



*Papás of the Central Coast:
BSCC Local Evaluation Plan (2022)*

Summary

Program

Papás of the Central Coast is an exemplary fatherhood involvement program recognized statewide for its clinically tested fatherhood curriculum, Supporting Fatherhood Involvement (SFI). The program has demonstrated efficacy in enhancing father involvement, co-parenting relationship quality, and children’s wellbeing, specifically among the Latino population. Papás addresses recidivism and the intergenerational cycle of criminal justice involvement among young Latino fathers in the criminal justice and/or child-welfare systems through its evidence-based services. Papás taps into this population’s intrinsic motivation to positively change their own future and that of their children. Through BSCC funding, Papás augmented its existing scope by emphasizing economic stability and upward mobility, and it further expanded its reach beyond Santa Cruz County to young fathers in Monterey County. The target population consisted mainly of Latino males between the ages of 15-25 involved in the justice system and/or child-welfare system. The vision for Papás is that fathers throughout the central coast will be invested in their own wellbeing, the wellbeing of their children, and of their communities.

COVID-19

When this grant was first implemented by Encompass’s Papás program, we did not expect the significant disruption that was COVID-19. Midway through the grant period, in March 2020, Santa Cruz County enacted the first “shelter in place” order. This, of course, was followed by two years of widespread illness, job loss, and social impacts we continue to face now. COVID’s impact to the Papás program was vast. For over 15 years, Papás has offered community-based workshops for fathers and other supportive caregivers. Staff provide transportation, child care, and warm meals in order to remove barriers to access and also build a strong sense of community among often isolated fathers. All of these supports were – and continue to be – paused due to COVID. The virtual offerings through Zoom for Healthcare were not well attended, especially by young men who were also on screen for school. There were many lessons learned from these events, and we are proud of our now well-developed capacity to offer any participant virtual accommodations if needed. However, it cannot be understated how significantly the pandemic disrupted access to fatherhood support services through the Papás program.



Project Description

Activity (2018 – 2021)

Papás addressed recidivism by increasing the wellbeing of young Latino fathers through increased father involvement, improved co-parenting relationships, and improved economic stability. This was accomplished through an assessment of strengths and needs, bilingual parenting support tailored for Latino fathers through the Supporting Father Involvement (SFI) curriculum, economic stability support through the Personal and Professional Development (PPD) curriculum, and referrals/linkages to community resources

Project Goals

The three goals of this project were:

1. Increase public safety by reducing recidivism through economic stability among program participants and their children;
2. Increase protective factors and decrease the risk of child abuse/neglect through increased parenting knowledge, positive parent-child interactions, and improved co-parenting relationships;
3. Strengthen community awareness and linkages between organizations to provide sustainable, system-wide impact.

Project Objectives

Goal 1: Increase public safety by reducing recidivism through economic stability among program participants and their children. By the end of June 2019:

- Objective 1a. 50 eligible fathers will have enrolled and have participated in PPD and SFI, and other services as needed.
- Objective 1b. Participants who have completed 50% or more of the core program components will have greater job retention and increased earnings than participants who have completed less than 50% of the core program components.
- Objective 1c. Participants who have completed 50% or more of the core program components will have fewer convictions for new felonies or misdemeanors committed during the observation period of the grant than participants who have completed less than 50% of the core program components.
- Objective 1d. 50% of participants will be successfully linked to services that have been identified as a need and/or goal area for the participant.
- Objective 1e. All Papás staff providing services will be trained in core program components such as Motivational Interviewing, Trauma Informed Care, PPD, and SFI as they relate to their positions.

Goal 2: Increase protective factors and decrease the risk of child abuse/neglect through increased parenting knowledge, positive parent-child interactions, and improved co-parenting relationships.

- Objective 2a. 80% of participants will complete the Supporting Father Involvement curriculum (defined as at least 80% of SFI curriculum components).
- Objective 2b. From pretest to posttest, participants will show improved self-esteem.



- Objective 2c. From pretest to posttest, participants will show an increase in time spent with child/children.
- Objective 2d. From pretest to posttest, participants will perceive improvements in their relationships with their children.
- Objective 2e. From pretest to posttest, participants who have parenting partners will perceive improvements in their co-parenting relationships.

Goal 3: Strengthen community awareness and linkages between organizations to provide sustainable, system-wide impact.

- Objective 3a. Establish referral procedures between Santa Cruz County and Monterey County Probation and Encompass Community Services to increase access to services for young fathers involved in the criminal justice system.
- Objective 3b. Establish a regular presence at the Santa Cruz County Youth Violence Prevention Task Force (YVPTF) to develop strategies and further support community awareness of the Papás PP program.

Treatment Services

Intake & Assessment

Once a participant is referred, the Papás Family Development Advocate (FDA) completed an intake, beginning with a program orientation and full assessment. Once participants agreed to participate, they were enrolled in SFI and PPD workshops. Due to developmental differences and potential criminogenic risk levels, program participants were separated by age and risk level whenever possible (age range targets are 15-17 and 18-25). Once the pandemic impacted attendance, Papás shifted from a workshop to an individual model, negating the need to screen for risk in order to match participants in groups.

Economic Stability

Offered through Personal and Professional Development (PPD) workshops. PPD is an evidence-based reentry curriculum that focuses on developing workplace readiness and soft skills so participants are poised to improve their careers and become more active members of their families and communities. Benefits include workforce readiness skills, cognitive skill building, job placement and retention, health and wellness, and financial education. The curriculum, provided by the Papás Group Facilitator and the FDA, is three weeks long and includes free childcare. A minimum of eight groups were available to participants during the twelve-month project period. Once the PPD classes were complete, participants were routed to a father involvement workshop. Once the pandemic impacted attendance, all workshops were offered using an individual model. This allowed the program to combine PPD and SFI curricula into one 16-session series.

Parent Education

Supporting Father Involvement (SFI) is a curriculum designed to promote positive father involvement and co-parenting. This evidence-based curriculum has been tested and produced successful results. Those fathers and their co-parents who move into this phase of Papás have the opportunity to explore five comprehensive domain areas to build their



parenting capacity while enhancing their existing co-parenting relationship and parent-child interaction. The weekly group is 16 weeks long, led by a Group Facilitator, and includes meals and childcare. A minimum of six ongoing groups were available for participants during the twelve-month project period.

[Service Coordination](#)

Papás FDAs, trained in Trauma Informed Care and Motivational Interviewing, offered all participants the development of an action plan and connection to community resources. Motivational Interviewing assessments helped identify supplementary services needed for participants.

[Supervised Visitation and Advocacy Support](#)

Available as needed to assist and advance fathers' reunification/custody goals. Support navigating the Family Court System, Child Welfare System, and child support services were provided as needed. Finally, transportation and childcare was offered to participants as needed, up to the point when the COVID pandemic impacted in-person service delivery.

[Additional & Ongoing Services](#)

Papás participants also had the opportunity to participate in other Papás services: Non-Violent Communication (NVC), a two-part eight-week communication workshop with a listening model focusing on self-expression and empathy for self and others, was provided as an optional service. The Encompass Alto outpatient program and Sí Se Puede, a 23-bed State-licensed men's residential program, provide culturally appropriate substance use treatment services specifically tailored for Latino men, the majority of whom are criminal justice referrals. Children of participants had direct access to Encompass-run Head Start/Early Head Start and a menu of behavioral health services.

Population of Interest & Estimated Enrollment

In our effort to target young fathers in the greater central coast area, Papás expanded beyond Santa Cruz County to include young fathers in Monterey County. We targeted mainly Latino males between the ages of 15-25 involved in the justice system and/or child-welfare system, with one or more child. The focus of the program is young fathers involved in the criminal justice system, but did not exclude fathers in the child-welfare system. Latinos are selected as an emphasized population for several reasons. In 2015, Santa Cruz County and Monterey County Latino teens ages 15-19 had higher birth rates than all other ethnic groups, with 48.3/1000 births for Monterey County and 44.2/1000 births for Santa Cruz County (the CA Latino teen birth rate is 34.9/1000 births). In 2016-17 in Santa Cruz County, Latino males were represented in the following forms of detention: Juvenile Hall: 68%, Juvenile Probation: 67%, and Adult Probation: 39%. Males, in general were represented in the County facilities at the following rates: Juvenile Hall: 78%, Juvenile Probation: 83%, and Adult Probation: 83%. Finally, data showed that Latinos make up 61.8% of the Monterey county jail population while making up 57% of the county's general population.



Data Collection

Approach

Evaluation of Papás of the Central Coast consisted of tracking specified outcome measures and monitoring results on an ongoing basis. The Papás program uses a database to track intakes, enrollments, workshop attendance, case management, and referrals. The outcomes are tracked through pretest-posttests completed with a client identifier number in a Google Form. Data measures linked directly to the program's goals and outcomes will be monitored and evaluated. Outcomes and tracking systems include:

- Economic stability and recidivism: Workshop enrollment and retention (Papás Database), job retention and income change (pretest-posttest), criminality data (Santa Cruz and Monterey Probation department systems), linkages with community resources (Papás Database) staff training (internal tracking sheet).
- Father involvement: SFI attendance (Papás Database), pre- and post-test data measuring parenting protective factors, self-esteem, child protective factors, parent-child relationship, and co-parenting relationship quality (Papás Database).
- Community awareness: The development of reliable referral procedures will be addressed through regular contact with the Probation departments in Santa Cruz and Monterey counties. This and the Program Manager's attendance at the YVPTF meetings will be tracked internally and reported as needed.

Key Metrics

All participants completed a pre- and post-test survey upon entering and completing the first round of service provision. CQI meetings will take place on a monthly review to improve participant outcomes, staffing practices, and content delivery. Additionally, dedicated data staff will track and report on outcomes and potential trouble spots based on survey data.

Outcome Evaluation

The Local Evaluation Plan and corresponding report was produced with support from the Encompass Data Analytics & Reporting Services department (DARS). DARS provided support to Papás through data collection support, data analysis, and reporting of performance and process outcomes.

Results & Conclusions

Goal 1: Increase public safety by reducing recidivism through economic stability among program participants and their children. By the end of June 2019:

- **Objective 1a.** 50 eligible fathers will have enrolled and have participated in PPD and SFI, and other services as needed.
- **Outcome:** 40 eligible fathers (80%) enrolled and participated in PPD and SFI and other services as needed during the course of the grant. 14 young parents were enrolled during the first year. From March 2020 through December 2020 (the first ten months



of the COVID pandemic), there were 9 enrollments. From January-October 2021 the program registered 16 enrollments.

- Objective 1b. Participants who have completed 50% or more of the core program components will have greater job retention and increased earnings than participants who have completed less than 50% of the core program components.
- Outcome: There is insufficient data to measure this outcome. The primary barrier was timing: The young parents were assessed at completion of the lengthy curriculum. To evaluate job retention, a follow up several months after curriculum completion was necessary, and by this point too few participants were responsive to program outreach attempts.

- Objective 1c. Participants who have completed 50% or more of the core program components will have fewer convictions for new felonies or misdemeanors committed during the observation period of the grant than participants who have completed less than 50% of the core program components.
- Outcome: Participants who completed 50% or more of the core program components had zero convictions for new felonies or misdemeanors committed during the observation period of the grant.

- Objective 1d. 50% of participants will be successfully linked to services that have been identified as a need and/or goal area for the participant.
- Outcome: 10% of participants (20% of objective) were successfully linked to services identified as a need or goal. This outcome was impacted by our strong relationship with the local Probation department. Many Papás participants are on probation, and those fathers' linkage needs were met directly through their probation officer. Thus, although our staff provided fewer linkages than expected, the vast majority of participants were in fact linked to community resources.

- Objective 1e. All Papás staff providing services will be trained in core program components such as Motivational Interviewing, Trauma Informed Care, PPD, and SFI as they relate to their positions.
- Outcome: 100% of Papas staff were trained in relevant core program components.

Goal 2: Increase protective factors and decrease the risk of child abuse/neglect through increased parenting knowledge, positive parent-child interactions, and improved co-parenting relationships.

- Objective 2a. 80% of participants will complete the Supporting Father Involvement curriculum (defined as at least 80% of SFI curriculum components).
- Outcome: 10% (4 out of 40) participants successfully completed at least 80% of the curriculum. Throughout Papás' history, curriculum completion has been a top priority and through experience, the program has learned that transportation, child care, and warm meals are critical components to ongoing attendance. When the workshops



shifted to a virtual modality, much of the interconnection and comradery between participants was lost, and retention suffered.

- Objective 2b. From pretest to posttest, participants will show improved self-esteem.
- Outcome: From pretest to posttest, 50% of participants showed improved self-esteem.

- Objective 2c. From pretest to posttest, participants will show an increase in time spent with child/children.
- Outcome: From pretest to posttest, zero participants showed an increase in time spent. However, it is important to note that all participants who completed the posttest had a legal custody agreement with their co-parent in place.

- Objective 2d. From pretest to posttest, participants will perceive improvements in their relationships with their children.
- Outcome: This analysis was hindered by the fact that no question in the Papás assessment directly inquire about perceived relationship with children. However, a series of questions regarding how participants perceive their child's motivations did show improvement, though the size of the sample is too small to make a meaningful conclusion.

- Objective 2e. From pretest to posttest, participants who have parenting partners will perceive improvements in their co-parenting relationships.
- Outcome: Due to the low number of participants who were in an active co-parenting relationship, there was insufficient data to make meaningful conclusions about this outcome.

Goal 3: Strengthen community awareness and linkages between organizations to provide sustainable, system-wide impact.

- Objective 3a. Establish referral procedures between Santa Cruz County and Monterey County Probation and Encompass Community Services to increase access to services for young fathers involved in the criminal justice system.
- Outcome: Referral procedures were established with Santa Cruz County Juvenile Probation. We attempted to coordinate with Monterey County Probation for many months, but the department did not respond. It was eventually assumed that the pandemic created more pressing priorities for their administrators, and our program shifted to an emphasis on Santa Cruz County networks.

- Objective 3b. Establish a regular presence at the Santa Cruz County Youth Violence Prevention Task Force (YVPTF) to develop strategies and further support community awareness of the Papás PP program.
- Outcome: The Papás program manager attended the YVPTF meetings when they were active. After the YVPTF meetings ended, he engaged regularly with the Youth Action Network.