Logic Model for the Baltimore Responsible Fatherhood Program (BRFP)

Our mission is to strengthen urban communities by helping fathers and families achieve stability and economic success.

BRFP Learning Areas

- Case Management
- Funding
- Recruiting
- Partnerships

Philosophy Behind Approach

Fathers must believe in themselves
Culturally appropriate service is effective
Fathers are key to restoring family stability

BRFP Learning Areas

- Parenting Skills
- Job Readiness
- Healthy Relationships
- Child Support Management

Outcomes

- Parental Involvement
- Relationships Improved
- Employable
- Child Support Compliant

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= Family Stability
= Economic Success
Case Management – Center for Urban Families views its Client Services program’s case management approach to be a valuable input to BRFP. Client Services supports participants on an individual basis, working with each client to identify internal and external programs and resources they need to improve their lives.

Funding – Center for Urban Families (CFUF) utilizes support from foundations, government agencies, and individuals to fund the Baltimore Responsible Fatherhood Program (BRFP).

Recruiting – BRFP services conducts street outreach and recruitment at schools, community organizations and peer nonprofit agencies. When fathers arrive at CFUF, they complete an application and speak with a fatherhood specialist to learn more about the services offered. If fathers elect to participate, they complete the One Man’s Plan – a personal goal setting tool, complete baseline assessments, and start attending fatherhood workshops.

Partnerships – BRFP not only partners internally with other CFUF programs to provide services to its clients, it also has partnerships in the Baltimore area to provide services such as housing assistance, legal assistance, mental health needs, tax preparation and financial education.

Philosophy Behind Approach:
The hypothesis driving CFUF’s programmatic approach is rooted in Social Learning Theory (SLT), a framework associated with affecting positive behavioral change. The organization applies two core concepts of SLT—self efficacy (fathers must believe in themselves) and outcome expectancies (fathers are key to restoring family stability). The portions of the curriculum intended to help fathers strengthen parenting and communication skills reflect the emphasis on self-efficacy. Elements of the BRFP curriculum encourage fathers to reflect on the benefits of behavioral change on their individual well-being and that of their families. Lastly, CFUF provides culturally appropriate services, instructors and case managers that largely reflect the population it promises to serve.

LEARNING AREAS

Healthy Relationships – The communication skills taught in BRFP can help fathers process and express their feelings appropriately, improve co-parenting and family relationships, and decrease conflict between parents.

Parenting Skills – BRFP increases awareness of the importance of fatherhood by providing opportunities to practice parenting skills during CFUF family outings. These activities provide a space for fathers to spend time with their children, build relationships, and have fun in a safe environment.

Job Readiness – FBRFP helps prepare fathers for job stability by instilling the values of reliability, punctuality, and responsibility. BRFP also works closely with STRIVE, the job-training program within CFUF that assists clients with job-skill development and job placements.

Child Support Management – Each father in the program will work with his assigned case manager to make progressive steps toward becoming compliant with child support. This includes assistance with understanding the child welfare system, financial documentation, communication with guardians and paying arrearages.

OUTCOMES

Parental Involvement – BRFP participants spend time with their family which allows them to strengthen the relationships with their co-parent(s) and children. Additionally, the parenting skills gained in the program provide fathers with the knowledge and ability to be more involved in the raising of their children.

Relationships Improved – As fathers develop self-worth, stronger communication skills, more frequent contact with co-parents and increased time spent with their children, their relationships with family improve specifically with co-parents/guardians and children.

Employable – BRFP completion results in increased employment of fathers. The boosted self-confidence, job preparation, and instillment of work-related values combine to improve their job search and ultimately success on the job.

Child Support Compliant – Participation in BRFP helps fathers become more compliant with their child support responsibilities. A higher frequency of child support payments and decrease in arrearages are outcomes of the program.

IMPACT

Family Stability – BRFP helps fathers gain skills necessary to care for their children and improve their co-parenting relationships, thus increasing father involvement in childrearing. Increased father involvement in the child’s life leads to positive social and academic outcomes for children.

Economic Success – BRFP helps fathers become employed, which leads to greater economic success for families. Access to career advancement also improves a father’s ability to make full and timely child support payments, as well as reduces childhood poverty.