Family Nurturing Center of Georgia, Inc. Nurturing Georgia's Families Project®

Competency-Based Facilitator Training Model Evaluation



Purpose of the Evaluation

- Family Nurturing Center of Georgia, Inc.
 - Nonprofit in Snellville, GA
 - Provides training and technical assistance in Nurturing Parenting Programs
 - Evidence based 4-level training model for NPP facilitators
 - Interested in nationwide replication

FNC-GA Facilitator Training Logic Model

Spring 2011

<u>Inputs</u>	<u>Activities</u>	<u>Output</u>	Outcome (Short-term)	Outcome (Intermediate)	Outcome (Long-term)
Training Materials/ Resources	Training Part I: Introduction, History and Philosophy of NPP	Learn purpose and philosophy of NPP, what it takes to be a good facilitator (fidelity)	Facilitators gain understanding of NPP and its research Participants able to choose program based in target pop. needs	Increased numbers of facilitators implementing NPP program with fidelity.	Reduce Incidence Prevalence of Child Abuse/Neglect
Funding (SAMSHA)	Training Part II:	Learn group dynamics and how to be flexible and	Facilitators able to utilize program materials appropriately	Facilitators are able	Reduce the likelihood that children will use
FNC-GA	Program Specific Facilitator Training	culturally competent, learn the role of facilitating assessments	Facilitators able to manage disruptive group behavior Facilitators understand the use of assessments	to set and obtain measurable results for participants behavior change	alcohol
FNC-GA Training Staff	Training Part III: Coordinator and Facilitator Training	Increase the knowledge of how good facilitation plays out in a community setting,	Facilitators able to identify "goodness of fit" for staff with NPP positions	Facilitators receive certificate of training	Improving parenting in the target audience
Recruited Facilitators	Training Part IV: Program	including problem solving and interpreting data from scoring assessments	Facilitators able to apply problem solving skills with the result of an action plan for program implementation	Increased sustainability of NPP programs	Adoption of NPP
Potential NPP Participants	Implementation, Program Technical Assistance	Solidify the NPP program "as is" and understand the link between assessment	Facilitators utilize fidelity in program implementation Measurable results on participant behavior	^	training model

Evaluation Questions

- Determine the strengths and weaknesses of the current training model
- Identify the needs of the facilitators that were not addressed during the NPP trainings
- Assess fidelity to ensure that facilitators are communicating information at the community level
- Strengthen assessment tools implemented after Level 3 of training

Methods

- Original Design: Focus Groups of past Facilitators
- Current Method Utilized: Online Questionnaire
 - Incorporating original focus group questions
- Sample
 - Purposive sampling of facilitators trained within the past two years
 - N = 57
 - Wide array of careers
 - Residents of cities and counties surrounding Atlanta

Methods Recruitment

- Excel provided by FNC-GA staff member
- Cleaned and divided 14 participants per team member
- Email sent to all facilitators introducing online questionnaire on March 23
- Survey open for two weeks
- Email reminders sent every 3 days
- Total of 9 completed surveys were returned

Methods Data Collection Procedures

- Online Questionnaire adapted from previously proposed focus group script
- Questionnaire incorporated both quantitative and qualitative questions
 - Contains questions submitted by:
 - Evaluation Manager
 - Training Coordinator
 - Training Services and Development Coordinator
 - Program Consultant Coordinator

Methods Data Collection Procedures

- Online Questionnaire
- Topics Included:
 - Quality of facilitator training
 - Knowledge gained during training
 - Ability to use and score assessments
 - Overall training experience
 - Quality of instruction
 - Fidelity
 - Additional needs to further improve implementation of an NPP
 - Experiences since completion of training

Methods Data Analysis Plan

Quantitative Analysis

- Descriptive statistics including percentages, frequencies, and graphs to provide an overall picture of respondent opinions
- Investigated patterns that existed with regards to parts of training that have the greatest potential for positive change

Methods Data Analysis Plan

Qualitative Analysis

- Coded for emerging themes by two evaluation team members
- Special attention was paid to anything repeated by several participants and coded for recurring themes and why these themes may occur
- Summary report of findings presented to remaining Evaluation team for discussion and agreement of emerging themes

Quality of Facilitator Training

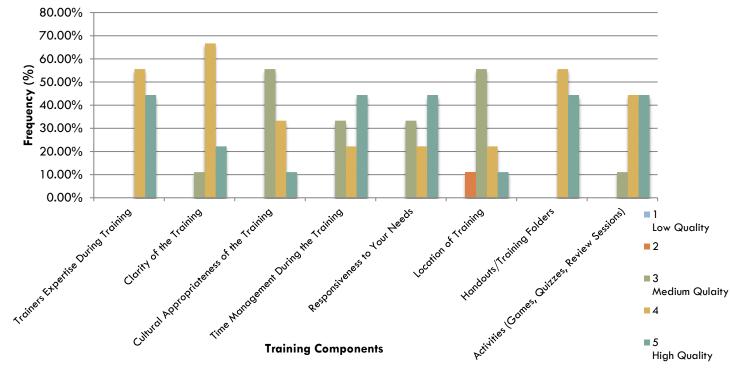


Figure 1: Pereceived Quality of Facilitator Training Components

Knowledge Gained During Training

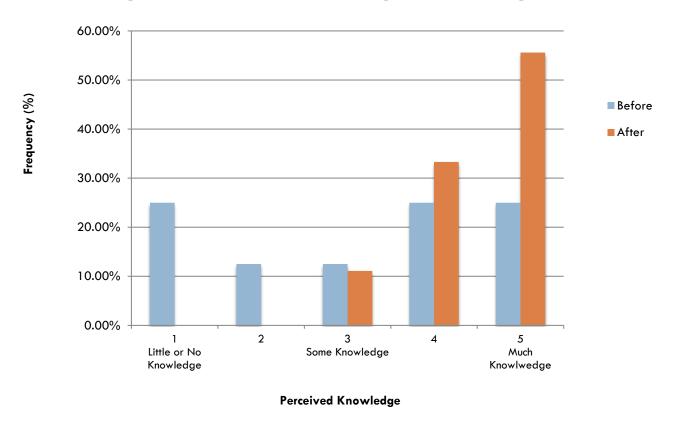


Figure 7: Facilitating a Program Knoweldge Before and After Training

Ability to Use Scoring Assessments

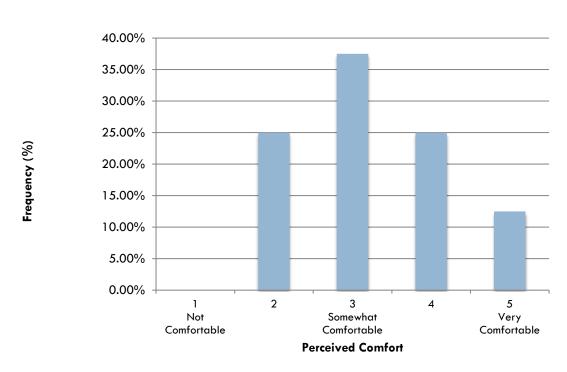


Figure 9: Perceived Comfort with Scoring the Adult Adolescent Parenting Inventory

Fidelity

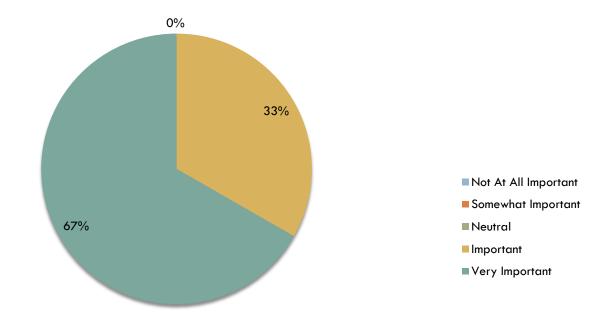
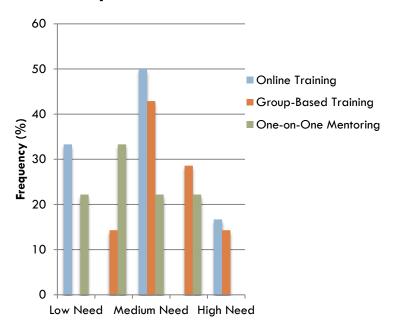


Figure 12: Fidelity of NPP Delivery

Additional Needs to Further Improve Implementation of NPP



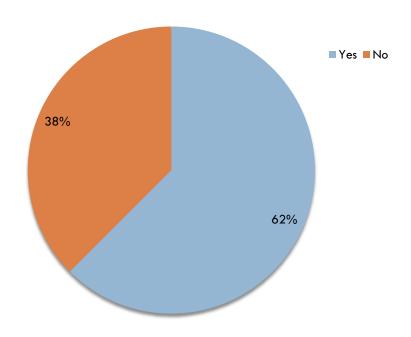


Figure 13: Personal Needs

Figure 15: Need for Adjustment of Curriculum

Technical Assistance

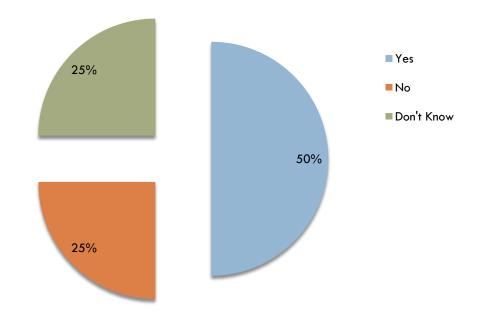


Figure 16: Receipt of Technical Assistance

NPP Experiences Since Competition of Training

Number of NPPs Delivered	Number of NPPs Planning to Deliver in the Next Year
2 respondents = 0 NPP delivered	1 respondent = between 1 and 3 NPPs
1 respondent = 1 NPP delivered	1 respondent = 3 NPPs
1 respondent = 4 NPPs delivered	2 respondents = 2 NPPs
1 respondent = 8 NPPs delivered	1 respondent = unsure
1 respondent = 9 NPPs delivered	

Results Qualitative Themes

- Group Participation
- Technical Assistance
- Barriers to Communication and Implementation
 - Time
 - Marketing
- Perception of NPP
 - NPP curriculum viewed as valuable

Triangulation of Results

- Evaluation Question 1: Strengths/Weaknesses
 - High quality Curriculum and Philosophy
 - Participatory activities
 - AAPI scoring/ constructs and competencies
 - Coordination and marketing
- Evaluation Question 2: Additional Needs
 - Online training: mixed response
 - Marketing
 - Time, budget and facility constraints
- Evaluation Question 3: Fidelity
 - Adjustments needed
- Evaluation Question 4: Assessment Tools
 - Mixed

Strengths/Limitations

- Limitations
 - Low response rate
 - Small sample size
 - Survey open for only two weeks
 - Response Bias
- Strengths
 - Respondents able to complete survey at their convenience
 - Could employ skip patterns
 - Cost effective
 - Employed mixed-methods design

Dissemination Plan

- Presentation of Results at Rollins School of Public Health
- Written report for primary users (FNC-GA)
- Presentation at research meeting in Washington
 D.C. in 2012
- Findings from evaluation available on FNC-GA website

Recommendations

- Continued Receipt of Feedback on Trainings and Meetings
- Continued Encouragement of Fidelity and Clarity of Matching Constructs and Competencies
- Increase Marketing for Facilitator Trainings
- Recommendations for Necessary NPP Resources
- Clarification of the Technical Assistance Component of Facilitator Training
- Recommendations for Future Evaluations
- Increase Retention and Follow-up with Participants
- Update Contact Information of Respondents

Lessons Learned

- Continued contact with stakeholders and primary users are imperative to the success of the evaluation
- Flexibility in evaluation design is imperative
- More information about our sample would have been beneficial in determining which survey design to utilize
- Providing updates to our FNC-GA contact allowed us to stay on track
- What an organization feels might be a key issue may differ from what respondents/participants may feel is a key issue

Thank you.

Questions?