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JOHN S. MARTINEZ
FATHERHOOD INITIATIVE
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***Growing & Sustaining Fatherhood Initiatives:
State & Municipal Strategies***

**2011 Northeast Family Strengthening Conference
Fit for the Future:
*Asset Building Strategies and Solutions
for Families and Communities***

Growing & Sustaining Fatherhood Initiatives: State & Municipal Strategies

September 26, 2011



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Public Act 99-193: Key to Initial Collaboration



- focused on systems study, program integration and proactive change
- comprehensive and instructive
- presented as part of child support legislation
- established participation by a broad-based council of stakeholders

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Public Act 99-193: Key to Initial Collaboration



- required public hearings; encouraged public information/advocacy
- pushed participants to id/examine existing resources
- prioritized resources by focusing first on low-income men/TANF recipients
- required expert consultation & defined a period of study

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Public Act 99-193: Key to Initial Collaboration



- created pilots to demonstrate effective service to populations in need
- focused on children's needs and equipping men for emotional as well as financial responsibility to them
- recognized men as fathers whether/not they had relationship with mother
- required formal evaluation & reporting

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Strengths-based Approach



Cross-systems disconnects provided opportunities for collaboration...

- ◆ agencies serving same families
- ◆ unmarried parents
- ◆ school attendance/educational gaps
- ◆ juvenile justice involvement
- ◆ families inadequately supported on welfare
- ◆ men w/out adequate education/job skills
- ◆ incarcerated fathers needing re-entry support
- ◆ domestic violence/safe engagement

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Public Awareness and Individual Agency/Program Accountability



- ✓ as pilots started, real men with real problems were highlighted
- ✓ various agencies had to confront their own service barriers
- ✓ some problems and barriers were exacerbated by current practice
- ✓ agencies did an assessment of their "father friendliness"

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Identified needs create additional opportunities for collaboration...

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- Higher education system
- Vocational/technical school system
- DMV/DOT
- Probation/Parole
- CT Problem Solving Court
- Debt counseling
- Mediation

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Federal PRF Grant

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Activities “outside” of service delivery allow for future endeavors/ avenues for financial support:

- data collection/analysis
- white papers from evaluation data
- PRF DVD
- program certification

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Fatherhood Memorandum of Understanding (MOU)

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- ❖ structural movement within State Gov’t during 2006 elections and ever since
- ❖ to provide a blueprint for Commissioners to keep agencies moving in same positive directions despite changes in top leadership
- ❖ to provide on-going legitimacy for collaborative intent of the legislation
- ❖ to demonstrate how Initiative can be supported by various agencies w/ ltd cost

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Lessons Learned...

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- ✓ Gov’t has an important leadership role to play in fatherhood arena
- ✓ Many agencies can affect their processes w/out much additional \$\$\$\$
- ✓ Focus on the “best interest of the child” avoids wasted arguments about who is more deserving of assistance

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Lessons Learned...

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- ✓ Work with what you’ve got and what you can get initially
- ✓ Don’t be distracted by what may seem like limited support from Admin and/or Legis
- ✓ When a clear vision is articulated, folks can and will help each other to achieve respective (often mutual) objectives

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Lessons Learned...

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- ✓ By engaging top level folks, systems change more easily made
- ✓ All levels of staff need to be effectively trained on value of supporting fathers
- ✓ Staff may need to be actively engaged & assisted to buy into change process

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Federal PRF Grant

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It's About the Kids

CT Department of Social Services
in partnership with
6 PRF program sites
CT Department of Correction
and
American View Productions

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**THANK
YOU!**

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Goal

Connecticut's Fatherhood Initiative is a broad-based, statewide program led by the Department of Social Services that is focused on changing the systems that can improve fathers' ability to be fully and positively involved in the lives of their children.

Objectives

- Promote public education concerning the financial and emotional responsibilities of fatherhood;
- Assist men in preparation for the legal, financial and emotional responsibilities of fatherhood;
- Promote the establishment of paternity at childbirth;
- Encourage fathers, regardless of marital status, to foster their emotional connection to and financial support of their children;
- Establish support mechanisms for fathers in their relationship with their children, regardless of their marital and financial status; and
- Integrate state and local services available for families.

Fatherhood Advisory Council Membership

Department of Social Services
 DSS Bureau of Child Support Enforcement
 DSS Children's Trust Fund
 Department of Children & Families
 State Department of Education
 Department of Correction
 Department of Labor
 Department of Public Health
 Department of Mental Health & Addition Services
 Family Strides, Inc.
 New Haven Family Alliance, Inc.
 Families in Crisis, Inc.
 Madonna Place, Inc.
 Career Resources, Inc.
 New Opportunities, Inc.

Family Re-Entry, Inc.
 Real Dads Forever
 Capitol Region Conference of Churches
 Greater Hartford Legal Aid
 CT Women's Education & Legal Fund
 CT Community Technical Colleges
 Chief Family Support Magistrate
 Judicial Support Enforcement Services
 Judicial Court Support Services Division
 Permanent Commission on the Status of Women
 CT Coalition Against Domestic Violence
 Commission On Children
 Yale Consultation Center
 The Village for Families & Children, Inc.

Relevant Legislation

P.A. 99-193 (initial act)
 P.A. 01-207

P.A. 03-258
 P.A. 09-175



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Selected Collaborative Activities Since 1999

- Established a statewide Fatherhood Advisory Council (FAC)
- Established FAC Workgroups and a “kitchen cabinet” (DSS Commissioner’s advisory group) to support initial program development
- Utilized experience and contacts gained from successful implementation of federally supported projects to inform the development of the Initiative (e.g. *Voluntary Paternity Establishment Program*, Access & Visitation Pilot Program and Child Care Collaboration Project)
- Published and regularly updated a statewide inventory of Fatherhood Programs
- Established Infoline 2-1-1 as statewide referral source for Fatherhood Programs
- Created website: www.fatherhoodinitiative.state.ct.us
- Co-published “Fathers” brochure (English/Spanish)
- Co-sponsored service providers’ network and professional development seminars
- Established “Fatherhood Resource Center” at the Connecticut Clearinghouse
- Published quarterly Fatherhood Initiative Newsletter
- Co-funded (w/Judicial Branch) fatherhood components in Alternative Incarceration Centers
- Co-funded (w/DOC) the development of fatherhood curriculum for incarcerated fathers
- Funded three fatherhood research and demonstration projects
- Established Annual Fatherhood Community Recognition Awards
- Launched statewide media advocacy and public awareness campaign
- Co-sponsored five regional fatherhood public hearings
- Co-sponsored a statewide series of fatherhood community forums
- Using the vehicle of the FAC, supported awareness of special issues for fathers involved with the child support and court systems
- In collaboration with DSS Bureau of Child Support (BCSE) and with assistance and support of Judicial Branch Support Enforcement Services (SES), a variety of father supportive systems and policy changes have been made; some changes addressed problems routinely encountered by men who are chronically unemployed, incarcerated or institutionalized, including:
 - Statutory change to insure that support orders are based on noncustodial parent’s actual (as opposed to imputed) earnings

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- Regulatory change through the Connecticut Commission for Child Support Guidelines to insure fair initial support orders. The most recent Commission passed a variety of important changes, such as: additional allowable deductions to obligors net income; reduction of hours (52 to 45) used as the base contribution assumed when setting support orders; and no cash contribution toward state medical programs, such as Medicaid or SCHIP, is required from low-income obligors (low-income obligors are required to provide health insurance if available at reasonable cost); and the elimination of presumptive support obligations for noncustodial parents earning less than \$50 per week
 - Legislation passed that expanded the hospital-based *Voluntary Paternity Establishment Program* to entities approved by the Commissioner of DSS; staff at five community-based fatherhood programs are currently offering paternity establishment services
 - Regulations were promulgated to establish an arrearage adjustment program to reduce past-due support owed to the State (sums owed to custodial parent are not changed) by an obligor in a Title IV-D support case when that individual is engaged in monitored fatherhood program activity, making regular child support payments to the family, maintaining employment, and meeting other identified criteria; the regulations also authorized liquidation of the balance of state-owned arrears upon lump sum payment of a percentage of the amount owed
 - SES launched an initiative to assist fathers who are incarcerated to seek modification of orders before arrears accumulate; SES developed an expedited process for review of over such cases and facilitated transport of inmates to court so modification matters can be addressed
 - In an effort to address the needs of support obligors who have no income and truly cannot pay support, SES is piloting the concurrent use of the application for contempt and motion to modify; this will allow family support magistrates the maximum flexibility for fashioning appropriate judgments at a single hearing.
- Co-sponsored (w/Commission on Children) several legislative forums on fatherhood
 - Co-sponsored (w/DCF) a two-day training seminar to promote awareness of Shaken Baby Syndrome for providers serving fathers/families and parents, featuring nationally known baby expert Dr. Harvey Karp
 - Developed the *Connecticut Fatherhood Program Certification Project* to recognizing and certifying exemplary fatherhood programs and help ensure consistency and quality service delivery to low-income, noncustodial fathers and their families; through this statewide project fatherhood program operators can qualify to participate in the CT Arrearage Adjustment Program; currently there are six state-certified fatherhood programs across the state
 - Received \$25,000 from the Shanahan Family Foundation to support the goals of the Initiative
 - Awarded a five-year, \$5 million grant (\$1 million/year) from DHHS - Administration for Children and Families; the grant supports the demonstration of methods to promote responsible fatherhood; DSS and its government and non-profit agency partners will target and improve life outcomes for low-income fathers and couples; the grant offers services to support healthy marriage, promote responsible fatherhood and foster economic stability; activities include statewide marketing and outreach and the project serves 500 fathers and 40 couples annually

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**PUBLIC ACT NO. 99-193
(Section 1)**

**PUBLIC ACT NO. 01-207
(Sections 2, 11)**

PUBLIC ACT NO. 03-258

PUBLIC ACT NO. 09-175



Substitute House Bill No. 6466

Public Act No. 99-193

An Act Establishing a Fatherhood Initiative, a Fatherhood Council and a Research and Demonstration Program and Concerning Other Methods to Strengthen Child Support Enforcement.

Be it enacted by the Senate and House of Representatives in General Assembly convened:

Section 1. (a) The Commissioner of Social Services, within available appropriations, shall establish a program to be known as the "Fatherhood Initiative". Said program shall promote the positive involvement and interaction of fathers with their children with an emphasis on children eligible or formerly eligible for services funded by the temporary assistance for needy families block grant and shall identify those services that effectively encourage and enhance responsible and skillful parenting and those services that increase the ability of fathers to meet the financial and medical needs of their children through employment services and child support enforcement measures. The objectives of the program shall be to: (1) Promote public education concerning the financial and emotional responsibilities of fatherhood; (2) assist men in preparation for the legal, financial and emotional responsibilities of fatherhood; (3) promote the establishment of paternity at childbirth; (4) encourage fathers, regardless of marital status, to foster their emotional connection to and financial support of their children; (5) establish support mechanisms for fathers in their relationship with their children, regardless of their marital and financial status; and (6) integrate state and local services available for families.

(b) The Commissioner of Social Services shall convene and chair a Fatherhood Council. The Fatherhood Council shall (1) develop a comprehensive plan to promote the positive involvement and interaction of fathers with their children, (2) conduct an evaluation of state programs, government policies and community initiatives relative to fatherhood, and (3) advise the Commissioner of Social Services on the development of a fatherhood research and demonstration program relative to design, implementation and evaluation pursuant to this section. The membership of the council shall include, but not be limited to: The Commissioner of Social Services, the Labor Commissioner, the Commissioner of Education, the Commissioner of Correction, the Commissioner of Children and Families, the Director of the Office of Alternative Sanctions, the chancellor of the regional community-technical colleges, or their respective designees; one representative with expertise in the area of legal assistance to low-income populations; one representative of the Family ReEntry Program; one representative of the Connecticut Employment and Training Commission; one representative of a regional workforce development board; one or more representatives of the clergy; one member with expertise in family relations; one or more representatives of a local fatherhood

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program; one member with expertise in male psychology and health; an individual representing the interests of custodial parents; an individual representing the interests of noncustodial parents; an individual representing the interests of children; one representative with expertise in the area of domestic violence; and one member with expertise in child development, all of whom shall be designated by the Commissioner of Social Services. The Commissioner of Social Services shall convene the Fatherhood Council no later than sixty days after the effective date of this section. Said commissioner shall seek the advice and participation of any person, organization or state or federal agency the commissioner deems necessary to carry out the provisions of this section. Said commissioner may designate a working group from among the members of the council to carry out specific duties required under this section.

(c) The Fatherhood Council shall establish a comprehensive plan for the implementation of the Fatherhood Initiative and the research and demonstration program. The plan may include, but shall not be limited to, the following: (1) A planning process that gathers input from the public through public hearings or other means; (2) the establishment of an inventory and evaluation of state and federal programs, community initiatives, government policies and any other services identified that encourage and enhance responsible and skillful parenting through positive involvement and interaction with fathers and those services that increase the ability of fathers to meet the financial and medical needs of their children. In establishing such inventory and evaluation, the council may collect and assess data to determine the scope of concerns, review fatherhood programs in other jurisdictions, identify private, state and federal funding opportunities or collect any other information the council deems necessary; (3) the identification of the services that can be provided to fathers including, but not limited to, employment services, parenting skills, teen pregnancy prevention services, educational services, child support enforcement services, paternity establishment services, custody and visitation services, conflict management services, family mediation and any other community-based support programs providing assistance to fathers; (4) the identification of the characteristics that will be used to target the population to be served in each demonstration program; (5) a system that establishes mechanisms for voluntary and mandatory access to the services provided in the program for those individuals identified for participation including procedures for establishing and assessing the eligibility of an individual for the services provided in the program and procedures for providing guidance to family support magistrates ordering a noncustodial parent's participation in the program in lieu of, or in addition to, a child or medical support obligation; and (6) the identification of a case management system for the full range of services offered in the program including mechanisms for referring program participants to community-based support programs.

(d) The Commissioner of Social Services, in consultation with the Labor Commissioner and the Chief Court Administrator, shall establish a research and demonstration program that specifically evaluates the effectiveness and outcomes of services provided to fathers. The research and demonstration program shall be administered in not more than three research and demonstration sites from specific geographic regions or judicial districts and no more than one hundred fathers may participate in each site. The research and demonstration sites shall have an ability to (1) utilize existing local, state and federal resources, (2) collaborate with broad-based constituencies representing schools, municipal entities, nonprofit organizations and other neighborhood, religious, health and community organizations, and (3) provide a safe, caring environment for participants. Such sites shall have

experience serving the targeted population. Each site shall provide services that recognize the cultural diversity of the population served. The Commissioner of Social Services shall seek

assistance in evaluating the effectiveness and outcomes from an institution of higher education, a consortium of institutes of higher education or another qualified entity. Such evaluation shall measure the effectiveness and outcomes of services in the following areas: (A) Child support and medical support; (B) job placement and retention; (C) increased earnings; (D) increased visitation; (E) family reunification; (F) paternity establishment or adjudication; (G) the need of a custodial parent for public and medical assistance; (H) teen pregnancy prevention; (I) effect on fathers under the age of twenty-three years; (J) low-income or unemployed fathers; (K) educational levels; (L) measures of emotional involvement of fathers; and (M) the overall cost effectiveness, including a cost and benefit analysis of the services provided on an aggregate and case-by-case basis.

(e) Not later than January 1, 2000, the Fatherhood Council shall submit an interim report relative to the status of the comprehensive plan established under this section to the Commissioner of Social Services. Not later than January 1, 2001, the council shall submit a final report to said commissioner on the comprehensive plan which shall include (1) recommendations for the continued implementation of the Fatherhood Initiative, and (2) recommendations for the expansion or state-wide implementation of fatherhood programs.

Approved June 23, 1999



Substitute House Bill No. 6701

Public Act No. 01-207

AN ACT CONCERNING ENHANCEMENTS TO THE CHILD SUPPORT ENFORCEMENT SYSTEM.

Be it enacted by the Senate and House of Representatives in General Assembly convened:

Sec. 2. Section 17b-93 of the general statutes is amended by adding subsection (e) as follows:

(NEW) (e) The Commissioner of Social Services shall adopt regulations, in accordance with chapter 54, establishing criteria and procedures for adjustment of the claim of the state of Connecticut under subsection (a) of this section. The purpose of any such adjustment shall be to encourage the positive involvement of noncustodial parents in the lives of their children and to encourage noncustodial parents to begin making regular support payments.

Sec. 11. (NEW) The Commissioner of Social Services shall establish an arrearage adjustment program in which the past due support owed by any obligor assigned and payable to the state acting by and through the IV-D agency may be adjusted. The commissioner, in deciding whether to adjust any arrearage of an obligor, shall consider among other factors, the likelihood of compliance with support obligations, the noncustodial parent's involvement in the life of any such child and any other contribution to the emotional well-being of any such child.

Approved July 13, 2001



House Bill No. 6518

Public Act No. 03-258

AN ACT CONCERNING VOLUNTARY PATERNITY ESTABLISHMENT AND THE JOHN S. MARTINEZ FATHERHOOD INITIATIVE.

Be it enacted by the Senate and House of Representatives in General Assembly convened:

Section 1. Section 17b-27 of the general statutes is repealed and the following is substituted in lieu thereof (*Effective October 1, 2003*):

(a) Each hospital or other institution where births occur, and each entity that is approved by the Commissioner of Social Services to participate in the voluntary paternity establishment program, shall, with the assistance of the commissioner, develop a protocol for a [hospital-based] voluntary [acknowledgment of] paternity establishment program as provided in regulations adopted pursuant to subsection (b) of this section, which shall be consistent with the provisions of subsection (a) of section 46b-172 and shall encourage the positive involvement of both parents in the life of the child. [Such] Each such protocol shall assure that the participants are informed, are competent to understand and agree to an affirmation or acknowledgment of paternity, and that any such affirmation or acknowledgment is voluntary and free from coercion. Each such protocol shall also provide for the training of all staff members involved in the voluntary paternity establishment process so that such staff members will understand their obligations to implement the voluntary paternity establishment program in such a way that the participants are informed, are competent to understand and agree to an affirmation or acknowledgement of paternity, and that any such affirmation or acknowledgment is voluntary and free from coercion. No entity may participate in the program until its protocol has been approved by the commissioner. The commissioner shall make all protocols and proposed protocols available for public inspection. No entity or location at which all or a substantial portion of occupants are present involuntarily, including, but not limited to, a prison or a mental hospital, but excluding any site having a research and demonstration project established under subsection (d) of section 1 of public act 99-193, may be approved for participation in the voluntary paternity establishment program; nor may the commissioner approve any further site for participation in the program if it maintains a coercive environment or if the failure to acknowledge paternity may result in the loss of benefits or services controlled by the entity, which are unrelated to paternity.

(b) The Commissioner of Social Services shall adopt regulations in accordance with chapter 54 to implement the provisions of subsection (a) of this section. Such regulations shall specify the requirements for participation in the voluntary paternity establishment program and shall include, but not be limited to, provisions (1) to assure that affirmations of paternity by the mother and

acknowledgments of paternity by the putative father are voluntary and free from coercion, and (2) to establish the contents of notices which shall be provided to the mother and to the putative father before affirmation or acknowledgment. The notice to the mother shall include, but not be limited to, notice that the affirmation of paternity may result in rights of custody and visitation, as well as a duty of support, in the person named as the father. The notice to the putative father shall include, but not be limited to, notice that: [he] (A) He has the right to: (i) Establish his paternity voluntarily or through court action, or to contest paternity; [, including the right to] (ii) appointment of counsel; [,] (iii) a genetic test to determine paternity [,] prior to signing an acknowledgement or in conjunction with a court action; and (iv) a trial by the Superior Court or a family support magistrate, and [that] (B) acknowledgment of paternity will make him liable for the financial support of the child until the child's eighteenth birthday and may result in rights of custody and visitation being conferred on the father. In no event shall the mother's failure to sign an affirmation of paternity in the hospital or with any other entity agreeing to participate in the voluntary paternity establishment program be considered failure to cooperate with the establishment of support for the purposes of eligibility for temporary assistance for needy families.

(c) The Department of Public Health shall establish a voluntary acknowledgment of paternity system consistent with the provisions of subsection (a) of section 46b-172.

Sec. 2. Subdivision (5) of subsection (a) of section 17b-745 of the general statutes is repealed and the following is substituted in lieu thereof (*Effective October 1, 2003*):

(5) (A) Said court or family support magistrate shall also have authority to make and enforce orders for the payment by any person named herein of unpaid support contributions for which any such person is liable in accordance with the provisions of subsection (b) of section 17b-179, or section 17a-90, 17b-81, 17b-223, 46b-129 or 46b-130 or, in IV-D cases, to order such person, provided such person is not incapacitated, to participate in work activities which may include, but shall not be limited to, job search, training, work experience and participation in the job training and retraining program established by the Labor Commissioner pursuant to section 31-3t.

(B) In the determination of child support due based on neglect or refusal to furnish support prior to the action, the support due for periods of time prior to the action shall be based upon the obligor's ability to pay during such prior periods, as determined in accordance with the child support and arrearage guidelines established pursuant to section 46b-215a. The state shall disclose to the court any information in its possession concerning current and past ability to pay. [With respect to such orders entered on or after October 1, 1991, if] if no information is available to the court concerning past ability to pay, the court may determine the support due for periods of time prior to the action as if past ability to pay is equal to current ability to pay, if current ability is known, [or, if not known, based upon assistance rendered to the child.] If current ability to pay is not known, the court shall determine the past ability to pay based on the obligor's work history if known, or if not known, on the state minimum wage that was in effect during such periods, provided only actual earnings shall be used to determine ability to pay for past periods during which the obligor was a full-time high school student or was incarcerated, institutionalized or incapacitated.

(C) Any finding [as to] of support due for periods of time prior to [the action which is made without information concerning past ability to pay] an action in which the obligor failed to appear shall be entered subject to adjustment, [when such information becomes available to the court.]

Such adjustment may be made upon motion of any party, [within four] and the state in IV-D cases shall make such motion if it obtains information that would have substantially affected the court's determination of past ability to pay if such information had been available to the court. Motion for adjustment under this subparagraph may be made not later than twelve months from the date upon which the obligor receives notification of (i) the amount of such finding of support due for periods of time prior to the action, and (ii) the right [within four] not later than twelve months from the date of receipt of such notification to present evidence as to such obligor's past ability to pay support for such periods of time prior to the action. A copy of any support order entered, subject to adjustment, that is provided to each party under subsection (c) of this section, shall state in plain language the basis for the court's determination of past support, the right to request an adjustment and to present information concerning the obligor's past ability to pay, and the consequences of a failure to request such adjustment.

Sec. 3. Subdivision (7) of subsection (a) of section 46b-215 of the general statutes is repealed and the following is substituted in lieu thereof (*Effective October 1, 2003*):

(7) (A) Said court or family support magistrate shall also have authority to determine, order and enforce payment of any support due because of neglect or refusal to furnish support prior to the action.

(B) In the determination of support due based on neglect or refusal to furnish support prior to the action, the support due for periods of time prior to the action shall be based upon the obligor's ability to pay during such prior periods, as determined in accordance with the child support and arrearage guidelines established under section 46b-215a. The state shall disclose to the court any information in its possession concerning current and past ability to pay. [With respect to such orders entered into on or after October 1, 1991, if] If no information is available to the court concerning past ability to pay, the court may determine the support due for periods of time prior to the action as if past ability to pay is equal to current ability to pay, if current ability is known, [or, if not known, based upon assistance rendered to the child.] If current ability to pay is not known, the court shall determine the past ability to pay based on the obligor's work history, if known, or if not known, on the state minimum wage that was in effect during such periods, provided only actual earnings shall be used to determine ability to pay for past periods during which the obligor was a full-time high school student or was incarcerated, institutionalized or incapacitated.

(C) Any finding [as to] of support due for periods of time prior to [the] an action [which is made without information concerning past ability to pay] in which the obligor failed to appear shall be entered subject to adjustment, [when such information becomes available to the court.] Such adjustment may be made upon motion of any party, [within four] and the state in IV-D cases shall make such motion if it obtains information that would have substantially affected the court's determination of past ability to pay if such information had been available to the court. Motion for adjustment under this subparagraph may be made not later than twelve months date from the date upon which the obligor receives notification of (i) the amount of such finding of support due for periods of time prior to the action, and (ii) the right [within four] not later than twelve months from the date of receipt of such notification to present evidence as to such obligor's past ability to pay support for such periods of time prior to the action. A copy of any support order entered, subject to adjustment, shall state in plain language the basis for the court's determination of past support, the

right to request an adjustment and to present information concerning the obligor's past ability to pay, and the consequences of a failure to request such adjustment.

Sec. 4. (NEW) (*Effective October 1, 2003*) Notwithstanding any provisions of the general statutes, whenever a child support obligor is institutionalized or incarcerated, the Superior Court or a family support magistrate shall establish an initial order for current support, or modify an existing order for current support, upon proper motion, based upon the obligor's present income in accordance with the child support guidelines established pursuant to section 46b-215a of the general statutes.

Sec. 5. Section 52-362j of the general statutes is repealed and the following is substituted in lieu thereof (*Effective October 1, 2003*):

For the purposes of sections 52-362d, 52-362e, 52-362g, and 52-362h:

(1) "Past-due support" means any one or a combination of the following: (A) Court ordered current support or arrearage payments which have become due and payable and remain unpaid; (B) unpaid support which has been reduced to a judgment or otherwise found to be due by a court of competent jurisdiction, whether or not presently payable; (C) support due for periods prior to an action to establish a child support order [, provided such amounts are based upon the obligor's ability to pay during the prior periods if known or, if not known, on the obligor's current ability to pay if known, or, if not known, upon assistance rendered to the obligor's child.]

(2) "Overdue support" means a delinquency accruing after the entry of an initial court order establishing a child support obligation.

Sec. 6. (NEW) (*Effective October 1, 2003*) There is established within the Department of Social Services, within available appropriations, the John S. Martinez Fatherhood Initiative. Said initiative shall promote the positive involvement and interaction of fathers with their children with an emphasis on children eligible or formerly eligible for services funded by the temporary assistance for needy families block grant and shall identify those services that effectively encourage and enhance responsible and skillful parenting and those services that increase the ability of fathers to meet the financial and medical needs of their children through employment services and child support enforcement measures. The objectives of the initiative shall be to: (1) Promote public education concerning the financial and emotional responsibilities of fatherhood; (2) assist men in preparation for the legal, financial and emotional responsibilities of fatherhood; (3) promote the establishment of paternity at childbirth; (4) encourage fathers, regardless of marital status, to foster their emotional connection to and financial support of their children; (5) establish support mechanisms for fathers in their relationship with their children, regardless of their marital and financial status; and (6) integrate state and local services available for families.

Approved July 9, 2003



Substitute House Bill No. 6486

Public Act No. 09-175

AN ACT CONCERNING RESPONSIBLE FATHERHOOD AND STRONG FAMILIES.

Be it enacted by the Senate and House of Representatives in General Assembly convened:

Section 1. Section 17b-27a of the general statutes is repealed and the following is substituted in lieu thereof (*Effective October 1, 2009*):

(a) There is established within the Department of Social Services, within available appropriations, the John S. Martinez Fatherhood Initiative. Said initiative shall promote the positive involvement and interaction of fathers with their children with an emphasis on children eligible or formerly eligible for services funded by the temporary assistance for needy families block grant and shall identify those services that effectively encourage and enhance responsible and skillful parenting and those services that increase the ability of fathers to meet the financial and medical needs of their children through employment services and child support enforcement measures. The objectives of the initiative shall be to: (1) Promote public education concerning the financial and emotional responsibilities of fatherhood; (2) assist men in preparation for the legal, financial and emotional responsibilities of fatherhood; (3) promote the establishment of paternity at childbirth; (4) encourage fathers, regardless of marital status, to foster their emotional connection to and financial support of their children; (5) establish support mechanisms for fathers in their relationship with their children, regardless of their marital and financial status; and (6) integrate state and local services available for families.

(b) Not later than February 1, 2010, the Commissioner of Social Services shall, within available resources, report to the select committee of the General Assembly having cognizance of matters relating to children, in accordance with the provisions of section 11-4a, regarding (1) the effectiveness of any child support arrears management efforts; (2) the effectiveness of any efforts aimed at reducing teen fatherhood; (3) the number of newly employed noncustodial parents; and (4) the number of noncustodial parents with incomes at or below the federal poverty level.

(c) The commissioner shall, within available resources, seek to obtain any available federal and private funds for programs that promote the objectives described in subsection (a) of this section. If such funds are obtained, the commissioner shall award grants to entities for such programs, as provided in subsection (d) of this section.

(d) The Department of Social Services shall award grants to entities under this section for programs and services that provide (1) employment and training opportunities for low-income fathers to

increase the earning capacity of such fathers; (2) classes in parenting and financial management; and (3) other support services and programs that promote responsible parenting, financial stability and communication and interaction between fathers and their children.

(e) Applicants for grants provided pursuant to this section shall apply to the Commissioner of Social Services at such time and in such manner as the commissioner prescribes. The commissioner shall establish criteria for eligibility for grants and for the awarding of grants pursuant to this section. The commissioner shall require a grantee to (1) implement accountability measures and results-based outcomes as a condition of being awarded a grant; (2) leverage funds through existing resources and collaboration with community-based and nonprofit organizations; and (3) consult with experts in domestic violence to ensure that, when appropriate, the programs and services described in subsections (c) and (d) of this section address issues concerning domestic violence.

(f) Not later than October 1, 2010, and annually thereafter, the commissioner shall report, in accordance with section 11-4a, to the joint standing committee of the General Assembly having cognizance of matters relating to human services and the select committee of the General Assembly having cognizance of matters relating to children on the grant program's effectiveness in achieving the objectives specified in subsection (a) of this section.

Sec. 2. (NEW) (*Effective October 1, 2009*) (a) In all IV-D support cases, family support magistrates shall have the authority to enter an order for the obligor's participation in an educational, training, skill-building, work, rehabilitation or other similar program, provided the family support magistrate finds that such an order will significantly increase the obligor's ability to fulfill the duty of support within a reasonable period of time. When such an order is entered, the family support magistrate shall also enter an order regarding the reporting of the obligor's compliance with such program.

(b) Upon motion and after hearing, a family support magistrate may suspend payment of a specified support order, in whole or in part, or elect not to impose or order specified court-based enforcement actions, provided the obligor is participating in a program described in subsection (a) of this section.

(c) On or before July 1, 2010, and on or before July 1, 2011, the Chief Court Administrator shall submit the reports of the Problem Solving in Family Matters Committee of the judicial branch detailing such committee's findings to the joint standing committee of the General Assembly having cognizance of matters relating to human services and the select committee of the General Assembly having cognizance of matters relating to children in accordance with section 11-4a of the general statutes.

Approved June 30, 2009

Assessment Guide on Father-Inclusive Practices

- ❖ Tool developed by National Practitioners Network for Fathers & Families (NPNFF) to guide CT Department of Social Services staff in assessing capacity to effectively welcome/serve fathers
- ❖ Each DSS Regional Admin Team completed the tool for their respective region and submitted results to Commissioner
- ❖ The tool is divided into seven domains that include:
 - **Organizational Philosophy**
Department clearly promotes the importance of father inclusion, but not at the expense of mothers/women
 - **Physical Environment**
Promotes an environment that clearly states, “Fathers are welcome here”; reflects a male presence (though not exclusively) in waiting area, program space, workrooms, offices, classrooms)
 - **Policies & Procedures**
Department has written policies/procedures in place that clearly address fathers as clients
 - **Staff Orientation & Training**
Staff present workplace message that fathers are important and capable, and present attitude that Department services should be available to fathers on a regular basis
 - **Program Content**
Selected programs and services have been established to specifically address the needs of fathers and men in families
 - **Marketing Strategies**
Department’s marketing plan includes content indicating positive approaches to recruiting and serving fathers
 - **Outreach Efforts**
Department’s outreach plan specifically includes fathers
- ❖ Each domain contains a series of indicators (ranging from 9 to 24 indicators for each domain) that the person completing the agency assessment responds to with one of five options (*not appropriate, never attempted, planning stage, partially implemented, and fully implemented*)
- ❖ There is no minimum passing score – each division/agency determines the preferred level of compliance that best reflects their organizational reality

For more information about a father-friendly assessment of your agency, contact:

Neil Tift
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Connecticut Fatherhood Program Certification Project

Quick Facts

- Legislation passed in 2003 charging the CT DSS Commissioner with creating a state certification process for fatherhood programs
- 2004: initial round of certification was held; six programs were approved
- 2006: six certified programs successfully underwent recertification
- the certification process is offered every 4 years
- 2010: round of certification is currently underway; several agencies are seeking initial certification for their fatherhood programs, and the six currently certified programs are seeking recertification
- state certification does not automatically lead to funding, whether state, federal, or private, and should not be the reason to enter into this process
- being state-certified does allow programs the opportunity to demonstrate the delivery of comprehensive services based on the seven standards identified by national groups as best practices, which will enhance grant and/or RFP applications and may increase an agency's chances to be successful in obtaining funding
- the entire certification process, from orientation through the final decision by CT Department of Social Services, usually takes 6-9 months

Purpose

The purpose of certification is to recognize fatherhood programs that have demonstrated exemplary practice in service to fathers and families. Certification is also an opportunity for fatherhood programs to learn more about their services, customers, and environment. By conducting a periodic and comprehensive review, programs can evaluate the effectiveness of their services. A willingness to evaluate progress and make adjustments in program operations ensures not only appropriate services to fathers and families, but also enhances credibility with key stakeholders in the community.

Benefits

Through the certification process, fatherhood programs have

- the opportunity to strengthen their services in support of low-income, noncustodial fathers and their families
- the ability to offer the *State of Connecticut Child Support Arrearage Adjustment Program* to eligible program participants
- The ability to present a comprehensive, father- and family-centered approach to service delivery to potential funders



Connecticut Fatherhood Program Certification Project

Steps

To achieve official recognition through the *Connecticut Fatherhood Program Certification Project*, programs must fulfill the requirements at each step of the certification process and demonstrate compliance in all the *Fatherhood Program Standards* categories. The steps of the certification process are:

(1) Fatherhood Program Orientation

Fatherhood programs will be invited to an orientation designed to explain the certification process and requirements for participation in the *Connecticut Fatherhood Program Certification Project*.

(2) Application Submission and Review

Applications will be reviewed and scored by a Certification Review Committee (CRC), consisting of professionals in the field. Based on the application scores, the CRC will recommend and the DSS will select programs for participation.

(3) Program Compliance Report Submission and Review

Participating programs complete a written description of how they comply with each of the *Fatherhood Program Standards* categories. This report is reviewed and scored by the CRC.

(4) On-Site Program Review

Based on the report scores, an on-site program review will be scheduled. During the on-site review, the peer review team, a subset of the CRC, will look for evidence of program compliance in each of the *Fatherhood Program Standards* categories by discussing the program's policies and practices with management, advisory group or governing body, staff, clients, and community partners. Relevant records and written documentation will be reviewed as well.

(5) Program Approval and Notification

Findings of the on-site review, and the peer review team recommendations, will be sent to DSS who will make all final award decisions. DSS will notify, in writing, programs awarded the *Connecticut Fatherhood Program Certification*.

(6) Fatherhood Program Certification Renewal

Fatherhood programs that receive the *Connecticut Fatherhood Program Certification* will be required to apply for recertification every four years.

Connecticut Fatherhood Program Certification Project

Fatherhood Program Standards

Standard One: Purpose and Activities

The mission statement is the overall purpose of the organization. It is the reason the organization exists. Mission statements say three things: whom we seek to serve, what concerns we address and what will be achieved as a result of our work. The fatherhood program's mission should be to promote the positive involvement and interaction of fathers with their children and increase the ability of fathers to meet the social, emotional, financial, medical, and educational needs of their children. This mission is demonstrated both internally and externally through the development and implementation of well-defined goals and a coherent set of activities and services to attain them.

Standard Two: Organization and Management

Fatherhood programs should have efficient and effective management systems, which ensure the implementation of quality services to fathers and families. Programs should have an advisory group or governing body that has responsibility for overseeing the delivery of quality services; an ongoing system of program planning; an organizational capacity that supports the accomplishment of the program's goals and provides adequate provisions for staff supervision, professional development and evaluation; ongoing, two-way communication with staff, clients, advisory group or governing body, and community partners; record keeping and reporting systems used to manage data and generate status reports; and, a fiscal management system, which incorporates appropriate internal controls to safeguard program funds.

Standard Three: Parenting Skills Development

Fatherhood programs should enhance the capacity of fathers to be positively involved in the lives of their children and in their community. Programs should provide opportunities for fathers to learn the principles of effective parenting including child development, positive guidance, and educational involvement. Fatherhood programs should ensure that fathers have the opportunity to develop skills and strategies for co-parenting, access mediation support, and connect with resources within the community that will enhance their capacity to nurture children.

Standard Four: Personal and Social Skills Development

Fatherhood programs should provide opportunities for fathers to develop personal and interpersonal skills and strategies that enable them to relate to their children and others more effectively. Fatherhood programs should provide, or provide access to, therapeutic group interventions that promote the development of positive behavioral patterns. Programs should offer information and education on men's health, pregnancy prevention, mental health, life skills, violence prevention, anger management, money management, and substance abuse. Programs should provide opportunities for fathers to join program support groups and develop supportive networks within the community.

Connecticut Fatherhood Program Certification Project

Standard Five: Workforce Skills Development

Fatherhood programs should offer extensive support and a variety of opportunities for fathers to develop the skills, knowledge, and competencies required in the workforce. Programs should help fathers make the connection between learning and working by integrating academic learning, structured experiences in the workplace, employability skill building, and occupational exploration into their workforce skills development opportunities. Programs should provide opportunities for fathers to connect successfully with employers and employment resources within their community.

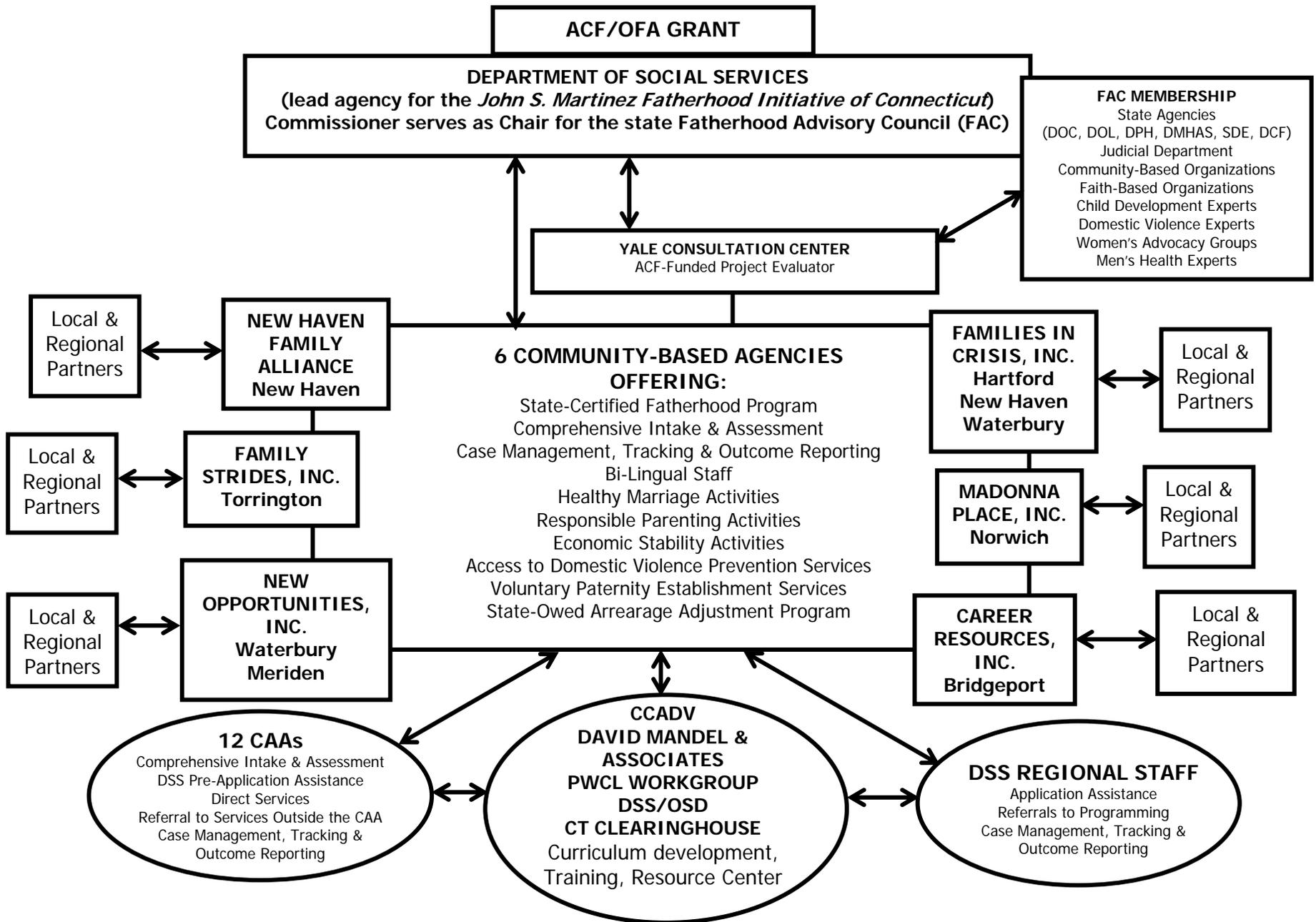
Standard Six: Father Support Services

Fatherhood programs should provide orientation, information and support services to enable fathers to become, and remain, involved in the fatherhood program, and responsibly involved with their children. Programs should offer, or provide access to, legal assistance and court advocacy services; information and assistance with paternity establishment and child support responsibilities; facilitate client participation in housing, transportation, and translation services and supports; and, practice case management to monitor client progress, coordinate services and provide additional support as necessary.

Standard Seven: Evidence of Success

Fatherhood programs should be concerned with continuous program improvement. Programs need to know how to gather and use information to improve program functioning and undertake meaningful efforts to measure and document their success. Fatherhood programs should have in place an ongoing process of self-assessment and outcome measurement that includes descriptive data, outcome data, and evaluative measures. Fatherhood programs should have a plan to solicit and evaluate participant feedback.

A Systems Approach to PRF



Growing & Sustaining Fatherhood Initiatives: State & Municipal Strategies

CT Department of Social Services

2011 Northeast Family Strengthening Conference, September 26, 2011

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Promoting Responsible Fatherhood Grant At-A-Glance

- Under the umbrella of the *John S. Martinez Fatherhood Initiative of Connecticut*, DSS was awarded a five year, \$5 million (\$1 million/year) grant from the U.S. Department of Health & Human Services (DHHS), Administration for Children & Families (ACF), Office of Family Assistance (OFA) (September 2006 – September 2011)
- Target populations include 500 low-income fathers, new fathers, father-to-be, and young fathers who may be single, unmarried, noncustodial or cohabitating, and 40 couples interested in marriage and/or those who identify themselves as in an intimate relationship/engaged annually
- 90 days to start up; five program sites hired staff and began delivering services January 2007 and a sixth site joined grant October 2007
- Both individual and group interventions are included in grant activities to address Federal authorized activity areas: Responsible Parenting, Economic Stability, and Healthy Marriage
- During Year 2, the funder defined “served” and “completed” as related to involvement with curriculum interventions - approved curricula for the project include *24/7 Dad AM* (12 sessions, 24 hours); modified *Money Smart* (4 sessions, 8 hours); and *Exploring Healthy Relationships with Fragile Families* (8 sessions, 16 hours)
- Below is a snapshot for YEAR 4 (10/1/2009 – 9/30/2010) of the *Promoting Responsible Fatherhood Project*:
 - 866 participants were enrolled (signed consent form to participate)
 - 3,658 case management service hours were provided in the areas of parenting skills and education; employment readiness training; custody/visitation assistance; employment assistance; supportive counseling; court advocacy; housing assistance; GED/ESL assistance; mediation and child support assistance
 - 844 (92%) were male, 22 (4.1%) were female
 - 318 (37.7%) participants were African-American, 337 (39.9%) Caucasian, 6 (.7%) American Indian, Asian or Pacific Islander
 - 192 (22.7%) participants were ethnically Latino
 - Average age = 33 (Range: 16-62 years of age)
 - 1,314 children were attached to these participants
 - assisted 41 participants with establishing/modifying a custody order
 - assisted 52 participants with establishing/modifying a visitation order
 - assisted 28 participants with establishing a parenting plan
 - 57.1% have a High School diploma or equivalent; 31.8% have not completed HS
 - 25.7% were employed when they entered the program; 65% reported they were currently seeking employment
 - More than half reported current and/or past involvement with criminal justice system
- 24/7 Dad AM curriculum (Responsible Parenting)*
 - 636 participants served (received at least 8 hours of curriculum)
 - 407 participants completed (received at least 75% of total curriculum hours)
- Modified Money Smart (Economic Stability)*
 - 544 participants served and completed (received 8 hours)
- Exploring Healthy Relationships (Healthy Marriage)*
 - 32 couples served (received at least 8 hours)
 - 30 couples completed (received at least 75% of total curriculum hours)
- For those participants who completed satisfaction surveys upon completion of the program:
 - 89.5% of participants agreed they received the type of help they wanted
 - 91.7% of participants agreed they received overall help for their issues

Growing & Sustaining Fatherhood Initiatives: State & Municipal Strategies

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**MEMORANDUM OF UNDERSTANDING
BETWEEN THE
DEPARTMENT OF SOCIAL SERVICES
AND THE
DEPARTMENT OF CHILDREN AND FAMILIES
DEPARTMENT OF CORRECTION
DEPARTMENT OF LABOR
DEPARTMENT OF MENTAL HEALTH AND ADDICTION SERVICES
DEPARTMENT OF PUBLIC HEALTH
STATE DEPARTMENT OF EDUCATION
JUDICIAL BRANCH, COURT SUPPORT SERVICES DIVISION
JUDICIAL BRANCH, SUPPORT ENFORCEMENT SERVICES**

**Part 1
Standard Terms and Conditions**

1.1 TERM OF AGREEMENT

The agreement will begin on February 26, 2010 and shall continue until terminated by the parties. The agreement shall be revisited at least annually to determine if an amendment is necessary, but may be reviewed more frequently if requested by the parties.

1.2 CONTRACT REVISIONS or AMENDMENTS

This agreement may be amended any time by written mutual agreement.

1.3 LIAISONS

All parties agree to have specifically named liaisons at all times. These representatives of the parties will be the first contacts regarding any questions and problems that arise during implementation and operation of the agreement. Any changes to the liaison may be communicated to the parties via email and shall not require an amendment to the agreement.

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1.4 REPORTING

The Departments and Divisions entering into this agreement shall develop a joint annual report to be presented to the Fatherhood Advisory Council (FAC), with the first report being due on December 13, 2010. This annual report will provide information on expenditures and programmatic/statistical activities. The Department of Social Services will compile information from each respective agency liaison identified in this agreement and draft the report. The report will be presented to the FAC once reviewed and approved by all parties.

1.5 NON-FINANCIAL AGREEMENT

This is a non-financial agreement. Any costs incurred by any party during the performance of the tasks identified herein shall be the responsibility of the individual agency incurring the expense.

PART 2 SCOPE OF WORK

2.1 PURPOSE

WHEREAS, children growing up in families headed by a single mother are five times more likely than children in two-parent families to live in poverty;

WHEREAS, children who suffer from father absence are at a high risk for dropping out of school, incarceration, drug use and teen parenthood;

WHEREAS, children experience higher academic achievement when their fathers are involved in their lives, whether or not their fathers live with them, including obtaining better grades and less likely incidence of repeating a grade. The relationship between fathers' involvement and children's success in school is significant regardless of income, race, ethnicity or the father's education;

WHEREAS, boys with absentee fathers are twice as likely to be incarcerated regardless of their parents education level, race/ethnicity and income;

WHEREAS, fathers who are separated from their children suffer adverse psychological consequences such as depression and low self-esteem and are often marginalized from society;

WHEREAS, a significant number of incarcerated individuals are fathers;

WHEREAS, children of incarcerated fathers experience many problems associated with the incarceration of their father as well as problems associated with reunification with that parent upon release;

WHEREAS, incarcerated fathers experience problems with separation from their children and research findings suggest that offenders who re-establish and maintain positive family connections experience successful re-entry after release;

WHEREAS, some youth in DCF care are already parents, and DCF bears the responsibility for educating young men about the roles and responsibilities of fatherhood;

WHEREAS, parents who are gainfully employed and have appropriate work supports are better able to support their children;

WHEREAS, a collaborative effort to help fathers secure and retain employment increases the likelihood that their families can become self-sufficient; and

WHEREAS, the identified Departments and Divisions serve many of the same fathers and families and actively pursue services to enhance and promote parenting initiatives to increase successful family and community adjustment;

NOW, THEREFORE, we, the Commissioners of the Department of Social Services, the Department of Children and Families, the Department of Correction, the Department of Labor, the Department of Mental Health and Addiction Services, the Department of Public Health, and the State Department of Education, and the Chief Court Administrator of the Judicial Branch, agree to continue to actively participate in efforts that further the objectives of the *John S. Martinez Fatherhood Initiative of Connecticut (CGS Section 17b-27a)*, both within our respective agencies and as interagency partners. It is in the best interest of our agencies and those we serve to offer coordinated services, to ensure continuity of service, to heighten the impact and avoid duplication of services and provide the most comprehensive services for fathers and their families.

2.2 AUTHORITY

Authority is granted to enter into an agreement as per Conn. Gen. Stat., Section 17b-27a, and *AAC Responsible Fatherhood and Strong Families* (P.A. 09-175). The objectives outlined in the legislation are to:

- Promote public education concerning the financial and emotional responsibilities of fatherhood;
- Assist men in preparation for the legal, financial and emotional responsibilities of fatherhood;
- Promote the establishment of paternity at childbirth;
- Encourage fathers, regardless of marital status, to foster their emotional connection to and financial support of their children;
- Establish support mechanisms for fathers in their relationship with their children, regardless of their marital and financial status; and
- Integrate state and local services available for families.

Authority is also granted through the Federal Workforce Investment Act of 1998 (WIA, Public Law 105-220). The purpose of WIA is to provide universally accessible workforce investment activities, through statewide and local workforce investment systems, that increase the employment, retention, and earnings of participants, and increase occupational skill attainment by participants, and, as a result, improve the quality of the workforce, reduce welfare dependency, and enhance the productivity and competitiveness of the Nation.

2.3 DESCRIPTION OF SERVICES

The Department of Social Services shall:

- actively lead the broad-based, statewide Fatherhood Advisory Council and participate in related events/activities;
- designate an agency liaison to facilitate communication and reporting about fatherhood activities;
- manage the CT Fatherhood Program Certification Project;
- provide technical assistance and deliver presentations, on both local and state levels, within and outside CT, on fatherhood;
- contract with Connecticut Clearinghouse for the maintenance of a Fatherhood Resource Center, providing written and audiovisual materials to support the work of programs serving fathers and families;
- co-sponsor fatherhood forums/events with agency partners;
- maintain website www.fatherhoodinitiative.state.ct.us;
- publish annual statewide inventory of fatherhood programming;

- collaborate with the Bureau of Child Support Enforcement and Judicial Support Enforcement Services to examine the effectiveness of agency processes and consider modifications to better address the needs of fathers and families;
- provide a copy of all fatherhood-related materials developed by DSS to the CT Clearinghouse Fatherhood Resource Center; whenever a new product is sent to the CT Clearinghouse notification will be sent via email (product title, brief description, and format – i.e., video, brochure, etc.) to the Department of Social Services' (DSS) liaison identified in this agreement; the DSS liaison in turn will notify, via email, the state Fatherhood Initiative network (including the liaisons identified in this agreement) about the product; notification will include the product title, brief description, and format;
- seek opportunities for funding, consistent with the agency's mission, to support positive father involvement;
- seek opportunities for collaboration among partners for programs or projects that support positive father involvement;
- serve on Planning Committee for the Annual New England Fathering Conference and support the event via attendance, training or financial support if funding is available;
- actively manage the *CT Arrears Adjustment Program (AAP)* (PA 01-207; authorized by state regulation in 2004, Secs. 17b-179b-1 to 17b-179b-4, inclusive), to support pro-social behavior by making adjustments to state-owed child support debt for eligible participants who meet program criteria such as completion of a fatherhood program; involvement in their children's lives; maintaining employment, and paying of current support to the family; BCSE responsibilities for this effort include eligibility determination, continuing interaction with local community/fatherhood programs and obligors, providing program liaisons locally and statewide for questions and issues, calculation of adjustments and completion of adjustment on state-owed/court-ordered arrears, and providing training to staff and fatherhood programs regarding the AAP;
- actively manage the *CT Arrears Liquidation Program (ALP)* (authorized by state regulation in 2004, Secs. 17b-179b-1 to 17b-179b-4, inclusive), to motivate obligors to settle arrearages in one lump-sum payment (both state-owed and custodial parent-owed) by allowing obligors to pay their state-owed arrears balance off at a discounted rate;
- actively manage the *CT Voluntary Paternity Establishment Program (VPE)* (CGS 17b-27), in partnership with the state's birthing hospitals and community-based partners, to promote the involvement of fathers and provide children born to unmarried parents the same rights and benefits as children born to legally married parents;
- collaborate with DOC to assist inmates with the application of cash and medical assistance as they prepare for release and re-entry into their communities;

- provide staff participating in CORE training with information about the objectives and activities of the *John S. Martinez Fatherhood Initiative*; and
- offer staff training on the importance of father involvement to improve child outcomes.

The Department of Children and Families shall:

- provide membership and active participation on the Fatherhood Advisory Council and related events/activities;
- designate an agency liaison to facilitate communication and reporting about fatherhood activities;
- continue to build on case practices that identify fathers during the life cycle of our involvement with a case including adolescents in our care who may be fathers;
- continue to build on case practices that support fathers and reinforce the positive effects fathers can have on the development and well being of their children;
- continue to encourage the utilization of adult mentor relationships with young fathers whenever possible and appropriate;
- expand the utilization of a formal life skills curriculum with adolescent males in foster care;
- encourage and support opportunities for young fathers to meet in groups and discuss the many issues related to fatherhood;
- identify resources and connect our young fathers with existing programs for fathers that are tailored to the adolescent population where appropriate;
- seek opportunities for funding, consistent with the agency's mission, to support positive father involvement;
- build upon existing curricula development and training offered to DCF staff through our Training Academy;
- where appropriate, highlight in Purchase of Services, Scope of Services contract language the need to engage fathers as a point of emphasis of the service delivery model;
- seek opportunities for collaboration among partners for programs or projects that support positive father involvement;
- provide a link to the Fatherhood Initiative website from the DCF website;

- provide a copy of all fatherhood-related materials developed by the Department to the CT Clearinghouse Fatherhood Resource Center; whenever a new product is sent to the CT Clearinghouse notification will be sent via email (product title, brief description, and format – i.e., video, brochure, etc.) to the Department of Social Services' (DSS) liaison identified in this agreement; the DSS liaison in turn will notify, via email, the state Fatherhood Initiative network (including the liaisons identified in this agreement) about the product; notification will include the product title, brief description, and format; and
- support the Annual New England Fathering Conference via attendance, training or financial support if funding is available.

The Department of Correction shall:

- provide membership and active participation on the Fatherhood Advisory Council and related events;
- provide background checks for all individuals entering a correctional facility pursuant to the activities performed under this agreement (entrance into any correctional facility by any individual is contingent upon successful completion of a background check);
- designate an agency liaison to facilitate communication and reporting about fatherhood activities;
- offer the *Embracing Fatherhood Program*, designed to assist incarcerated fathers in gaining awareness of the important role they play in the lives of their children; this awareness will enable participants to successfully embrace their roles as fathers and begin to build healthy lifestyles that will benefit themselves and their children. Provision of this program is contingent on DOC operational needs.
- offer the *Family Education and Parenting Program* and/or *Parenting: The Extended You* through the Unified School District #1. These programs are designed to assist offenders with improving their parenting skills. In some cases, offenders will also be able to read children's books into audio or videocassettes to send home to their children. Availability of these programs is contingent on DOC operational needs. In each case, creation of audio or videocassettes by offenders is contingent upon specific approval from the Commissioner or his/her designee.
- continue current contract(s) with community-based providers who specialize in re-entry services (educational and supportive groups, father and child sessions and community re-integration) to offer services at both adult facilities and Manson Youth Institution. Continued contracting for these services is contingent upon need determined by DOC and the availability of funding;
- collaborate with DSS to assist inmates with applications for cash and medical assistance as they prepare for release and re-entry into their communities;

- expand current activities that allow offenders to spend time with their children (contact visits) during the period of incarceration
- provide information, through video and written materials, about services available as fathers prepare for release and transition back into their family and community;
- conduct an assessment of current efforts and make modifications where necessary;
- seek opportunities for funding, to support positive father involvement, consistent with the agency's mission;
- seek opportunities for collaboration among partners for programs or projects that support positive father involvement;
- provide a link to the Fatherhood Initiative website from the DOC website;
- provide a copy of all fatherhood-related materials developed by the Department to the CT Clearinghouse Fatherhood Resource Center; whenever a new product is sent to the CT Clearinghouse notification will be sent via email (product title, brief description, and format – i.e., video, brochure, etc.) to the DSS liaison identified in this agreement; the DSS liaison in turn will notify, via email, the state Fatherhood Initiative network (including the liaisons identified in this agreement) about the product; notification will include the product title, brief description, and format;
- support the Annual New England Fathering Conference via attendance, training or financial support if funding is available;
- in cooperation with the Family Support Magistrate court , identify parents, who may benefit from an order to participate in a parenting program; and
- assist incarcerated parents in identifying state and local resources to help them meet the objectives of the *John S. Martinez Fatherhood Initiative*.

DOC may suspend participation in this program, without notice, if it is determined that operational needs require such suspension. DOC may cancel scheduled visits to any correctional facility, by any agency participating in this agreement, without notice, if it is determined that facility needs require such cancellation. In such cases, DOC will attempt to notify the agency of the cancellation as soon as possible.

The parties to this agreement understand that providing services within a correctional facility poses certain risks.

The parties to this agreement will require all staff and contractors entering a correctional facility to adhere to the terms and conditions set forth in the DOC "Guide for Contractors in the Correctional Environment."

The State Department of Education shall:

- provide membership and active participation on the Fatherhood Advisory Council and related events/activities;
- designate an agency liaison to facilitate communication and reporting about fatherhood activities;
- foster curricula that encourages postponement of fatherhood during K-16 student careers;
- collaborate and sponsor educational activities that teach responsible fatherhood;
- seek opportunities for funding, consistent with the agency's mission, to support positive father involvement;
- seek opportunities for collaboration among partners for programs or projects that support positive father involvement;
- provide a link to the Fatherhood Initiative website from the SDE website;
- provide a copy of all fatherhood-related materials developed by the Department to the CT Clearinghouse Fatherhood Resource Center; whenever a new product is sent to the CT Clearinghouse notification will be sent via email (product title, brief description, and format – i.e., video, brochure, etc.) to the Department of Social Services' (DSS) liaison identified in this agreement; the DSS liaison in turn will notify, via email, the state Fatherhood Initiative network (including the liaisons identified in this agreement) about the product; notification will include the product title, brief description, and format; and
- support the Annual New England Fathering Conference via attendance, training or financial support if funding is available.

The Department of Labor shall:

- provide membership and active participation on the Fatherhood Advisory Council and related events/activities;
- designate an agency liaison to facilitate communication and reporting about fatherhood activities;
- provide information to fathers about the various Employment and Training Services available through the CT Works One Stop System that can help them attain or retain employment;

- provide outreach to fathers and their significant others by disseminating information to them regarding this Initiative to Jobs First Employment Services (JFES) program participants so that they may share with fathers in their homes and communities;
- provide labor market information to fathers and local fatherhood groups;
- seek opportunities for funding, consistent with the agency's mission, to support positive father involvement;
- seek opportunities for collaboration among partners for programs or projects that support positive father involvement;
- provide a link to the Fatherhood Initiative website from the DOL website;
- provide a copy of all workforce-related materials developed by the Department to the CT Clearinghouse Fatherhood Resource Center; whenever a new product is sent to the CT Clearinghouse notification will be sent via email (product title, brief description, and format – i.e., video, brochure, etc.) to the Department of Social Services' (DSS) liaison identified in this agreement; the DSS liaison in turn will notify, via email, the state Fatherhood Initiative network (including the liaisons identified in this agreement) about the product; notification will include the product title, brief description, and format; and
- support the Annual New England Fathering Conference via attendance, training or financial support if funding is available.

The Department of Mental Health and Addiction Services shall:

- provide membership and active participation on the Fatherhood Advisory Council and related events/activities;
- designate an agency liaison to facilitate communication and reporting about fatherhood activities;
- collaborate on opportunities for funding, consistent with DMHAS' mission, to support positive father involvement;
- seek opportunities for collaboration among partners for programs or projects that support positive father involvement;
- provide a link to the Fatherhood Initiative website from the DMHAS website;
- provide a copy of all fatherhood-related materials developed by the Department to the CT Clearinghouse Fatherhood Resource Center; whenever a new product is sent to the CT Clearinghouse notification will be sent via email (product title, brief description, and format – i.e., video, brochure, etc.) to the Department of Social Services' (DSS) liaison

identified in this agreement; the DSS liaison in turn will notify, via email, the state Fatherhood Initiative network (including the liaisons identified in this agreement) about the product; notification will include the product title, brief description, and format;

- support the Annual New England Fathering Conference via attendance, training or financial support if funding is available;
- assist in the delivery of training on fatherhood issues to community-based providers through the DMHAS Training System; and
- assist in the dissemination of fatherhood-related materials to the DMHAS provider network.

The Department of Public Health shall:

- provide membership and active participation on the Fatherhood Advisory Council and related events/activities;
- designate an agency liaison to facilitate communication and reporting about fatherhood activities;
- create an environment that does not punish the father for his role in conception, but rather recognizes the positive effects of a father in the life of his child;
- encourage fathers to take an active role in supporting the mother-to-be before and during her pregnancy, and stress the importance of both parents being healthy before and during pregnancy to hope for positive birth outcomes;
- collaborate and support physical and oral health related activities that teach fathers the importance of health in childhood development;
- seek opportunities for funding, consistent with the agency's mission, to support positive father involvement;
- seek opportunities for collaboration among partners for programs or projects that support positive father involvement;
- provide a link to the Fatherhood Initiative website from the DPH website;
- provide a copy of all fatherhood-related materials developed by the Department to the CT Clearinghouse Fatherhood Resource Center; whenever a new product is sent to the CT Clearinghouse notification will be sent via email (product title, brief description, and format – i.e., video, brochure, etc.) to the Department of Social Services' (DSS) liaison identified in this agreement; the DSS liaison in turn will notify, via email, the state

Fatherhood Initiative network (including the liaisons identified in this agreement) about the product; notification will include the product title, brief description, and format; and

- support the Annual New England Fathering Conference via attendance, training or financial support if funding is available.

The Judicial Branch, Court Support Services Division shall:

- provide membership and active participation for the Fatherhood Advisory Council and related events/activities;
- designate an agency liaison to facilitate communication and reporting about fatherhood activities;
- provide Access and Visitation contracted services for non-custodial parents, especially fathers, via the long-established Federal Grant collaboration with the Department of Social Services;
- provide Magistrate Court services for non-custodial parents, especially fathers, as it relates to access via the long established Federal Grant collaboration with the Department of Social Services;
- track statistics and trends as it relates to the grant activities;
- assist the Judicial Branch in developing a “Problem-Solving” court pilot program for Family Support Magistrate Court;
- seek opportunities for funding, consistent with the Division’s mission, to support positive father involvement;
- seek opportunities for collaboration among partners for programs or projects that support positive father involvement;
- provide a link to the Fatherhood Initiative website from the CSSD website;
- provide a copy of all fatherhood-related materials developed by CSSD to the CT Clearinghouse Fatherhood Resource Center; whenever a new product is sent to the CT Clearinghouse notification will be sent via email (product title, brief description, and format – i.e., video, brochure, etc.) to the Department of Social Services’ (DSS) liaison identified in this agreement; the DSS liaison in turn will notify, via email, the state Fatherhood Initiative network (including the liaisons identified in this agreement) about the product; notification will include the product title, brief description, and format;

- support the Annual New England Fathering Conference via attendance, training or financial support if funding is available; and
- provide all new CSSD staff information about and training on the objectives of the *John S. Martinez Fatherhood Initiative* and *AAC Responsible Fatherhood and Strong Families* (PA09-175).

The Judicial Branch, Support Enforcement Services shall:

- provide membership and active participation on the Fatherhood Advisory Council and related events/activities;
- designate an agency liaison to facilitate communication and reporting about fatherhood activities;
- assist the Judicial Branch in developing a “Problem-Solving” court pilot program for Family Support Magistrate Court;
- identify parents, in cooperation with the Family Support Magistrate Court, who may benefit from an order to participate in an educational, training, skill-building, work, rehabilitation or other similar program, provided the family support magistrate finds that such an order will significantly increase the obligor's ability to fulfill the duty of support within a reasonable period of time (*An Act Concerning Responsible Fatherhood and Strong Families*, PA09-175);
- assist the Family Support Magistrate Division in identifying state and local resources to help parents meet the objectives the *John S. Martinez Fatherhood Initiative* and *AAC Responsible Fatherhood and Strong Families* (PA09-175);
- provide all new SES staff information about and training on the objectives of the *John S. Martinez Fatherhood Initiative* and *AAC Responsible Fatherhood and Strong Families* (PA09-175);
- seek opportunities for funding, consistent with the SES’s mission, to support positive father involvement;
- seek opportunities for collaboration among partners for programs or projects that support positive father involvement;
- provide a link to the Fatherhood Initiative website from the SES website;
- provide a copy of all fatherhood-related materials developed by SES to the CT Clearinghouse Fatherhood Resource Center; whenever a new product is sent to the CT Clearinghouse notification will be sent via email (product title, brief description, and format – i.e., video, brochure, etc.) to the Department of Social Services’ (DSS) liaison

identified in this agreement; the DSS liaison in turn will notify, via email, the state Fatherhood Initiative network (including the liaisons identified in this agreement) about the product; notification will include the product title, brief description, and format; and

- support the Annual New England Fathering Conference via attendance, training or financial support if funding is available.

ACCEPTANCES AND APPROVALS

For the sake of efficiency and expediency, this document may be executed in counterparts.

DEPARTMENT OF SOCIAL SERVICES

By: [Signature] Date: 5/11/10
Name/Title

DEPARTMENT OF CHILDREN AND FAMILIES

By: Tracey Bureau Chief Date: 5/27/10
Name/Title

DEPARTMENT OF CORRECTION

By: [Signature] Date: 3-17-10
Name/Title

DEPARTMENT OF LABOR

By: [Signature] Date: 3-17-10
Name/Title Acting Cmsr.

DEPARTMENT OF MENTAL HEALTH AND ADDICTION SERVICES

By: Patricia Deane Date: 5/10/10
Name/Title

DEPARTMENT OF PUBLIC HEALTH

By: [Signature] Date: 8 sep 10
Name/Title

STATE DEPARTMENT OF EDUCATION

By: *M. Duke Connors*
Name/Title

Date: *4/16/10*

JUDICIAL BRANCH, SUPPORT ENFORCEMENT SERVICES

By: *Charlene E. Hutton, Director*
Name/Title

Date: *April 23, 2010*

JUDICIAL BRANCH, COURT SUPPORT SERVICES DIVISION

By: *William H. Carlson*
Name/Title

Date: *4-6-10*