

**ASSESSMENT OF THE SEMINAR-WORKSHOP  
ON SYSTEMATIC TRAINING FOR EFFECTIVE  
PARENTING  
(STEP)**

Policy Studies, Research, and Statistics

Dangerous Drugs Board

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## **Systematic Training on Effective Parenting (STEP)**

### **I. Project Description:**

In order to address the country's problem against drug abuse, the Board adopted the five pillars of action. One of its pillars is the drug demand reduction, and under it is the preventive education which focuses on the awareness of the ill-effects of drugs. Since the family is the basic unit of the society, the focus should be on how to educate the parents and their children on how to resist drugs and strengthen their commitment in having a drug free lifestyle.

Systematic Training on Effective Parenting (STEP) is a three day live-in seminar workshop designed to provide participants with knowledge on the drug abuse problem, to help parents understand their role in drug abuse prevention and to find ways to improve their relationship with their children.

### **II. Project Objectives and Current Status:**

#### **A. Objectives of the Seminar-Workshop**

The Seminar-Workshop on Systematic Training for Effective Parenting has the following objectives:

General:

To train a core group of parents by providing them with knowledge and necessary parenting skills for a more harmonious and wholesome family relationship and eventually preventing drug abuse.

Specific:

1. To educate their children on the perils of illegal drugs and its effects on them and the humanity.
2. To be fully re oriented on the tasks, challenges and workable principle applicable in treating and rehabilitating clients on drugs and convicted drug related cases.

3. To learn new strategies that will enable them to understand the nature and behavior of clients as surrogate parents and as program implementers.
4. To know the importance of parental responsibility in character building, define and amplify parents' role in discipline and avoid perils in faculty discipline.
5. To explore ways to instill and inculcate good values among children to encourage them to respect authority and lead law-abiding lives.
6. To formulate action plans on drug abuse prevention on drug abuse prevention.
7. To organize core group of parents who will implement social action programs in their respective communities.

B. Status of the Project – Continuing/On-going

C. Seminar-Workshops Conducted

For 2010, the Board partnered with the Parole and Probation Administration and conducted several trainings for Parole and Probation Officers, Volunteer Probation Aides, and Probation clients.

### Dates of Seminar Workshops Conducted

<b>Venue</b>	<b>Date</b>	<b>Participants</b>
Marcian Business Hotel, Zamboanga City	January 26-28, 2010	20 Parole and Probation Officers (PPOs) 27 Volunteer Probation Aides (VPAs)
Crown Royale Hotel, Balanga, Bataan	February 16-19, 2010	22 PPOs 16 VPAs 10 Clients
NIA Conference Hall, Quezon City	March 8-10, 2010	24 PPOs 17 VPAs 9 clients from NCR
Riverview Hotel, Calamba, Laguna	March 23-26, 2010	13 PPOs 23 VPAs 15 clients from Region IV
Dagupan Village Hotel, Dagupan, Pangasinan	April 26-29, 2010	17 PPOs 20 VPAs 23 clients from Region I
Hotel Supreme Convention Plaza, Baguio City	May 4-7, 2010	50 PPOs, VPAs, clients from CAR
Marco Polo Hotel, Davao City	May 18-21, 2010	87 PPOs, VPAs, clients from Region IX
Pearlmount Hotel, Cagayan de Oro City	August 22-25, 2010	22 PPOs 27 VPAs 20 clients
Bohol Plaza Hotel, Dauis, Bohol	September 1-4, 2010	15 PPOs 41 VPAs 11 clients from Region VII
Wilmers Resort and Restaurant, Santiago, Isabela	September 13-17, 2010	13 PPOs 32 VPAs 19 clients from Region II
Goat2geder Hotel and Restaurant, Butuan City	October 21-24, 2010	24 PPOs 15 VPAs 23 clients

### **III. Methodology**

#### **a. Research Design**

The descriptive evaluative method using both quantitative and qualitative analysis of data was used in the study.

#### **b. Respondents**

The respondents were the Parole and Probation officers, volunteer probation aides, barangay officials and clients who attended the training given by the Preventive Education, Training and Information Division. A total of 63 participants were interviewed.

#### **c. Sources of Data**

1. A 4-page questionnaire was utilized in the conduct of this study.
2. Reports of after-training, project proposal, and other document relevant to the seminar-workshops conducted.

#### **d. Methods of Data Collection**

In order to assess the effectiveness of the seminar-workshop on Systematic Training for Effective Parenting (STEP) the following were conducted:

1. Conducted desk research.
2. Conducted desk interview with staff from Preventive Education, Training and Information Division who are in-charge of the project.
3. One-on-one interviews with parole and probation officers, volunteer probation aides and clients who previously attended the seminar using a questionnaire developed solely for the purpose of assessing the project.
4. Data collection was undertaken from September to November 2010.

#### **e. Statistical Treatment**

The Statistical Package for Social Sciences (SPSS) was used in encoding the data. Frequency distributions from which means and percentages were computed and cross-tabulations of variables were generated.

## IV. Results of the Assessment

### A. Documentary Analysis:

1. The seminar-workshop on Systematic Training for Effective Parenting (STEP) is a project in response to the one of the pillars of the Dangerous Drugs Board which is the drug demand reduction.
2. The Dangerous Drugs Board, in coordination with Parole and Probation Administration, conducted series of seminar-workshops which targeted Parole and Probation Officers, Volunteer Probation Aides and clients.

From January to October 2010, eleven (11) seminar-workshops have been conducted by batches in various regions of the country.

### 3. Project Inputs:

- a. Dangerous Drugs Board, as the implementing agency provided the following:

- Venue, food and accommodation for participants, resource speakers and working staff;
- Working staff;
- Resource speakers;
- Information materials and modules about effective parenting

- b. Parole and Probation Administration, as the collaborating/coordinating agency provided the following:

- Transportation of participants
- Selection of the participants

### 4. Criteria for the Selection of the Participants:

- Those who are parents of drug users, PPA officers, aides and volunteers



5. The project is designed for a three-day live-in seminar workshop which consisted of thirteen (13) modules described as follows:

a. Orientation on the Mechanics of the Seminar-Workshop Leveling of Expectations/Team Building

During this session, the participants will have the opportunity of getting to know one another. They will be oriented on the seminar's objectives and expectations.

b. Workshop I- Perception of the Participants on the Nature and Extent of the Drug Abuse Problem

This workshop provides participants with opportunities to share the local drug abuse situation especially in their areas.

c. Drug Situation Update (Local and National Scenario)

This session gives the participants awareness on the local and national drug abuse situation especially in their areas. Likewise, updates participants on the drug problem, its national trends and patterns and the government's response to the problem.

d. The Family Drug Abuse Prevention Program of the Government

This session discusses the concept of the Family Drug Abuse Prevention Program, a community-based prevention program designed to educate and prepare families in particular and communities in general about the adverse effects of drug abuse.

e. Workshop II- Discovering Oneself as Parent

This workshop provides the participants opportunities to appreciate their talents, interests, values and goals.

f. Building Self-Esteem

This session enables the participants to identify their strong and weak points and enhance their positive attitudes which are significant in building high self-esteem.

g. Family as an Institution

This session points out to participants their parental authority which is the right of parents to impose discipline, develop moral, mental, physical character and the total well being of children.

h. Responsible Parenthood

This learning session introduces the participants to the world of parenthood, how to cope as parents as well as types and styles of parenting.

i. Stages of Man's Social and Psychological Development

This session helps the participants to understand more their children based on the different developmental stages of life.

j. Communicating with your Child

This session helps the participants to gain skills on how to properly communicate with their children. Good communication will certainly serve as a building block in enriching the relationship of parents and children.

k. Understanding Children's Behavior and Misbehavior

This session enables the participants to better and fully understand the dynamics of children, their needs and problems, explore reasons why children misbehave and at the same time enhance their skills on how to manage misbehavior among children.

l. Natural and Logical Consequences: A Method of Discipline that Develops Responsibility

This session enables the participants to gain more knowledge in the use of natural and logical consequences for discipline to improve children's behavior. It is important to understand how to use them correctly, how to know which discipline strategy is appropriate and choose between the two types of consequences, when one is more effective than the other.

m. Role of Parents on Drug Abuse Prevention and Intervention

This session provides the opportunity for the participants to be more aware that parents and family members are part of the treatment and rehabilitation of drug dependents. Likewise, gain additional knowledge and skills in handling a drug affected member of the family.

6. Activities undertaken for the three-day seminar-workshop:

- Lecture sessions
- Workshops for the participants
- Group dynamics and role playing
- Open forum

7. Post evaluation forms were distributed to the participants which looked into the:

- Conduct of the activity measured the overall execution of the program using a three-point scale
- Resource speaker's method of presentation and how the staff assisted the participants
- General conduct of the seminar such as: choice of training venue, accommodation, meals and snacks, hand-outs, training facilities/equipments
- Relevance of the topics presented to the participants and if they presented clearly

B. Results of the Interview with the Respondents:

**Table 1. Areas Where the Respondents Were Drawn**

City/Municipality of the Respondents	Number	Percent
<b>NCR</b>	27	42.86
Quezon City	8	12.69
Manila	4	6.34
Marikina	1	1.59
Taguig	1	1.59
Malabon/Navotas	1	1.59
Pasay	1	1.59
Makati	2	3.17
Pasig	3	4.76
Las Pinas	1	1.59
Mandaluyong	1	1.59
Valenzuela	1	1.59
Caloocan	1	1.59
Muntinlupa	1	1.59
Paranaque	1	1.59
<b>Region III</b>	24	38.09
Bataan		
Balanga City	4	6.34
Bulacan		
Baliuag	5	7.94
Malolos	2	3.17
Pampanga		
Angeles City	1	1.59
San Fernando City	3	4.76
Zambales		
Iba	3	4.76
Olongapo City	6	9.52
<b>Region IV</b>	11	17.46
Batangas		
Batangas City	1	1.59
Lipa City	2	3.17
Balayan	1	1.59
Nasugbu	1	1.59
Tanauan	1	1.59
Tagaytay	2	3.17
Cavite		
Dasmariñas	1	1.59
Cavite City	1	1.59
Laguna		
Calamba	1	1.59
<b>NS</b>	1	1.59
<b>TOTAL</b>	<b>63</b>	<b>100.00</b>

A total of 63 respondents were interviewed from selected regions in the country. The National Capital Region has the largest number of respondents with 27 (42.86%) interviewed. Most of the respondents from NCR came from Quezon City, with 8 respondents. The least number of respondents came from Region IV with 11 (17.46%) respondents.

**Table 2. Age of Respondents**

Age	Number	Percent
20-29	1	1.59
30-39	13	20.63
40-49	19	30.16
50-59	21	33.33
60-69	9	14.29
Total	63	100.00

Most of the respondents were of ages 40-49 and 50-59, respectively. These groups of people may already have children or grandchildren, as well. They are the appropriate respondents because they have experienced rearing and disciplining a teenager who is the main target of drug abuse.

**Table 3. Gender of Respondents**

Gender	Number	Percent
Male	26	41.27
Female	37	58.73
Total	63	100.00

There are more female than male respondents interviewed.

**Table 4. Civil Status of Respondents**

Civil Status	Number	Percent
Single	11	17.46
Single Parent	7	11.11
Married	40	63.49
Widow/widower	3	4.76
Live-in	2	3.18
Total	63	100.00

Since the main target participants of the seminar are parents, 63.49% percent of those who joined the STEP were married.

**Table 5. Occupation of Respondents**

Occupation	Number	Percent
Parole and Probation Officer	34	53.97
Volunteer Probation Aide	26	41.27
Unemployed	3	4.76
Total	63	100.00

More than half of the respondents are parole and probation officers. There are also volunteer probation aides but aside from being volunteers, they are also barangay officials, self-employed, health workers and one is a minister/pastor. There are three clients undergoing probation who are unemployed.

**Table 6. Respondents' Number of Years in Handling Drug Cases**

No. of Years Handling Probationers with Drug Cases (Parole and Probation Officer) n=34	Years	Percent
below 1 year	1	2.94
1-5 years	2	5.88
6-10 years	12	35.29
11-15 years	5	14.72
16-20 years	7	20.59
21-25 years	3	8.82
26-30 years	2	5.88
NS	2	5.88
Total	34	100.00

Most of the Parole and Probation Officers (34) interviewed were already in service for 6-10 years. And most of the respondents have enough work experience handling drug cases.

**Table 7. Respondents' Number of Years as a Volunteer**

Years Handling Probationers with Drug Cases (Volunteer Probation Aide) n=24	Number	Percent
below 1 year	3	12.50
1-5 years	12	50.00
6-10 years	4	16.67
11-15 years	1	4.16
NS	4	16.67
Total	24	100.00

Most of the respondents who worked as volunteers have 1-5 years experience being a volunteer probation aide. And there is one respondent who served as a volunteer for 14 years.

**Table 8. Respondents' Number of Children**

Number of Children	Number	Percent
1	7	11.11
2	14	22.22
3	11	17.46
4	8	12.70
5	3	4.76
6	3	4.76
11	1	1.59
NA	16	25.4
Total	63	100.00

Among the respondents who already have children, most of them have 2 to 3.



- **KNOWLEDGE OF OBJECTIVES AND EXPECTED RESULTS**

**Table 9. How the Respondents Learn about the STEP Program**

From Whom	Number	Percent
PPA	39	61.90
only from the seminar	15	23.81
2nd time to attend STEP	2	3.18
NS	7	11.11
Total	63	100.00

The respondents learn about the STEP program through the Parole and Probation Administration. Others have learned about it when they attended the seminar.

**Table 10. Respondents' Awareness of the Objectives of STEP Program**

If Aware of the Objectives of STEP Program	Number	Percent
YES	54	85.71
NO	5	7.94
NS	4	6.35
Total	63	100.00

Most of the respondents are aware of the objectives of STEP program (85.71%).

- **PARTICIPATION TO STEP SEMINAR-TRAINING**

**Table 11. Respondents' Attendance to STEP Seminar**

Year Attended the STEP Seminar	Number	Percent
2010	55	87.3
1999 and 2010	5	7.94
NS	3	4.76
Total	63	100.00

Most of the respondents answered that it is their first time to attend a STEP seminar while 7.94% already attended the same seminar in 1999.

**Table 12. Respondents' Reasons for Attending STEP Seminar**

Reasons	Number	Percent
Compliance	23	36.51
Additional Knowledge	21	33.33
Improve Awareness on Drugs and Family Relationships	8	12.70
To Learn about Effective Parenting	5	7.94
Lack of Participants	1	1.59
To become Efficient in our Work	3	4.76
To become a Good Role Model	1	1.59
Curiosity	1	1.59
NS	2	3.17

\*Multiple response

Most of the participants attended the seminar for compliance. Others wanted to gain additional knowledge and improve their awareness on drug abuse and family relationships.

**Table 13. Respondents' Answer as to Who Conducted the Seminar**

Who Conducted the Seminar	Number	Percent
DDB	56	88.89
Parole and Probation Administration	15	23.81
PDEA	13	20.63
DOJ	4	6.35
DSWD	2	3.17
local government	3	4.76
NS	2	3.17

\*Multiple Response

Most of the respondents answered that it is the Dangerous Drugs Board who conducted the STEP seminar they attended.

**Table 14. Respondents' Number of Times Attended Seminars Related to Their Work**

If First Time to Attend Seminars Related to Work	Number	Percent
YES	27	42.86
NO	36	57.14
Total	63	100.00

There are 57.14% who answered it is not their first time to attend related trainings.

**Table 15. Other Trainings the Respondents Had Attended  
Related to Their Work**

Other Trainings Attended	Number	Percent
Training About Juvenile Cases	6	9.52
Therapeutic Community Modality	8	12.70
Drug Prevention in the Workplace	2	3.17
Handling Drug Cases	2	3.17
Parenting Skills	1	1.59
Life Skills	1	1.59
Seminar on Guidance Counseling	1	1.59
PPO/VPO Basic Training Course	4	6.35
Values Formation	2	3.17
After-Care Follow-Up Program	2	3.17
Restorative Justice Seminar	2	3.17
First Time Offender's Seminar	1	1.59
Gender and Development	1	1.59
Strengthening Couple's Relationship	1	1.59

\*Multiple Response

Most of the respondents attended a seminar on the therapeutic community as a modality, followed by training on handling juvenile cases.

**Table 16. If Respondents Were Able to Apply the Knowledge Learned from the Seminar**

If Able to Apply Knowledge Learned	Number	Percent
YES	61	96.82
NS	2	3.18
Total	63	100.00

Almost all of the respondents admitted they were able to apply the knowledge learned from the STEP Program.

**Table 17. How the Respondents Were Able to Apply the Knowledge Gained from the Seminar**

Apply the Knowledge Gained from Seminar	Number	Percent
In dealing with clients	29	46.03
Applied it to my family/became a better person	23	36.51
Shared my knowledge to my neighbors	13	20.63
Through conducting seminars /information dissemination	11	17.46
Being able to identify users and pushers	2	3.17
NS	4	6.35

\*Multiple Response

Most of the respondents answered that they were able to apply the knowledge gained from the seminar during counseling sessions with the clients undergoing probation. Likewise, they were able to apply the same to their children and admitted they became better persons.

**Table 18. Respondents' Reasons Why the Government Should Continue the STEP Program**

Reasons Why the Government Continue STEP Program	Number	Percent
STEP is an effective tool for responsible parenting	24	38.10
Gained knowledge	14	22.22
Became aware of the drug problem in the country	14	22.22
Prevents/solves drug abuse problem in the country	11	17.46
Learned more on how to handle clients	7	11.11
NS	4	6.35

\*Multiple Response

All of the respondents answered that the government should continue the STEP Program. Most of them acknowledged it is an effective tool for responsible parenting. They also gained knowledge and became aware of the drug problem in the country.

- INFORMATION ON THE ORGANIZED CORE GROUP**

**Table 19. If Respondents Were Able to Organize a Core Group**

Response	Number	Percent
YES	14	22.22
NO	46	73.02
NS	3	4.76
Total	63	100.00

Most of the respondents answered that they were not able to organize their own core group.

**Table 20. If Respondents Were Able to Recruit Parents in Their Core Group (n=14)**

Response	Number	Percent
YES	12	85.71
NO	2	14.29
Total	14	100.00

Those respondents (14) who were able to organize their own core group, most of them were able to recruit parents.

**Table 21. Number of Members Recruited in the Core Group (n=14)**

Number of Recruited Members	Number	Percent
1	1	7.15
2	2	14.28
5	2	14.28
8	1	7.15
15	2	14.28
26	1	7.15
30	2	14.28
NS	3	21.43
Total	14	100.00

Among those respondents (14) who answered they have organized a core group, 2 admitted they were able to recruit 30 members and the rest have recruited less than 15.

**Table 22. MODULES UTILIZED FOR STEP ON DRUG ABUSE PREVENTION**

Title of Module	Very Useful	Percent	Useful	Percent	Least Useful	Percent
Orientation on the Mechanics of the Seminar-Workshop	45	71.43	17	26.98	1	1.59
Perception of the Participants on the Nature and Extent of the Drug Abuse Problem	47	74.60	15	23.81	1	1.59
Drug Situation Update	35	55.56	26	41.27	2	3.17
The Family Drug Abuse Prevention Program of the Government	42	66.67	20	31.74	1	1.59
Discovering Oneself as Parent	55	87.30	6	9.52	2	3.17
Building Self-Esteem	56	88.89	5	7.94	2	3.17
Family as an Institution	55	87.30	6	9.52	2	3.17
Responsible Parenthood	57	90.48	3	4.76	3	4.76
Stages of Man's Social and Psychological Development	43	68.25	19	30.16	1	1.59
Communicating with your Child	53	84.13	8	12.70	2	3.17
Understanding Children's Behavior and Misbehavior	52	82.54	10	15.87	1	1.59
Natural and Logical Consequences: A Method of Discipline that Develops	47	74.60	15	23.81	1	1.59
Role of Parents on Drug Abuse Prevention and Intervention	55	87.30	7	11.11	1	1.59

The respondents found the module on Responsible Parenthood most useful (90.48%) among all the modules that were given to them during the seminar.



## V. Summary of Findings:

### A. Documentary Analysis

1. The seminar-workshop on Systematic Training for Effective Parenting (STEP) is a project in response to the one of the pillars of the Dangerous Drugs Board which is the drug demand reduction.
2. The Dangerous Drugs Board, in coordination with Parole and Probation Administration, conducted series of seminar-workshops which targeted Parole and Probation Officers, Volunteer Probation Aides and clients.

From January to October 2010, eleven (11) seminar-workshops have been conducted by batches in various regions of the country.

3. Among the outputs of this seminar-workshop are to formulate action plans on drug abuse prevention and to organize core group of parents who will implement social action programs in their respective communities.
4. Criteria for the Selection of the Participants:
  - parents of drug users, PPA officers, aides and volunteers
5. The project is designed for a three-day live-in seminar workshop which consisted of thirteen (13) modules, namely:
  - a. Orientation on the Mechanics of the Seminar-Workshop
  - b. Perception of the Participants on the Nature and Extent of the Drug Abuse Problem
  - c. Drug Situation Update
  - d. The Family Drug Abuse Prevention Program of the Government
  - e. Discovering Oneself as Parent
  - f. Building Self-Esteem
  - g. Family as an Institution
  - h. Responsible Parenthood
  - i. Stages of Man's Social and Psychological Development
  - j. Communicating with Your Child
  - k. Understanding Children's Behavior and Misbehavior
  - l. Natural and Logical Consequences: A Method of Discipline that Develops
  - m. Role of Parents on Drug Abuse Prevention and Intervention

6. The activities undertaken for the three-day seminar-workshop:

- Lecture sessions
- Workshops for the participants
- Group dynamics and role playing
- Open forum

7. Post evaluation forms were distributed to the participants which looked into the:

- Conduct of the activity measured the overall execution of the program using a three-point scale
- Resource speakers' method of presentation and the staff, on how they assisted the participants
- General conduct of the seminar such as: choice of training venue, accommodation, meals and snacks, hand-outs, training facilities/equipments
- Relevance of the topics presented to the participants and if they presented clearly

B. Results of Interview:

1. The total number of interviewed respondents is 63. The National Capital Region has the largest number of respondents with 27 interviewed. Region III has 24 respondents while the least number of respondents came from Region IV with 11 respondents.
2. Most of the respondents were of ages 40-49 and 50-59.
3. There are more female than male respondents interviewed.
4. 63.49% of those who joined were married.
5. More than half of the respondents are parole and probation officers. There are also volunteer probation aides but aside from being volunteers, they are also barangay officials, self-employed, health workers and one is a minister/pastor. There are three clients undergoing probation who are unemployed.

6. Most of the parole and probation officers interviewed were already in service for 6-10 years.
7. Most of the respondents who worked as volunteers have 1-5 years experience being a volunteer probation aide.
8. Among the respondents who already have children, most of them have 2 to 3.
9. Most of the respondents (61.90%) learned of the STEP program through the Parole and Probation Administration.
10. Most of the respondents admitted it is their first time to attend the STEP seminar.
11. Most of the participants attended the seminar for compliance. Others wanted to gain additional knowledge and improve their awareness on drug abuse and family relationships.
12. There are 57.14% who said that it is not their first time to attend seminars related to their work. Trainings they attended included conduct of the therapeutic community modality, handling juvenile cases, and basic training course for probation officers and volunteers among others.
13. Most of the respondents were able to apply the knowledge gained from the seminar during counseling sessions with the clients undergoing probation.
14. All of the respondents agreed that the government should continue the STEP program.
15. Most of the respondents admitted that they were not able to organize their core groups.
16. Among those respondents (14) who acknowledged they have organized a core group, 2 admitted they were able to recruit 30 members and the rest have recruited less than 15.
17. The respondents found the module on Responsible Parenthood most useful (90.48%) among all the modules that were given to them during the seminar.

## VI. Conclusions and Recommendations:

1. All of the participants interviewed were able to apply the knowledge gained from the STEP seminar during counseling sessions with clients undergoing probation.

The training modules, specifically, those on Responsible Parenthood, Building Self-Esteem, Discovering Oneself as a Parent, Role of Parents on Drug Abuse Prevention and Intervention and Communicating with Your Child were very useful in their work as counselors and volunteer probation aides, as well as, in their interpersonal and intrapersonal relationship.

*DDB should continue the conduct of the STEP seminar-workshop, in coordination with the Parole and Probation Administration, the local anti-drug abuse councils, Parent-Teacher Associations (PTAs) in various regions in the country with priorities in areas where drug abuse prevention programs need to be strengthened.*

2. There were a number of participants who attended the STEP who are not parents.

*The STEP basically was designed for parents, the target beneficiaries, thus should be the stakeholders of the project.*

3. Most of the participants were not able to implement their action plans formulated during the three-day seminar workshop.

*The objectives of the STEP program should be very clear to the participants especially the formulation and implementation of action plans on drug abuse prevention and organizing of core groups of parents, which are major outputs of the STEP program.*

*There should be a follow-up from the DDB on the implementation of these action plans and if necessary, provide the needed technical assistance for the effective implementation of their projects.*

4. Only a few were able to organize their own core groups.

*As one of the objectives of the STEP program is to be able to create or organize their own core groups of parents, the succeeding seminars should emphasize the need to organize core groups to have a multiplier effect.*

*It is also suggested that mechanics on how to organize their core groups be part of the training to encourage participants to form own core groups in their respective workplaces or communities.*

5. Most of the participants interviewed, especially those from the provinces, observed that some of the speakers could not relate to some of the topics discussed, especially those topics on parenting.

*It is recommended that the speakers should also be parents themselves so that they can relate to the topics assigned and could answer queries of the participants on certain issues/problems based on their own experiences.*

6. Further recommended that the post evaluation scale utilized to measure the outcome of the three-day seminar-workshop be modified to be able effectively measure the responses of the participants.