and survey data.<sup>7</sup>

### How the Fatherhood TIES team gathered information

The research team used two types of information for this activity: program-level information and father-level data. Program-level information came from Performance Progress Reports that staff members at each Fatherhood FIRE award recipient prepare quarterly for submission to the Office of Family Assistance. These reports served as valuable sources of qualitative information, providing insights into program activities, program services, program structure, and participation trends. Information provided in the reports was coded to align with the predefined list of theorized core components. Father-level data came from files available through the system Fatherhood FIRE award recipients use to collect performance-measure data required by the Administration for Children and Families (known as Information, Family Outcomes, Reporting, and Management, or nFORM). These files provide extensive data in areas such as fathers' service receipt (for example, the number of case management activities they receive or their workshop attendance), fathers' characteristics, and the outcomes programs sought to affect (for example, parenting skills or employment status).<sup>8</sup> The total sample for the analysis included 43 programs and 8,066 fathers.

### How the Fatherhood TIES team analyzed information

The research team analyzed the relationships between potential core components and fatherlevel target outcomes in two ways: direction (that is, is the relationship between the potential core component and the target outcome positive or negative?) and magnitude (that is, is the relationship weak or strong?).<sup>9</sup> Because programs are different from each other (for example, they have different locations and population demographics) and fathers attending the same program might share certain similarities due to the local contexts, the research team used an analysis method called multilevel modeling to account for differences and similarities among fathers. Figure 5 lists the target outcomes analyzed in this activity, grouped into four outcome domains: program participation, parenting, healthy relationships with coparents, and economic stability.



### Meta-analysis of Published Quantitative Studies

Most studies examine the effects of a full program and all its various features together, rather than considering the value contributed by each individual feature. Meta-analysis combines studies of multiple programs to determine the overall average impacts of programs of a certain type, but still generally examines whole programs. Meta-analysis that moves beyond estimating average effects and focuses explicitly on program and study characteristics is one nonexperimental methodology researchers can use to determine whether there are measurable program components that are related to larger effects for study participants. For over two decades, researchers have used this methodology to identify successful program features across a range of different services, from youth development to parenting, as a strategy to strengthen existing social services. In the meta-analysis for this study (described in detail in a separate report),<sup>10</sup> the Fatherhood TIES team drew on technical reports and peerreviewed journal articles describing fatherhood programs to identify which specific features and characteristics of the fatherhood programs are most strongly associated with fathers' target outcomes.

Outcome Domain	• Father has seen his child in the past week (Y/N) • Father's satisfaction/enjoyment in parenting child (2 items, 1-5 scale) • Warm and supportive parenting ( $\alpha = 0.85$ -0.91)	
Parenting		
Healthy relationships with coparents	<ul> <li>Father report of coparenting quality (1-5 scale, a = 0.94)</li> <li>Father report of relationship satisfaction with the coparent</li> </ul>	
Economic stability	• Father employment status	
Program participation	<ul> <li>Attendance at least one primary workshop session (Y/N)</li> <li>Average level of participation in primary workshops (%)</li> <li>Any case management contact (Y/N)</li> <li>More than 5 case management contacts (Y/N)</li> </ul>	

### How the Fatherhood TIES team gathered information

This methodology relies on identifying relevant studies of a particular type of program and systematically coding different features and characteristics of the programs that could be core components, such as program duration, service delivery model, and program content. The points below summarize the research team's steps for gathering and coding information for this meta-analysis:

- **IDENTIFYING ELIGIBLE STUDIES.** The research team used a rapid search strategy to identify 57 eligible studies for the meta-analysis. The search strategy involved locating studies through (a) recent systematic reviews of fatherhood programs, parenting programs, and healthy marriage programs; (b) federal evaluations such as the Building Bridges and Bonds and Parents and Children Together studies; and (c) local evaluations from the 2015 round of federal fatherhood grants.<sup>11</sup>
- **IDENTIFYING FATHERHOOD PROGRAM COMPONENTS AND OUTCOMES TO CODE.** The research team used the coding manual developed in the first phase of the multimethod analysis process to help coders identify the relevant pieces of information to describe for each study. Study and program characteristics included the list of theorized core components (for example, program content and program format) as well as contextual information about the study, such as the study design and the demographic composition of the sample.
- CODING THEORIZED CORE COMPONENTS. A team of coders and one lead coder used the coding manual to code the relevant information included in the studies. All coding was conducted using the MetaReviewer, a freely available, online platform that aims to facilitate meta-analysis coding in multiperson, multiorganization teams.<sup>12</sup> Extensive training and coding practice sessions ensured coding reliability and consistency.

### How the Fatherhood TIES team analyzed information

The research team used a quantitative methodology—namely, metaregression—to examine not only whether there are overall positive effects of programs (as a typical meta-analysis would do) but also to determine which features are associated with the largest effects within each outcome domain. Figure 6 below lists the outcomes analyzed in this activity. Characteristics about the study participants, study design, and other contextual information were included as covariates.



### Literature Review of Qualitative Studies on Fatherhood Programs

The Fatherhood TIES team also examined a collection of qualitative publications. This collection focused on papers not included in the meta-analysis, and it aimed to gauge the effects of fatherhood programs through the perspectives of fathers who participated in them. Though the review was limited in scope due to time constraints, it improved the rigor of the TIES research design by incorporating father experiences into the process of identifying core components.<sup>13</sup>

Outcome Domain	Specific Ontcome	
Parenting	<ul> <li>Positive parenting</li> <li>Child maltreatment</li> <li>Cognitive stimulation</li> <li>Harsh discipline</li> </ul>	<ul> <li>Developmental milestones</li> <li>Contact with child</li> <li>Custodial status</li> <li>Father-child engagement</li> </ul>
Healthy relationships with coparents	<ul> <li>Joint decision-making</li> <li>Communication skills</li> <li>Relationship satisfaction</li> </ul>	<ul> <li>Relationship quality</li> <li>Activities with both parents and children</li> </ul>
Economic stability	<ul> <li>Earnings or wages</li> <li>Employment status</li> <li>Financial literacy</li> </ul>	<ul> <li>Hours worked</li> <li>Educational attainment</li> <li>Child support payments</li> </ul>
Father well-being	<ul><li>Mental health</li><li>Physical health</li></ul>	<ul> <li>Drug/alcohol use</li> <li>Criminal/legal system engagement</li> </ul>

### How the Fatherhood TIES team gathered and analyzed information

Through the rapid search strategy that identified 57 eligible studies for the meta-analysis, the team identified a small sample of eligible studies that primarily focused on describing, with qualitative methods, fatherhood programs' effects on fathers' well-being, parenting skills, relationships with coparents, and economic stability. Most studies used individual interviews or focus groups with fathers where they shared their program experiences and perspectives on which program activities felt most meaningful and how these activities affected their behavior. The research team used coding manuals to analyze the information included in these qualitative studies.

The research team identified the program elements and activities that were most frequently discussed as being associated with fathers' perceptions of improvements in the outcome domains. These elements and activities include some that were not part of the initial list of theorized core components, such as the cultural relevance of program offerings, strategies for teaching and reinforcing content, and the use of assessment to monitor fathers' progress.

# PHASE 3: COMBINE RESULTS AND IDENTIFY CORE COMPONENTS TO TEST

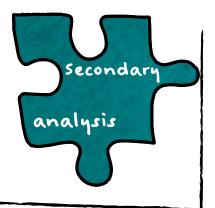
After conducting the activities, the Fatherhood TIES team synthesized and cross-checked the findings. In research, the practice of cross-checking information from multiple methods, data sources, or perspectives to confirm patterns, trends, or conclusions is also called triangulation. In the context of Fatherhood TIES, the goal of the triangulation process was to analyze findings from the four activities and reach consensus on the promising core components to test in the Fatherhood TIES evaluation. The triangulation process involved organizing and presenting findings across the four activities, and comparing their findings to identify converging evidence, inconsistencies, or contradictory results for each of the core components analyzed. The research team identified types of core components that were shown to promote better outcomes for fathers not just in one individual activity but across at least three of the activities. The research team did not emphasize one set of activities over another, but rather looked for consistent patterns across activities to identify the core components that had the most robust evidence base.

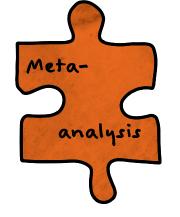
# INDIVIDUAL SUPPORT EMERGED AS AN OVERARCHING FINDING

Across all four of the activities the research team found evidence that fatherhood programs providing individual support—both by tailoring services to the needs of the individual and providing those services in one-on-one formats in addition to group-based formats—were associated with larger effects on target outcomes for fathers. Target outcomes analyzed include those related to parenting, healthy relationships with coparents, economic stability, father well-being, and program participation. As Figure 7 shows, this finding emerged consistently from all four activities.

### FIGURE 7. Main Findings from Each Activity









It is critical to provide fathers with individual support that addresses their unique circumstances and goals. Programs that provided more individual case management contacts and that focused on father well-being or parenting were associated with improvements in warm and supportive parenting. Programs that provided services in individual formats were associated with larger impacts on outcomes related to parenting, healthy relationships with coparents, economic stability, and father well-being than programs that delivered services to groups of families, couples or fathers. Fathers value individual support and connections and believe they help them succeed in fatherhood programs. Within the overall theme of individual support, specific core components emerged from the triangulation process: (1) tying **program content** to fathers' reasons for seeking services and their specific goals; 2) offering **tailored engagement support** that helps fathers complete program activities and engage in supplementary activities as needed; (3) providing specialized staff members who can **help fathers navigate complex, bureaucratic systems** (for example, family court and child support) that directly affect their ability to spend time with children and have strong and healthy relationships with coparents; and (4) ensuring that fatherhood program staff members are able to **connect fathers directly to forms of support** (such as education and employment programs) that they are interested in receiving to help them achieve their goals.

Because individual support emerged so consistently from the four activities, the team agreed to incorporate individual support as an integral aspect of the core components the research team will define for rigorous testing following the multimethod analysis process. The Fatherhood TIES team will work with Fatherhood FIRE award recipients to develop and implement personalized strategies designed to meet the needs of fathers, and test them through rigorous study designs. The goal of including individual support is to enhance the effectiveness of the Fatherhood TIES interventions, so fathers can achieve the best possible outcomes.

# What's Next in Fatherhood TIES

The multimethod analysis approach described in this publication supported the identification of research design priorities for the Fatherhood TIES federal evaluation. As a result, the team has a community of experts in place to advise the project moving forward. In addition, interventions providing individual support will be made a priority for testing in five existing award recipients. The research team will work closely with fatherhood programs to customize the interventions and the implementation approaches to meet the needs of the fathers they serve. This collaborative effort will pay close attention to contextual service formats, inequities, and systemic barriers that affect fathers' outcomes related to economic stability, parenting, healthy relationships with coparents, and overall well-being. Fatherhood TIES will publish periodically to update fatherhood policymakers, program operators, advocates, funders, and others in the field on the lessons learned about these approaches during the study. These publications will share the perspectives of program staff members and managers on integrating these innovations into their existing services and of fathers who graciously agreed to participate. The publications will also present the results of an impact study designed to assess whether these new program strategies improve the lives of fathers and their children.

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- For details about the core component meta-analysis activity, see Meghan McCormick, Sandra Wilson, and Allison Dymnicki, *Identifying Core Components in Fatherhood Programs: A Metaanalytic Approach*, OPRE Report #2024-09 (Washington, DC: Office of Planning, Research, and Evaluation, Administration for Children and Families, U.S. Department of Health and Human Services, 2024).
- 6. Fatherhood FIRE is funded by the U.S. Department of Health and Human Services, Administration for Children and Families, Office of Family Assistance. The Office of Family Assistance funds 58 organizations across the United States to provide Responsible Fatherhood services. Award recipients serve fathers who are ages 18 years and older and have children ages 24 years and younger; recipients are called upon to provide comprehensive healthy relationship and marriage education services, as well as job and career-advancement activities to advance economic stability and overall improved family well-being. The Fatherhood TIES team received Performance Progress Reports for 54 Fatherhood FIRE programs. Eleven programs were excluded from the analysis because they served fewer than 50 fathers or had less than 40 percent of fathers complete an end-of-program survey (or Exit Survey). The Exit Survey asked questions about parenting, healthy relationships with coparents, individual well-being, and economic stability, and about fathers' perceptions of the program. The Exit Survey is the data source the research team used to create outcomes.
- 7. The Fatherhood TIES team used data collected by the 43 Fatherhood FIRE award recipients between April 2021 and September 2022 in nFORM (Information, Family Outcomes, Reporting, and Management). nFORM is a management information system that Healthy Marriage and Responsible Fatherhood award recipients use to collect, store, and analyze performance-measure data required by the Administration for Children and Families. nFORM resources, including survey instruments and program-participation data-collection features are available at https://hmrf-nform.acf.hhs.gov/nFORM/Contact.
- Award recipients collected outcome data using surveys given to fathers when they started and completed the program. Father-level data collected through these two surveys were available in nFORM.

- The research team used regression coefficients of the core components to assess the direction and magnitude of the relationships between core components and father-level target outcomes. For all outcomes the regression adjustment included the baseline equivalent of the outcomes and demographic characteristics.
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- 12. MetaReviewer, "Evidence Synthesis by Design" (website: <u>https://www.metareviewer.org/landing/index.html</u>, n.d., accessed May 1, 2023).
- 13. These studies originally identified for the meta-analysis did not have the quantitative requirements to be coded for the meta-analysis but did include qualitative data on eligible target outcomes.

# Acknowledgments

MDRC dedicates the Fatherhood TIES project to Bright Sarfo. We cherish the significant contribution he made to the design of the project, and we hope to keep his ideas at the forefront of our minds as we move forward in project implementation.

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