

WELCOME TO 2024 LEADERSHIP CONVENTION

Session will begin soon



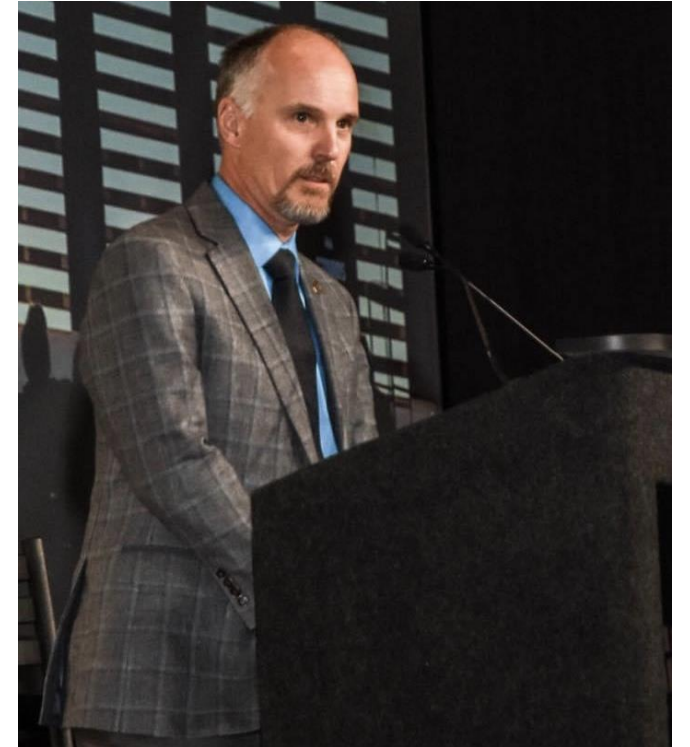
THE NATIONAL ALLIANCE *For* Father Friendly Schools

Encouraging welcoming and inclusive family engagement for ALL.



INTRODUCTION: KEITH SCHUMACHER

- Dad since 1999
 - School volunteer since 2008
 - Georgia PTA State Board of Directors – 2015-2016
 - Delegate to National PTA Convention (GA) - 2019
- Husband of retired 1st grade teacher.
- Retired Fire/EMS Captain – Atlanta Fire-Rescue – 28 years
- National Family Engagement Coordinator – Watch D.O.G.S.
 - 2011-2019
- School Chapter Specialist – All Pro Dad Chapters
 - 2019-2023
- Founder / Director – National Alliance for Father Friendly Schools
 - 2023-2024



FAMILY ENGAGEMENT?

- How are things going with family engagement in your district?
- Who are you targeting?
- Who is responding?
- Would you like additional networking opportunities in your community?
- Would you like to reach the ***other half*** of parent involvement?
- Would you like to do better?



THE “OTHER HALF” OF FAMILY ENGAGEMENT

- When schools boldly and intentionally invite fathers to become engaged, they see results:
 - Increased participation in school events
 - Increased school volunteering / family engagement
 - Fewer behavior issues
 - Improved attendance
 - Improved student achievement
 - **Increased PTA membership**
 - **PTA leadership development**



FATHER ENGAGEMENT STATISTICS

- Students without a father figure are five times as likely to be poor. (US Census Bureau)
- Students without a father figure are at a higher risk of personal and property delinquencies such as drinking and smoking. (Journal of Criminal Justice)
- Teens without a father figure are twice as likely engage in risky sexual behavior and girls are seven times more likely to become pregnant. (Nat. Inst. Of Health)
- Students without a father figure are twice as likely to be suspended, repeat a grade and/or drop out. (U.S. Dept. of Health & Human Svcs.)



DADS IN SCHOOLS – WHY IS IT A CHALLENGE?

- American culture:
 - Years ago the workforce was predominantly men.
 - Men:
 - Worked outside the home
 - Mom:
 - Raised the children
 - Volunteered at school when children were there.
 - Established PTAs



DADS IN SCHOOLS – WHY IS IT A CHALLENGE?

- Education:
 - Teaching was one of the few occupations where women were accepted and thrived.
 - Women excelled in education and many advanced and promoted to administrators.
 - Men in education generally gravitated to the older grades – often in coaching positions.
 - Elementary teaching positions were predominantly held by women.



DADS IN SCHOOLS – WHY IS IT A CHALLENGE?

- “Parent” Organizations:
 - PTA organized as “The National Congress of Mothers” in 1897. (Utah was represented at the first National Congress in 1897 – Officially joined in 1925)
 - Merged with the National Congress of Colored Parents and Teachers in 1970.
 - Despite the name, Parent Teacher’s Association PTA are seen in American culture as women’s organizations.
 - When men are included in parent organizations, its generally only when manual labor is involved.
 - Dads are often not represented on PTA boards. (Not intentionally)



DADS IN SCHOOLS – WHY IS IT A CHALLENGE?

- Educator misconceptions:
 - Dads are too busy
 - Dads are not interested
 - Dads are absent
- School Office Staff:
 - Accustomed to mom being the “parent”
 - See dads in school as “unusual” or “cute”
 - Only see dad when there is a problem.
 - Little to no training in family engagement.



DADS IN SCHOOLS – WHY IS IT A CHALLENGE?

- Dad misconceptions:
 - Dads believe that they are not welcome at the school
 - Dads feel undervalued and overlooked
 - Dads think that their only place is as a coach



AMERICAN CULTURE HAS CHANGED, BUT EDUCATIONAL CULTURE LAGS BEHIND.

- Women have a significant role in the workforce.
 - Efforts toward diversity, equity and inclusion have given opportunity to many people who would not have had these opportunities in the past.
 - Significantly less “stay at home moms” / significantly more “stay at home dads”
 - Dads are taking a more active role in raising children.
- **Despite these facts, school volunteering and support is still mainly moms.**
 - **WHY?**



SCHOOL VOLUNTEERING – AMERICAN CULTURE

- In American culture, it is still thought that school volunteers are only moms.
- Dads avoid school volunteering because they think that it is not their place and/or they are not welcome.
- Messages from school addressed to “family” or “parent” are presumed to be for Mom.
- Efforts toward inclusivity specifically avoid the terms “dad” and “father” because it is assumed that many students don’t have a father and may be offended.



TO BE CLEAR...

- What men have to offer is **NOT** more important than what moms offer, what they have been doing or what they will continue to do!
- What dads offer is:
 - Different
 - Unique
 - The other half
 - Unfortunately lacking in education



ESSA, TITLE I, SECTION #1116

- Did you know that father focused family engagement programs are recognized as a significant benefit for schools that are seeking to meet Section #1116 compliance goals?

BENEFITS FOR PTAS

- Membership Development
- Leadership Development
- Family Engagement
- PTA 3:1 Rule Compliance



When planning the year's activities, PTAs should use the **3-to-1 rule**. For every fundraising activity, there should be at least three non-fundraising projects aimed at helping parents or children or others advocating for school improvements.



WHAT CAN WE DO?

- There are proven national programs that are guaranteed to increase family / parent engagement.
- These program bring in an average of **85** fathers into the school as volunteers. (based on student pop. Of 600-700)
- These programs are “plug and play” – very simple to implement at **any** school.
- These program a very simple for men to participate. – Just one day per year, one morning a month or an occasional evening.
- Each year, hundreds of thousands of men engage in local schools through nationally recognized programs.
- Programs available for all levels – PK thru 12.



YOU CAN DO THIS!



WHAT IF THE FATHER IS ABSENT, DECEASED OR INCARCERATED.

- These children should not be overlooked or not invited to father engagement events. They are welcome!
- Children should be encouraged to invite a trusted family member or friend to stand in that gap.
 - Step-Father, Grandfather, Uncle, Big Brother, etc.
 - Coach, Teacher, Pastor/Clergy, Neighbor, Friend, etc.
 - Many schools connect students with a vetted mentor.
 - If it's mom that shows up, that's totally OK.
- **Father engagement events should never be removed or renamed due to these children.**
 - Sends the message that fathers are no longer welcome at the school.



FATHER ENGAGEMENT PROGRAMS

- Must be specifically inviting to “dads”
 - Generic terms like “parent”, “family”, “dudes”, “buddies”, etc. don’t work.
- Must offer consistent opportunities throughout the school year.
 - One and done events like a single “donuts with dad” event create the illusion that dads are only welcome on one day.
- May be run by a female but must be focused on fathers.



EVENTS VS PROGRAMS

- Many schools hold father engagement **EVENTS**
 - Donuts with Dad
 - Daddy Daughter Dance
 - Veterans Recognition Day
- These are “one-and-done” events
 - Create the illusion that this is the **ONLY** day that dads are welcome.
- **PROGRAMS** are consistent throughout the school year
 - Multiple opportunities to be engaged.
 - Must always be welcoming – Have a plan when dad shows up.
 - Materials / Posters in office – easily accessible



UNDERSTANDING PROGRAMS

FATHERHOOD PROGRAMS

- Fatherhood Programs –
 - Often social service focused
 - Focused on dad deficit
 - Child support / legal issues
 - Legitimation
 - Alcohol and drug recovery
 - Accessing government assistance
 - Reentry post incarceration
 - Often community and/or faith based
 - May offer programming to schools but not school based.



UNDERSTANDING PROGRAMS

MENTORING PROGRAMS

- Mentoring Programs –
 - Intended for children / students without a father
 - Long term – one-on-one engagement
 - Requires vetting of mentor – background check
 - May include out of school time
 - Large time commitment by volunteer
 - Not necessarily family engagement
 - Often community and/or faith based
 - May be sponsored by school district
 - May offer programming to schools but not school based.



UNDERSTANDING PROGRAMS

SCHOOL BASED FATHER ENGAGEMENT PROGRAMS

- School Based Father Engagement Programs –
 - School based - Managed at the local school level
 - Intended for all students
 - Short time commitment for family members.
 - Low exposure – Generally no background check necessary
 - On school grounds - under staff supervision
 - Reportable family engagement activity (Title I)
 - Generally not faith based if serving public schools
 - May be sponsored by school district (Fed. Programs)



NATIONAL PROGRAMS

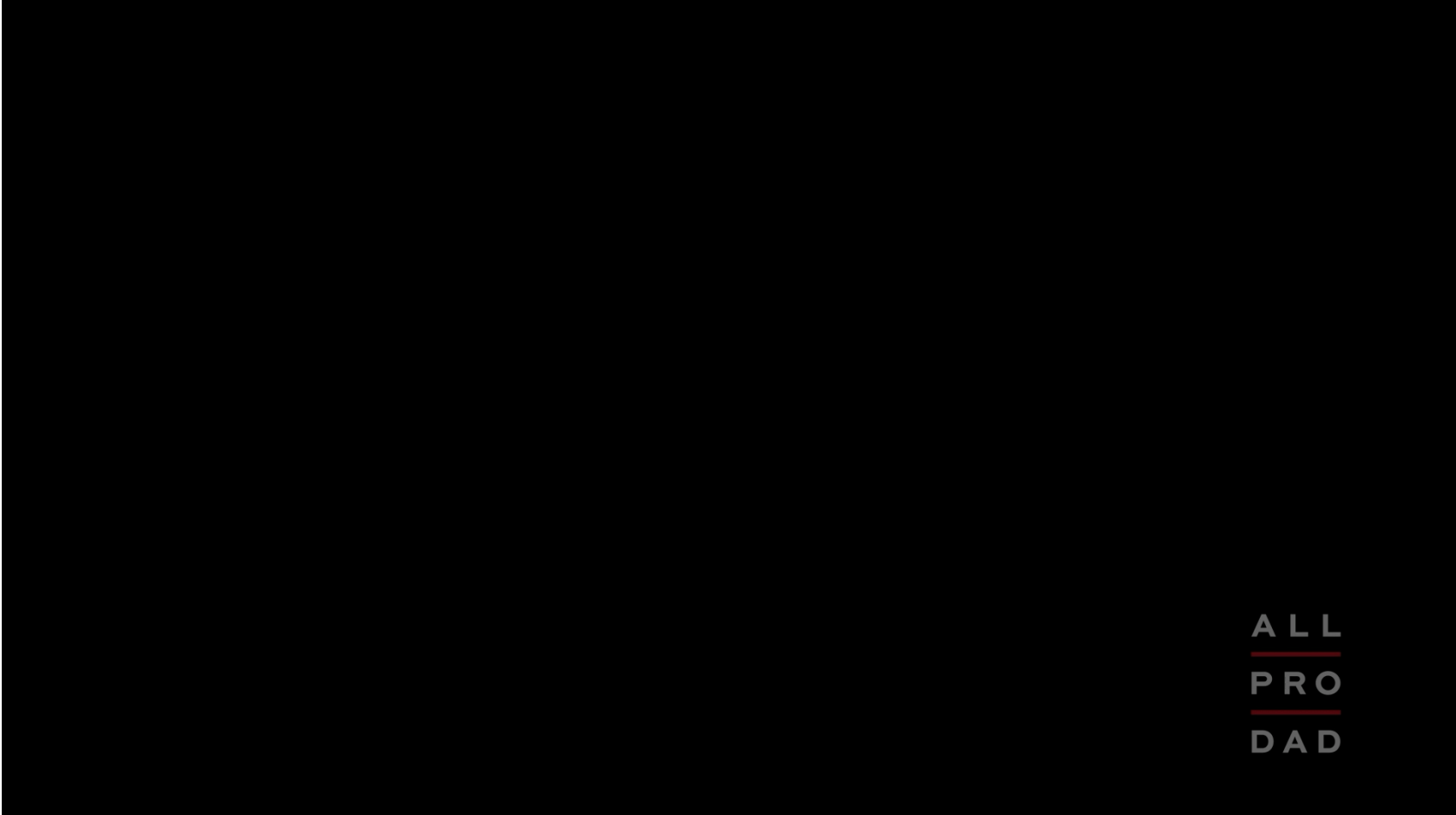
SCHOOL BASED FATHER ENGAGEMENT

ALL PRO DAD
CHAPTERS

- All Pro Dad Chapters:
 - Monthly Meeting for Dads at School
 - Morning – before work
 - Online Curriculum
 - Online Scheduling
 - 25+ Years
 - \$100 per school – per year membership



ALL PRO DAD CHAPTERS



ALL
PRO
DAD



NATIONAL PROGRAMS

SCHOOL BASED FATHER ENGAGEMENT

- Strong Fathers – Strong Families
 - Bring Your Dad to School Day
 - Reading, Math and Science Nights
- 20+ Years
- \$750 per school



NATIONAL PROGRAMS

- Watch D.O.G.S. (Dads of Great Students)
 - Two launch events per year
 - Dads & Kids Pizza Night (Fall)
 - Donuts with Dad (Spring)
 - Recruit dads to volunteer one full day per year at school.
 - 25+ Years
 - \$465 one time start up fee



WATCH D.O.G.S.



**KEEPING A
WATCHFUL EYE**

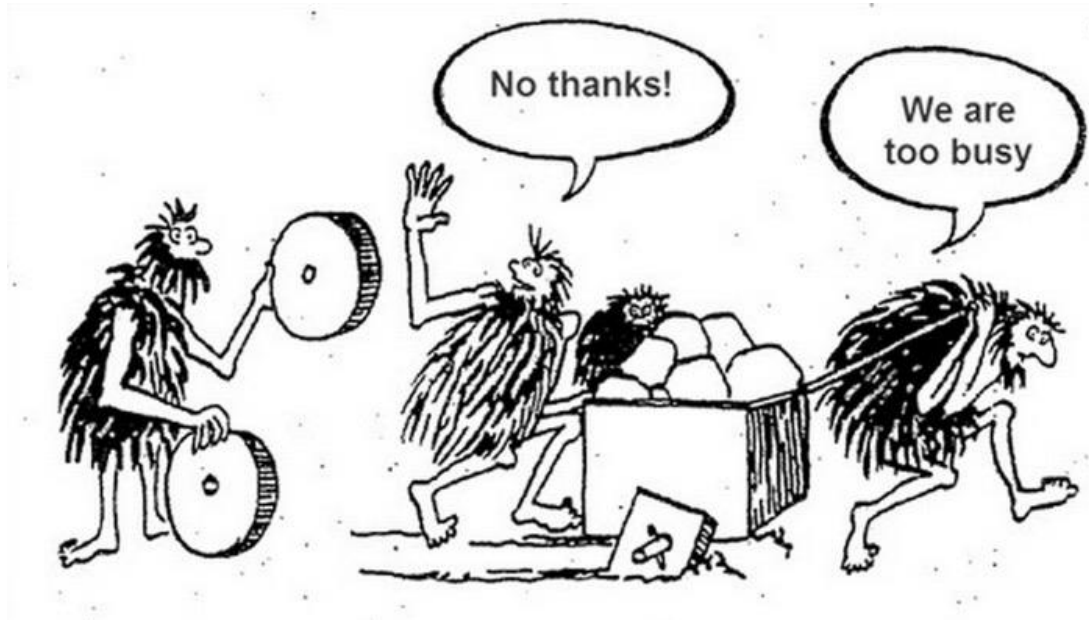
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LOCAL PROGRAMS

- You don't have to reinvent the wheel, but if you insist:



LOCAL PROGRAMS

- You don't have to reinvent the wheel, but if you insist:
 - Remember existing programs are registered – don't plagiarize or copy programming or any resemblance to a registered name.
 - Branding and creating promotional material is **EXPENSIVE!**
 - No existing structure / resources
 - No existing training
 - No experience to lean on



WHAT TO DO NOW?

- Now is a good time to begin planning for the new school year.
- Decide what is right for your school community
 - Type of program
 - Morning events with dads
 - In classroom volunteering by dads
 - Curriculum Nights with dads
 - Something else...



WHAT TO DO NOW?

- Build your leadership team
 - Admin.
 - School Counselor
 - Family Engagement
 - PTA (Committee Chair –Family Engagement, Male Engagement)
 - Community Partners (Civic Orgs, Church, Fire, Police)



WHAT TO DO NOW?

- Contact the program that you want to use
 - Establish account
 - Funding – if necessary
 - Access and complete training (about an hour)
 - Set date for your first event – **CRITICAL STEP!**
 - At least 3 weeks promo time
 - Follow your training



QUESTIONS?

Would this work in my community?

YES!



THANK YOU!

The National Alliance for Father Friendly Schools is a nonprofit organization established for the purpose of promoting school based family engagement programs that support all students and encourage father engagement in education.

Your donation will help us in continuing this work across the country.

NOTE: 501(c)3 status pending



TO RECEIVE CREDIT FOR PARTICIPATING IN THIS TRAINING...





CERTIFICATE OF COMPLETION

This is to certify that
Keith Schumacher

Has successfully completed ONE HOUR of training in

***Recognizing and Removing the Barriers
to Father Engagement in Local Schools***

Presented by The National Alliance for Father Friendly Schools
at the 2024 Utah PTA Leadership Convention

May 8-9.2024

Keith C. Schumacher

Executive Director,
The National Alliance for Father Friendly Schools



THE NATIONAL ALLIANCE FOR FATHER FRIENDLY SCHOOLS

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