

Casa Hogar Bethany

Mexico

IMPROVEMENT ROADMAP

June | 2023



Overview of this Children's Home

Background & Mission

Mission: To provide an optimal environment and programs to develop our 5 focuses: spiritual, educational, physical, emotional and social areas.

Vision: To reintegrate our young people into society where they can be promoters and leaders of a more just and humane society.

Recent Accomplishments

- Fernando's incorporation to the labor area, graduated from CECYTE as an Administrative Technician.
- We currently have 5 students enrolled in high school and two more about to enter.



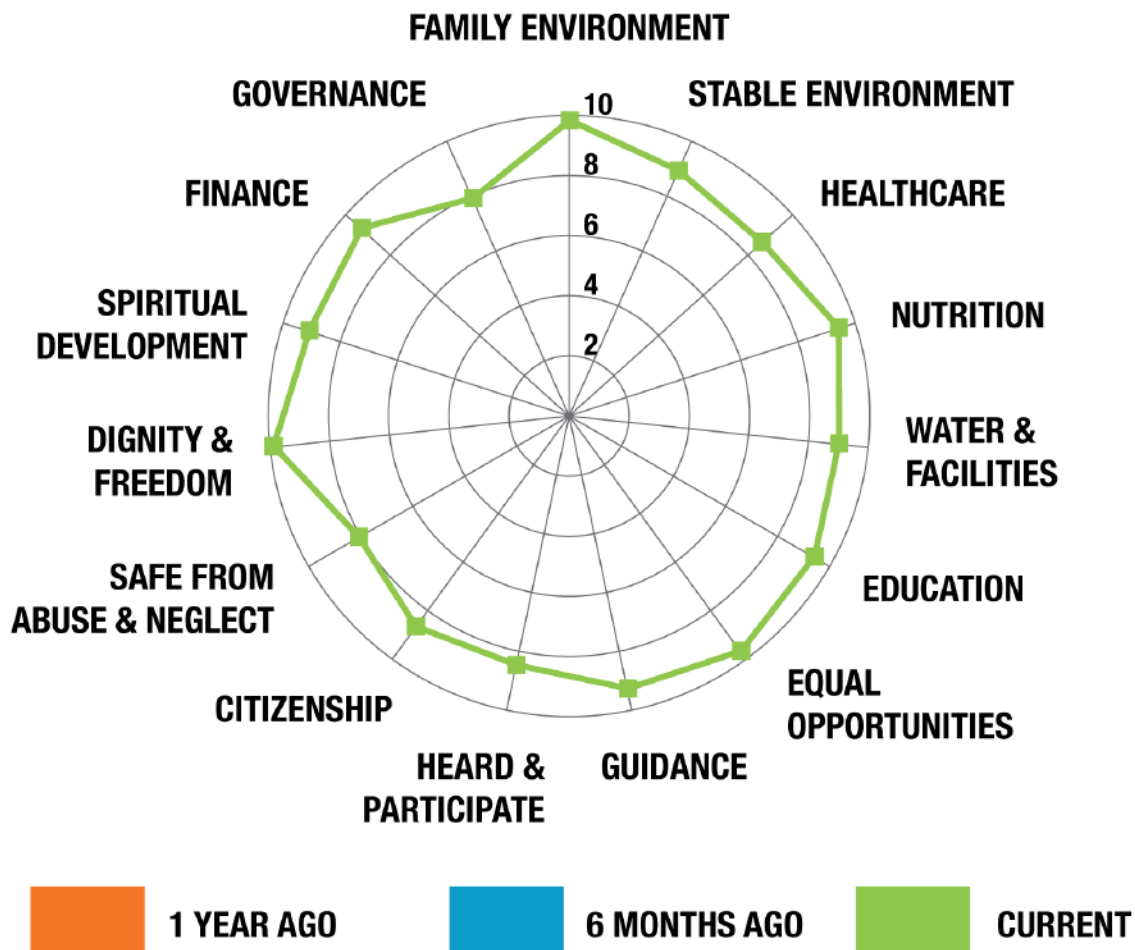
The Thrive Assessment

What is the Thrive Assessment?

In 1959, the United Nations (UN) adopted the Declaration of the Rights of the Child, which defines children's rights to protection, education, healthcare, shelter, nutrition and more. We have codified all 13 Rights, as well as a Finance Standard and a Governance and Human Resource Standard, resulting in a total of 15 standards. These standards ensure that children receive care that truly helps them to thrive, now and in the future.

The Thrive Assessment will be administered every 6 months with each partner home to chart the progress of each standard. Our team works with caregivers to outline next steps which are then compiled into an Improvement Roadmap.

Current Thrive Scale



Strategic Initiatives

STAFF TRAINING

PROJECT DESCRIPTION	Protegeme Project for the Prevention of Abuse and Trafficking in Persons, Positive Parenting, and Trauma Competent Care Reinforcement.
ESTIMATED FUNDING	\$7,000 MXN

TEEN BEDROOMS ON THE NEW SITE

PROJECT DESCRIPTION	Completion of spaces for increased capacity for reception of minors.
ESTIMATED FUNDING	\$300,000 MXN

DINING ROOM REMODELING

PROJECT DESCRIPTION	Expanding and fitting out the dining room space.
ESTIMATED FUNDING	\$150,000 MXN



Right to Live with Family

SURVIVING

SUSTAINING

THRIVING

Casa Hogar Bethany, directed by Daniel de León, is an institution with 15 years of service. It currently houses 28 minors and 6 youths, ranging in age from 2 to 23 years old. The institution provides them with housing, clothing, food and education 365 days a year. The caregivers receive training at least once a month on various topics such as parenting, child and adolescent psychology, civil protection, etc. The person responsible for these trainings is the psychologist of the children's home and follows up the application of the subject directly with the caregivers. The children are allowed to meet with their families every 15 days, as long as this is previously authorized and verified by the DIF. If this is not possible, they remain in the home and supervised family visits are authorized in any case.

- It is recommended that caregivers have quarterly training on Trauma Competent Care since they have received informative capsules on the subject but there has also been staff turnover, so it is recommended to resume this training.
- Resume the Protegeme Project on Respectful Parenting and Prevention of Sexual Abuse.



Right to a Stable Environment

SURVIVING

SUSTAINING

THRIVING

Caregivers and children have activities together. Breaks are covered by the cleaning person because they do not have staff to cover caregivers' days off. It is observed that due to the geographic location of the children's home, it is more difficult to have access to the involvement of volunteers or other people to support the dynamics of the children's home. They refer to the need to strengthen the support network for the caregivers' breaks.

- It is recommended to implement a continuous rest program for caregivers, and a meeting will be requested with management to discuss and implement it.
- It is recommended to verify that the rules being taught are appropriate to the age and case of each child and that the consequences for infractions are explained by applying positive discipline.
- It is recommended that staff receive the Positive Parenting Workshop.



Right to Healthcare

SURVIVING

SUSTAINING

THRIVING

The children are medically evaluated at least every six months at Back2Back's facilities. They lack external handwashing areas but this is done inside their homes. The children brush their teeth regularly. The Casa Hogar has a central first aid kit. They do not have a fund for medical expenses, however, they have a collaboration agreement with a rural clinic and government support with a public medical insurance with which they have health coverage. When medical emergencies arise, they have the support for the children to be treated in public hospitals, however, the Casa Hogar is in an area where there is no clinic nearby. This home receives donations, however, it does have a great need for support in various areas such as food, education and recreation or extracurricular activities.

- It is recommended that a document be prepared on the process of medical emergency care for minors, guaranteeing care for children in the event of any health situation that may arise.
- It is recommended to implement a workshop for girls on Feminine Hygiene Care.
- It is recommended to have 2 first aid kits per home: one fixed and one portable in order to comply with the Civil Protection regulations.



Right to Nutrition

SURVIVING

SUSTAINING

THRIVING

The Casa Hogar provides sufficient food for the children, who receive attention from a professional nutritionist. This professional plans and reviews the menus according to the needs of each child for the care of their healthy development. Even so, there is a need for the staff to receive training on the conservation and hygienic handling of food, which also allows them to adequately manage the nutritional program, taking advantage of the resources available and within their reach.

- It is recommended that a workshop on hygienic food handling and preparation be given to the personnel who prepare the food. The professionalization area of Back2Back proposes the delivery of this workshop with the same personnel already in place at Programa Esperanza.



Right to Safe & Adequate Water & Facilities

SURVIVING

SUSTAINING

THRIVING

The Casa Hogar provides drinking water to the children through 5 liter water jugs, which are located in each house in a place where it is easily accessible to them. There are no qualified personnel for maintenance, but the needs are currently performed by the Casa Hogar staff. The facilities have just been evaluated by volunteers, who are qualified architects, to supervise the safety of the building's construction. It is noted that there is a need for a sensor light project to illuminate outdoor areas more adequately at night.

- It is recommended to provide each house with at least 2 emergency flashlights for any power outage situation.
- It is recommended to prepare an annual plan for the maintenance of the property.
- It is recommended to train staff that are taking care of the maintenance of the home so that they can perform it in the best way.



Right to Quality Education

SURVIVING

SUSTAINING

THRIVING

The home has internet access. The ultimate goal is to get each young person or child who enters the home into school as soon as possible. Sometimes the distance and location of the home is a challenge, especially for young people in high school or college, since the distance and lack of transportation makes it difficult for these adolescents and young adults to join the education system. However, the leadership has looked for technical training and career options so that these young adults can acquire skills to be functional in everyday life.

- It is recommended to seek human resources through volunteers for personalized counseling, including virtual academic support for minors.
- It is recommended to seek the support of pedagogical volunteers for the periodic evaluation of minors and to provide the required support.
- It is recommended to follow up to identify the literacy, reading and writing level of all children.

Right to Equal Opportunities

SURVIVING

SUSTAINING

THRIVING

The biggest challenge in this home is with the young people who wish to continue their studies at the university level. Attempts have been made to implement transition plans to independent living with several of them, however, it has not been possible to fulfill the project for all of them. Therefore, those young people who can transition to the Esperanza Program in Back2Back are profiled so that they can continue to be supported to fulfill their life project and finish a professional technical or university career.

- It is recommended to link with Back2Back's Transition program to make transitions organically and securely



Right to Guidance

SURVIVING

SUSTAINING

THRIVING

The psychology department continuously offers talks to the caregivers and biweekly therapies to the adolescents. At the moment, the psychologists are trying to offer more training to the caregivers for them to be able to perform their functions with better practices based on Trauma and more knowledge in general. There is a need to reinforce and implement better practices based on Trauma Competent and Respectful Parenting so that the caregivers can perform their role with more specific skills to the profile of the children and adolescents that make up the children's home. This evaluation work is done directly by the director of the children's home.

- It is recommended to implement a training program for personnel on the management of sex education for minors, according to their ages.
- It is recommended to implement a Life Skills Program, according to the age of the children.



Right to Be Heard and Participate in Decisions

SURVIVING

SUSTAINING

THRIVING

Both the caregivers and the technical team, made up of a psychologist and a social worker, encourage respecting the youth's decisions. Through active listening, they provide spaces for discussion and reflection, and together with the caregivers and the director, they develop a life plan for each child. However, they report this is an area where there is opportunity to strengthen the connection between the youth and their caregivers. They report having a good relationship with the director, identifying him as a safe person for them.

- It is recommended to implement actions where children and adolescents develop more autonomy that will lead them to proactive leadership.
- It is recommended to practice more active listening by caregivers to identify and respond to children's needs on an ongoing basis.



Right to Be Prepared for Citizenship

SURVIVING

SUSTAINING

THRIVING

The children's home is composed of a family care model divided into different dorm sections that house male or females who are assigned by age groups. The caregivers assign chores, cleaning and self-care tasks such as maintenance of their clothes according to the age of each child within the dynamics of the home. In addition, they are encouraged to participate in other extracurricular activities such as soccer and music. The caregivers also train the children under their supervision in real-life activities such as working a part-time job or making products such as bread and tortillas to sell. Their main challenge continues to be the location of the home and the economy of the home, both of which limit their options in this area.

- It is recommended to implement the necessary actions so that children can be involved at least twice a year in activities of social impact to the community.
- It is recommended to carry out a campaign of order and cleanliness of the spaces inside the group home to free the common and living areas.
- It is recommended that a plan of periodic recreational activities be made for all the children in the children's home.



Right to Be Safe from Abuse & Neglect

SURVIVING

SUSTAINING

THRIVING

The psychology department is continuously developing programs and talks, and will begin with the development of its protection policy and Positive Parenting training. If any risk is detected concerning any of the children, the child is kept in the institution until it is confirmed that it is safe for them to leave or reintegrate, and all activities are supervised and monitored by the social work department. It is worth mentioning that the place where the children's home is located is considered safe in relation to the surrounding community. However, the home is located next to a river, which represents a permanent risk in its facilities, and although it has a dividing fence, access to the facilities from that side is very easy.

- The implementation, training and monitoring of the Protection Policy is recommended in order to enforce children's rights.
- It is recommended that a Positive Parenting workshop be implemented for all staff of the home.
- It is recommended that the home implement a workshop on prevention, detection and intervention in case of sexual abuse.home.



Right to Dignity & Freedom

SURVIVING

SUSTAINING

THRIVING

The children have toys that have been in the children's home for some time, but they lack paints or art materials. With this, they could implement a workshop with playful activities for the benefit of the children's development. The children are very creative and try to adapt to what is offered to them, but they do not have enough materials and supplies. Currently, all the teens carry out their activities inside the home, so none of them go out to work in the community.

- It is recommended to investigate within their geographic area, if possible, the resources with volunteers so that the children receive both the supplies and the classes to develop the area of Arts.



Right to Spiritual Development

SURVIVING

SUSTAINING

THRIVING

The children attend church on Sundays. This is led by the general director of the home who is a pastor. For this reason, the children and adolescents are received in a natural and familiar way with people they already know and are safe for them. In addition, they have their daily devotionals with their caregivers who encourage them to read the Word daily.

- It is recommended to structure a place that can function as a safe space for personal reflection and meditation.
- It is recommended to seek the donation of materials that would provide the possibility of kids having access to books and spiritual videos for reflection and personal growth.



Finance Standard

SURVIVING

SUSTAINING

THRIVING

The director of the children's home is an accountant and participates in the finances, specifically in the area of fundraising. In addition, he has the support of another external accountant to keep all the accounting aspects of the home up to date, as well as reporting to the government. One area of opportunity is establishing an annual budget as well as to create a purchasing policy that will minimize the risk of misuse of funds.

- It is recommended to develop an annual budget for the household.
- Establish a purchasing policy



Governance and Human Resource Standard

SURVIVING

SUSTAINING

THRIVING

The property has a legal commodatum document for its operations. Training is provided for both staff and adolescents, but there is no structured plan. These trainings are planned according to the needs that arise, so the topics are varied. The director and the technical team have weekly meetings with the caregivers to discuss Casa Hogar issues, as well as for training. One area of opportunity is that there are no employment contracts with the Casa Hogar staff, nor is there any certainty about the board meetings.

- It is recommended to implement the Human Resources department for the recruitment, selection and induction of personnel to their functions with clarity and structure.
- Employment contracts for personnel



Current Improvement Partners



BACK2BACK
MÉXICO A.C.

Back to Back Ministries

Back2Back Ministries is a global actor with sites in a few different countries. We have teamed up with their team in Monterrey, Nuevo León, Mexico to deploy the Thrive Certification Program.

For a list of projects and opportunities to coordinate on go to
www.ACHF.org/Projects



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**A CHILD'S
NOPE**
FOUNDATION