

Good+ Training Academy Impact Assessment

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Good+Foundation

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About The Good+ Training Academy

With long-term, positive outcomes for families as the defining goal of our work, we offer social service providers opportunities for technical assistance and professional networking through the Good+ Training Academy. Supporting families often means transforming social service systems. The Training Academy works with providers to identify and build professional connections to resources that ultimately benefit families. Central to this objective is our focus on systemic and individual obstacles that exclude fathers from their children's lives and well-being. We know that father-inclusive programs help families thrive. Our Training Academy revives the possibility of including dads by providing a lens for seeing their role in its true light, outside of blame or stereotypes.

Through highly curated courses, workshops, and professional convenings, the Good+ Training Academy is an essential capacity-building tool for individuals and agencies seeking to support fathers, mothers, and families through a trauma-informed perspective. High-quality training opportunities have been shown to reduce or eliminate the marginalization of low-income families, particularly for families of color. Ultimately, the service provider's wider understanding and refined systemic approach leads to new successes for the family.

The Good+ Training Academy is an organic extension of the Good+Foundation mission. Deploying an evidence-informed approach in our work, we expanded our stewardship of the client-caseworker relationship. Our in-kind grants of critical parent and child items, such as cribs, diapers, maternity clothes, and hygiene products, serve as an important building block in the relationship between community-based program staff and families. We came to understand we could extend our work to become a reliable partner to staff directly by equipping them with concrete skills that would further their work with families.

We direct our work towards bias training, broadly speaking, with an emphasis on how bias impedes father inclusion, especially for men of color, in social service settings. With over a decade focusing on the importance of father engagement, we continue to identify this as a primary challenge in the social service sector. To reiterate, evidence supports our understanding that children and families experience marked improvement in outcomes when fathers – including non-custodial fathers and father figures – have a role in their lives. Our full complement of bias and mental health training springs from this unwavering commitment to break down systemic barriers that exclude fathers and thereby harm families.

The Good+ Training Academy exemplifies the innovative and responsive approach that Good+Foundation brings to all its work. We know that mitigating poverty and supporting an upward trajectory for families requires flexibility, passion, and a commitment to real change. This is the spirit in which we launched our Training Academy. We are thrilled to share how our model has taken shape in practice and, most importantly, the impact we are already seeing through these efforts.

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Since 2019, the Good+ Training Academy has trained more than **18,800 individuals** resulting in more than **4.7 million hours** of learning.

Professionals Trained

- Social Workers
- Teachers
- Healthcare professionals
- Judges
- Family advocates
- Case managers

Curricula Topics

- Father engagement
- Working within child welfare
- Parenting curricula
- Diversity and cultural awareness, bias
- Mental health and trauma

Training Modalities

- Good+ Grantee Partner network convenings
- Customized virtual and in-person workshops
- Technical assistance
- Keynote addresses
- Private consulting
- State-wide commissions
- Corporate lunch and learns

Social Service Sectors

- Child welfare
- Child support
- Corrections
- Family court
- Early education
- Health services

Good+ Training Academy Faculty

The Good+ Training Academy is led by Dr. Alan-Michael Graves, Good+Foundation Senior Director of Teaching and Capacity Building, who has worked in the human services field for the past 15 years as a manager and administrator for both public and private agencies. Dr. Graves served as the Director of Project Fatherhood in the Leadership Center at Children’s Institute, Inc. (CII), focusing on multi-disciplinary activities from research and program development to training and advocacy. Dr. Graves received his bachelor’s in political science and his master’s in public administration from California State University and his doctorate in Educational Leadership from University of California Los Angeles.

Dr. Laurel Parker West, Good+ Chief Program and Operations Officer, also supports the broad efforts of the Good+ Training Academy. Dr. West received her doctorate and master’s from Emory University and her bachelor’s from Wesleyan University. Prior to joining Good+ in December 2012, she was the Executive Director of the Women’s Fund of Long Island and before that, the Wyoming Women’s Foundation, where she focused on the long-term economic security of women and their families. Dr. West has also held several research positions and has conducted numerous studies on and taught courses on childcare policy, community development, and welfare reform at Emory University.

Dr. Graves, Dr. West, and the Good+ program team also work closely with a cadre of exceptional training consultants from diverse sectors to deliver high-quality training services through the Good+ Academy. Good+ Training Academy trainers include faculty at major universities, experienced mental health professionals, representatives from innovative government programs and systems, fatherhood specialists, and trauma-informed care experts.



Dr. Alan-Michael Graves, Good+ Senior Director of Learning and Capacity-Building



Dr. Laurel Parker West, Good+ Chief of Programs and Operations

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The Good+ Training Academy Model

The first goal of this report is to provide a clear overview of the development of and component parts of the Good+ Training Academy. It is also our goal to share the real-time impact of these different trainings, convenings, and workshops that have become an essential part of our mission. The sections below will provide detail on specific components of the Training Academy followed by concrete data exploring the efficacy and impact of these training efforts.

Grantee Partner Network Convenings

Good+Foundation grantee partners, concentrated in Los Angeles and New York City, are high-impact anti-poverty organizations that receive Good+ product donations to support their programs. These are non-profit organizations that take a two-generation approach in their service delivery, provide long-term family support, intentionally engage all caregivers including fathers, and utilize Good+ donations as incentives to amplify programmatic outcomes for families.

We first recognized the importance of capacity-building, peer learning, and training through our work with our network of 75 to 100 grantee partners. We began offering occasional training workshops and one-on-one consulting on father engagement and mental health support; the response from partners was overwhelmingly positive. Starting in 2019, we formalized these training opportunities through our Good+ Training Academy and began providing staff from grantee partners with opportunities to convene quarterly to receive training. We are intentional about offering training topics that reflect the needs of the network. While father engagement continues to be a central focus, we have provided training on trauma-informed care, navigating the family court system, kinship/grandparent care, infant and toddler mental health, maternal and paternal perinatal mental health, co-parenting, and cultural awareness and biases.

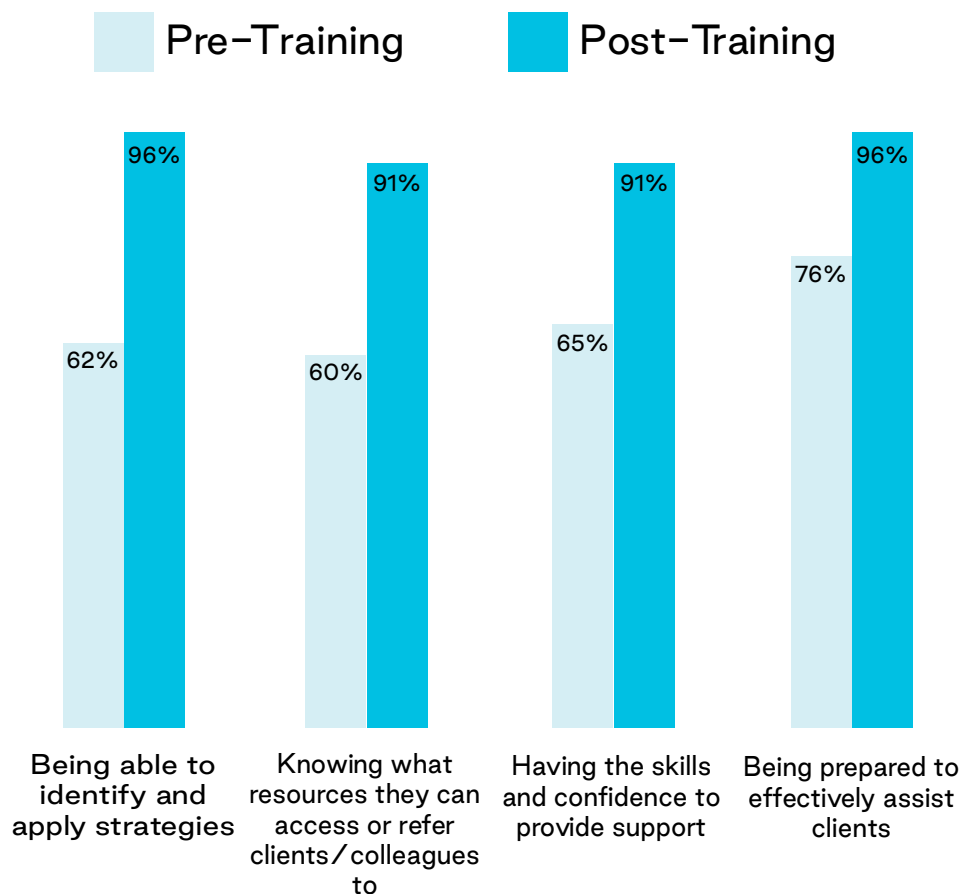


Kinship Care Training for New York Good+ Grantee Partners with Brandy Orange, NYC Department for the Aging

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As is our practice, we engaged in real-time, real-world impact assessment to ensure that these trainings and convenings were producing the results we had hoped. To measure the effectiveness of these network trainings, we conducted pre- and post- surveys of each training to assess the quality, relevance, and most importantly, whether the trainings provided useful skills and knowledge that the dedicated staff of our non-profit partners would be able to put into practice. In addition to reviewing the results for each quarterly training, we wanted to explore their overall impact. We conducted a statistical analysis that includes nine quarterly trainings (from January 2021 to March 2023) for more than 500 social workers, caseworkers, nurses, early educators, and other non-profit professionals who participated in this training series. The results below show that these trainings have the desired impact; there are statistically significant gains in knowledge acquisition, skills development, and ability to implement new strategies and information to support families in their innovative anti-poverty programs.

Good+ Training Academy Participants Reported Confidence In...



*Analysis conducted from nine trainings from January 2021 to March 2023. All pre-post increases are highly statistically significant ($p < 0.001$). $n > 500$ participants.

Father Strong Training

While all Good+ grantee partners incorporate intentional father engagement strategies in their work, most programs do not have separate, dedicated fatherhood programs in place. For organizations in the social service sector – both within our network of grantee partners and in the broader anti-poverty space – that are ready to develop and implement fatherhood programs, the Good+ Training Academy provides a comprehensive training on how to develop a high-impact, culturally appropriate fatherhood program. We have partnered with the Los Angeles County community initiative Father Strong (in partnership with the Los Angeles County Department of Children and Family Services (LADCFS)) to provide structured, three-day trainings. These trainings are designed to promote fatherhood programming throughout the county as a method of improving the lives of children and strengthening families. This Good+Foundation train-the-trainer course provides Father Engagement Certification and includes components from multiple evidence-based curricula, including 24/7 Dads, Nurturing Fathers, and Parenting Beyond Conflict.

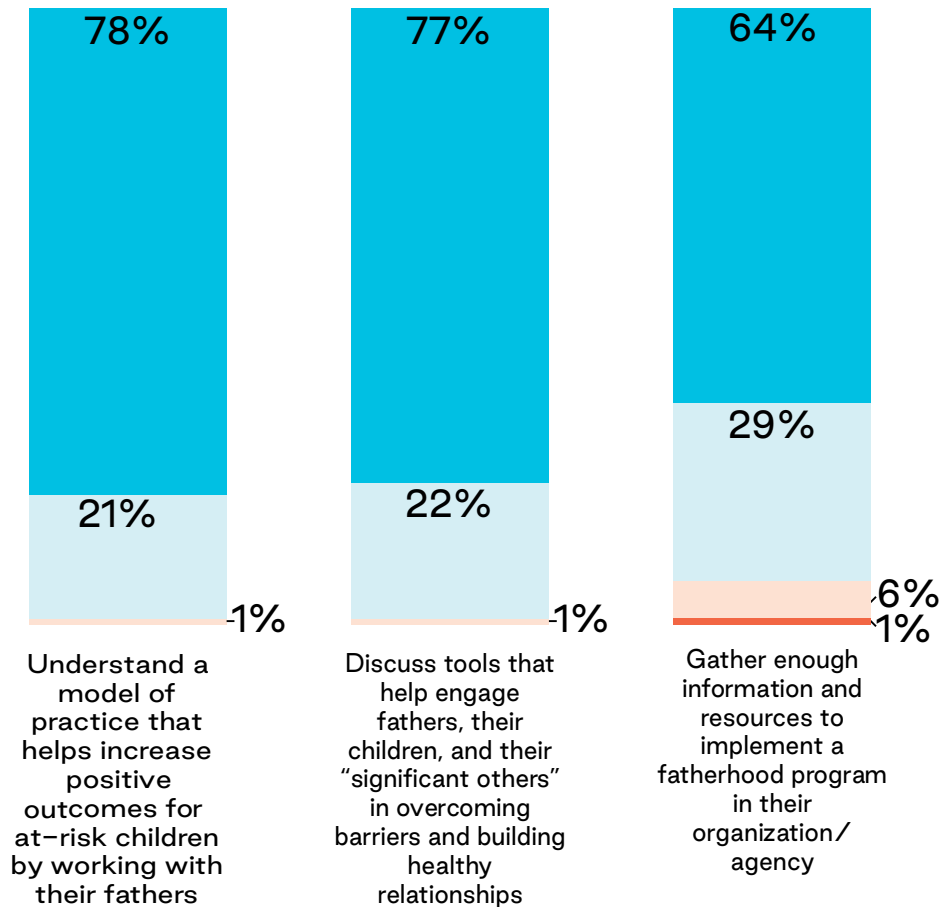
To ensure that these intensive trainings are providing the tools social service sector leaders need to effectively launch fatherhood programs, we have conducted an ongoing assessment of the impact of these trainings starting in May 2020 and through January 2023. Evaluation data from 18 different trainings with 226 respondents who completed the course show that extensive knowledge has been gained as a result of the training. Moreover, our real-time assessments also indicate an overwhelmingly positive response to our trainers noting that they are extremely knowledgeable and effective. It is also noteworthy that 100% of respondents agreed that they “would recommend this workshop to others.”

The Good+ Training Academy Father Strong curriculum provides participants with tools to better engage fathers and whole families, and increases the effectiveness of targeted father engagement programs.

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As a Result of Father Strong Training, Participants Are Able To...

Strongly Agree Agree Neutral Disagree



n = 226 participants

100% of participants agree:

- The training helped them achieve an expert level of knowledge
- The training expanded their knowledge in this topic
- The trainer was engaged and interesting
- The trainer was clear in providing content to support learning

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Child Welfare Sector Training

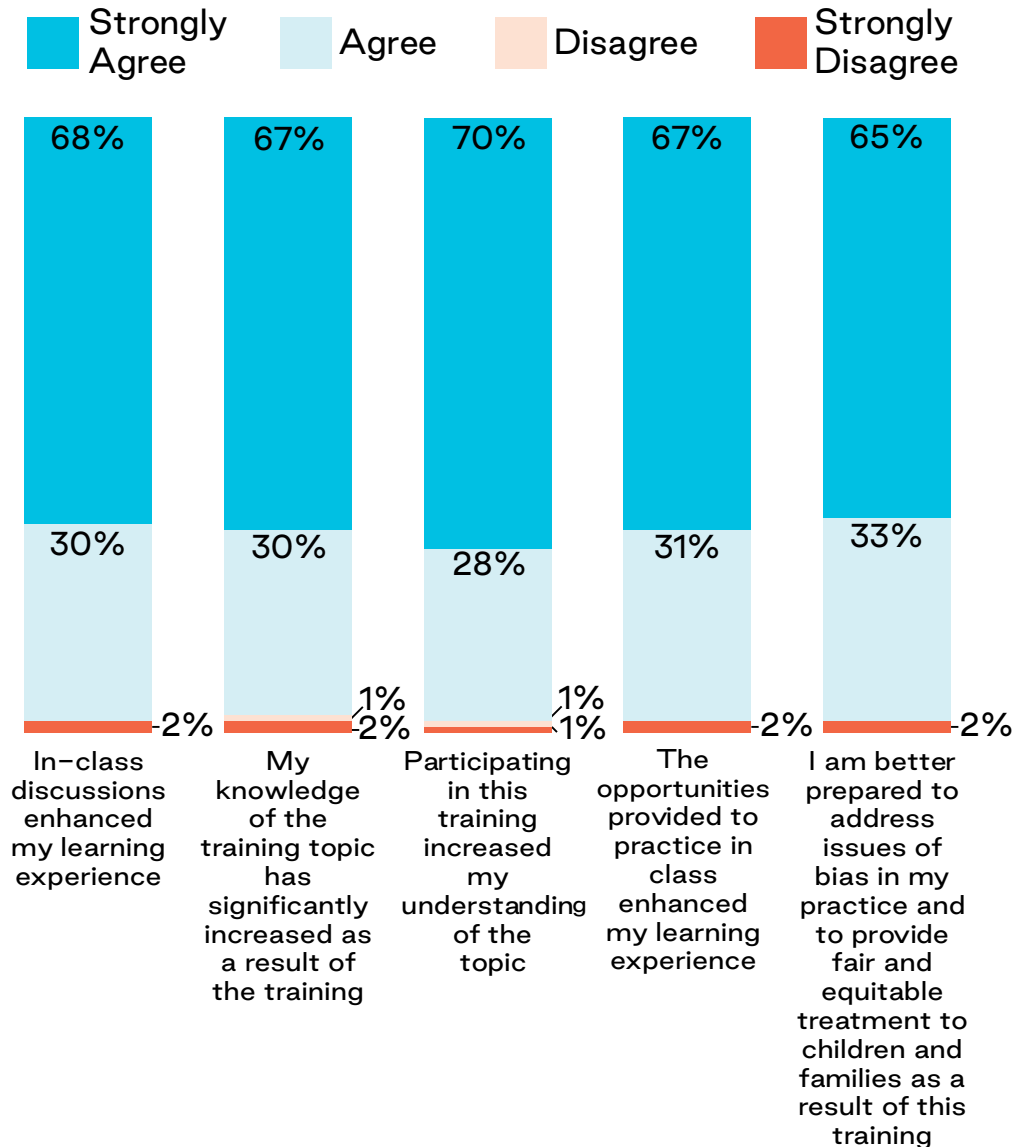
In addition to providing training to community organizations working to alleviate the long-term impacts of poverty, the Good+ Training Academy has a unique relationship with the LADCFS, one of the largest child welfare agencies in the country. Good+ provides a required full-day father engagement training to every incoming child welfare worker as part of their initial eight-week training course through the “DCFS University.”

LADCFS works with UCLA to provide external assessment of all training programs provided by the child welfare agency. Additionally, the evaluators regularly share feedback with Good+ on the Father Engagement trainings we provide. The data below, reproduced with permission from LADCFS and UCLA, shows that 1,240 incoming child welfare trainees have found these trainings essential to developing skills and knowledge and have found the trainings relevant to their work. The UCLA evaluators found that there is a statistically significant increase in overall knowledge gains for participants in these critical trainings. The researchers have also shared with us that the Good+Foundation-led father engagement training portion of the DCFS University routinely receives the highest ratings of all trainings the social workers receive.

The Good+ Training Academy works in conjunction with Los Angeles County to train all incoming child welfare workers on father engagement, introducing new skills and increasing awareness of bias and the need for whole-family inclusion.

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Good+ Fatherhood Training Assessment for Incoming Child Welfare Workers in LA

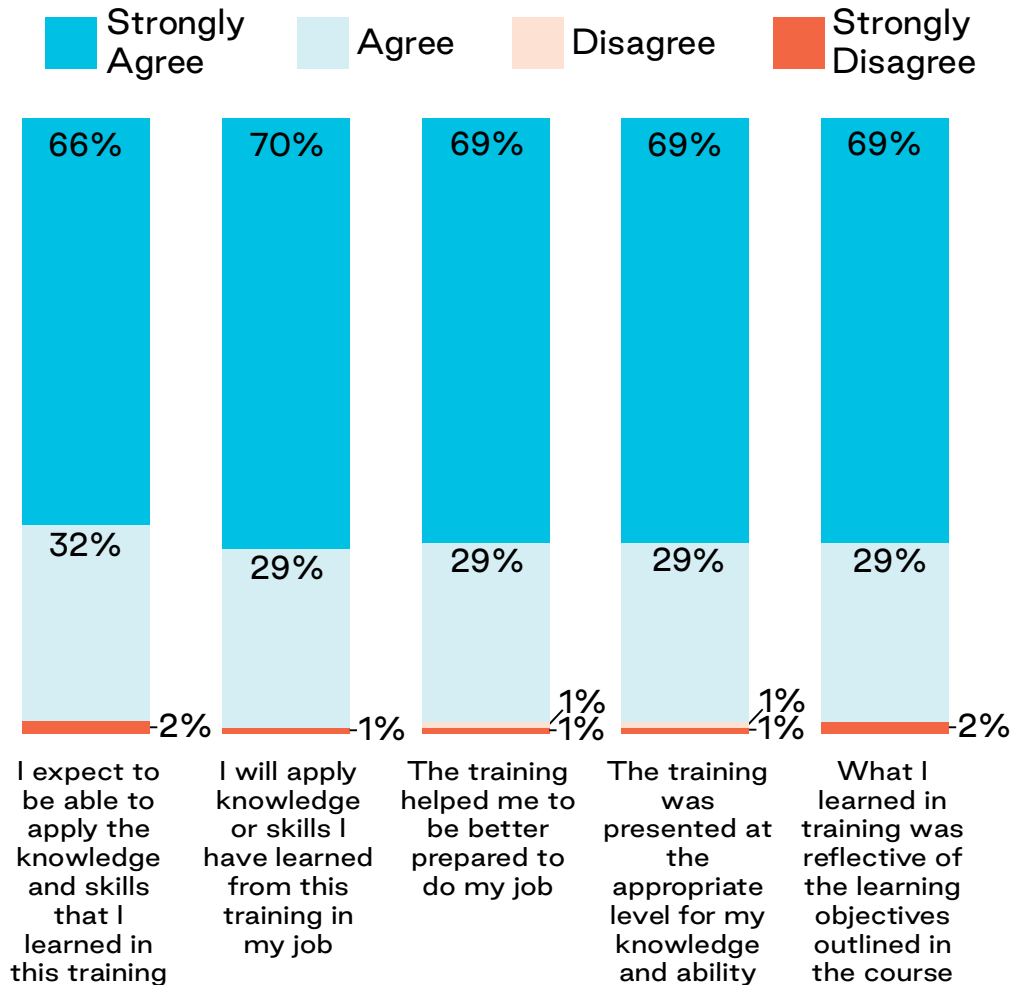


n = 1,240 participants

98% of incoming social workers felt better prepared to address bias in their practice after participating in the Good+ Father Engagement training.

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Good+ Fatherhood Training Assessment for Incoming Child Welfare Workers in LA



n = 1,240 participants

99% of incoming social workers plan to apply the lessons they learned in the Good+ Father Engagement training in their day-to-day practice.

Training Assessment from Veteran Child Welfare Workers in LA

Given the impact of these father engagement trainings for incoming child welfare professionals, LADCFS asked Good+ to provide “refresher courses” on father engagement strategies for veteran social workers in all regions of the county agency to ensure that the initial training translates effectively into practice. These more advanced “Fatherhood 2.0” trainings are also evaluated by UCLA researchers and the results have been overwhelmingly positive. See below for additional impact data from 314 participants, shared with permission from LADCFS and UCLA:

- 98% reported that the training better prepared them to do their job
- 98% reported that the training materials were delivered in a way that helped them understand course concepts
- 99% reported that the training was coherent and well-organized
- 99% reported that the training was presented at the appropriate level for their knowledge and ability
- 98% reported that the opportunities provided to practice enhanced overall learning
- 98% reported that they are better prepared to address issues of bias in their practice and to provide fair and equitable treatment to children
- 99% expected to be able to apply what they learned in this training on the job
- 99% gave a positive rating to both the overall quality and impact of these trainings

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Customized Trainings, Consultation, and Presentations

Through our work with innovative anti-poverty organizations for 22 years, Good+ believes that providing meaningful training opportunities and capacity-building is essential to improving the lives of children and families. In addition to our work with our grantee partners, LADCFS, and non-profits around the country that are launching structured fatherhood programs, the Good+ Training Academy also provides customized trainings for specialized social service audiences. We provide these trainings both virtually and in-person through workshop-style sessions as well as larger keynote addresses and presentations at professional gatherings.

Since launching the Good+ Training Academy, we have developed specialized trainings on mental health, racial and cultural bias, father engagement, kinship care, and other critical topics in specific social service sectors. These efforts have included presentations to the Washington State Interagency Fatherhood Council, Zero-to-Three early education national conference participants, attendees at the annual Basic Needs Conference of the National Diaper Bank Network, as well as custom trainings for the U.S. Children's Bureau, Casey Family Programs, and the National Fatherhood Initiative.



Trauma-Informed Care Training at the Good+ LA Community and Training Center

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Qualitative Impact Data: What Good+ Training Academy Participants are Saying About Us

“This was the best training I have been a part of. It has completely changed my view and approach with fathers moving forward.”

- *Case Worker*

“The trainer created an open and safe space for participants to share their deeply personal experiences relating to the topic that allows them to walk in the shoes of the fathers they work with. By structuring the training this way, it humanizes the struggles of fathers and families and allows participants to empathize and internalize what we learned at a deeper level.”

- *Child Welfare Case Manager for 21 Years*

“One of the most dynamic trainings I attended this year. Dr. Graves provides vital information from a ‘Real Life’ perspective using ‘Real Talk’ to get the message through.”

- *Child Social Worker*

“The Father Engagement Training clearly gave me a new perspective on father engagement; it should be the norm and not an afterthought. The father’s presence, insight, and story is essential to the growth and healing of our families and communities.”

- *Family Advocate*

“The topics and presenters are always interesting, informed and provide needed information for working in all aspects of social services.”

- *Good+Foundation Grantee
Partner Leader*

Endnotes

**For each question, the result of Bartlett's Test ($p < .001$) indicated statistically significant differences in the variances of the two samples (Pre and Post). Therefore, we performed an unpaired two-sample T-Test assuming unequal variances for each question.*

Reported confidence in being prepared to assist clients effectively in Post-Test respondents ($M = 4.40$, $SD = 0.63$, $n = 227$) were hypothesized to be higher than in Pre-Test respondents ($M = 3.85$, $SD = 0.87$, $n = 273$). This difference was statistically highly significant, $t(488) = 8.16$, $p < .001$ (2 tails).

Reported confidence in having the skills and confidence to provide support to clients in Post-Test respondents ($M = 4.30$, $SD = 0.67$, $n = 292$) were hypothesized to be higher than in Pre-Test respondents ($M = 3.70$, $SD = 0.81$, $n = 421$). This difference was statistically highly significant, $t(689) = 10.90$, $p < .001$ (2 tails).

Reported confidence in being able to identify and apply strategies in Post-Test respondents ($M = 4.39$, $SD = 0.57$, $n = 140$) were hypothesized to be higher than in Pre-Test respondents ($M = 3.63$, $SD = 0.87$, $n = 178$). This difference was statistically highly significant, $t(307) = 9.27$, $p < .001$ (2 tails).

Reported confidence in knowing what resources respondents can access or refer clients/colleagues to in Post-Test respondents ($M = 4.29$, $SD = 0.67$, $n = 292$) were hypothesized to be higher than in Pre-Test respondents ($M = 3.60$, $SD = 0.82$, $n = 421$). This difference was statistically highly significant, $t(692) = 12.38$, $p < .001$ (2 tails).

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We are Good+Foundation.

Good+Foundation was founded with the mission to support parents and caregivers in under-resourced communities to address multi-generational poverty. The expansion of our services into training within the social service sector is another method by which we make an impact, from the individual family up to the policy and advocacy level. The Training Academy helps service providers more effectively support their clients, gives them the tools to engage fathers, and changes system-wide attitudes that keep fathers and father figures away from their children. This work improves the systems that low-income families engage with and leads to better outcomes for fathers, mothers, and children.

To learn more about the Good+ Training Academy, including information on how you can support this high-impact program to improve social service systems, contact training@goodplusfoundation.org. If you are interested in coordinating a training, convening, or technical assistance with Good+ Academy leaders, you can also contact training@goodplusfoundation.org.

