

Casa Hogar Douglas

Mexico

A woman with long brown hair, wearing a brown and white patterned top and tan pants, stands at the front of a room, smiling and gesturing towards a group of children. The children are seated in white plastic chairs, facing her. In the background, there is a large blackboard and a screen displaying a presentation with the text "DIDAS DE VENCION" and "CONTACTO EN VIDEO". The room has a tiled floor and a desk with a laptop and water bottles.

IMPROVEMENT ROADMAP

July | 2023



Overview of this Children's Home

Background & Mission

Since 1966, the John Douglas Foundation has sought to be a Christian refuge that shelters dreams where each child and adolescent finds the love and care they deserve. They offer comprehensive care in five fundamental areas: spiritual, emotional, knowledge, body and relationships. At this home they create a warm safe environment that fosters the optimal growth of children. They also work tirelessly so that children can return to their families with renewed hope and confidence. The home focuses on values of responsibility, generosity, commitment, gratitude, honesty, tolerance and humility to guide every action and decision they make. These values inspire a home full of love, care and opportunity, where every child and adolescent can grow and thrive. The mission of the home is to provide a temporary home to support children and adolescents coming from high-risk situations who have been deprived of their security and family. This support includes offering them and their families tools to carry out a successful reintegration.

Recent Accomplishments

- Thanks to the support of the multidisciplinary team, they achieved the successful reintegration of two little brothers with an incredible family.
- At different academic levels we have had the opportunity to support children and adolescents to regularize and excel in the honor rolls, which tells us about emotionally healthy children and in the process of remaining happy.

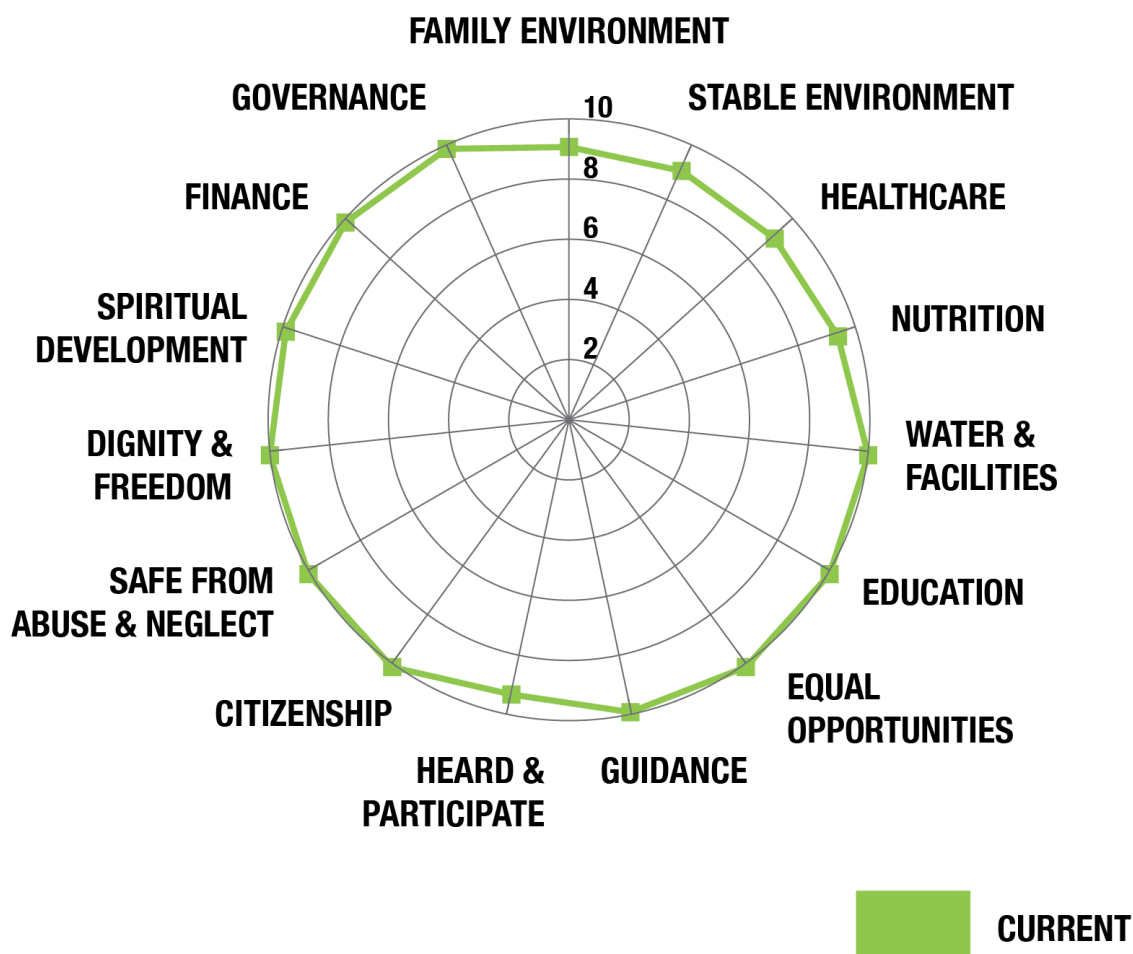


The Thrive Assessment

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 compiled into an Improvement Roadmap.

Current Thrive Scale



Strategic Initiatives

BEDROOM WATERPROOFING

PROJECT SUMMARY	Waterproof the bedroom that has been unusable in order to make it functional for use again. The space is 25 x 15 meters.
INITIAL ANTICIPATED COST	\$85,400 MXN ~ \$5,030 USD



Right to Live with Family

SURVIVING

SUSTAINING

THRIVING

In the home, there is always staff supervising the minors. These minors enter the home between the ages of 5 and 9, until they finish their secondary education, around the age of 14. There is a division between boys and girls in terms of bedrooms. On average there are six children per bedroom, but there is one room with seven currently. The staff cover 6 working days regularly. Staff are not currently receiving trauma-informed training, but the home is requesting to resume this training with the support of Back2Back. Caregivers have some support regarding psychology and how to care for minors, but it occurs in a non-formal environment and only if there are issues is it addressed. Family visits with children occur every fifteen days, for those who have been authorized.

- ☐ Schedule & resume the Trauma Informed Care Training for caregivers.
- ☐ Establish a program where the psychology department evaluates caregivers on the care they are providing to children.



Right to a Stable Environment

SURVIVING

SUSTAINING

THRIVING

Each dormitory has its own internal regulations in addition to more general regulations of the facility, but the regulations need to be reinforced and maintained better. The psychology department also has its own regulations. Within the regulations of each house, the children work together with the psychologists and the house-training tutors. The home uses positive discipline and discusses the need for it through a Respectful Parenting Workshop that will be scheduled for future dates. Caregivers commit to at least 3 years of continuous work in order to avoid changes and strengthen ties with the children. Every week the psychologist has meetings where they carry out case-analyses with the caregivers, as well as provide personalized support.

- ☐ Review and update regulations to continually train staff and remind children.
- ☐ Implement continuous training on the Protection Policy.



Right to Healthcare

SURVIVING

SUSTAINING

THRIVING

The director reports shared that the home has access to medical missions from Back2Back and volunteer specialist doctors who provide their services optimally and free of charge. However, it is worth mentioning that they have a strengthened network of specialized medical care, which offers its services, both in its private offices and in highly specialized private hospitals. The home currently has protocols in place to address medical emergencies, but it's recommended that they document it in writing. Additionally, it is recommended that to reinforce personal hygiene with the children, caregivers should remind children to wash their hands after the bathroom and before eating, as well as to brush their teeth twice per day.

- ☐ Reinforce aspects of personal hygiene with children such as washing hands and brushing teeth.
- ☐ Document medical emergency protocol in a written format.



Right to Nutrition

SURVIVING

SUSTAINING

THRIVING

The director states that the children consume enough calories per day and the food is prepared in a hygienic manner. Their diet allows them to receive protein in all its forms every day. Each caregiver adapts their daily menu according to the nutritional recommendation and the donations received. The home has an external nutritionist who evaluates the children in a general way. Currently, the kitchen needs improved ventilation and better lighting.

- ☐ Train staff on food handling.
- ☐ Schedule the needed updates that the kitchen requires.



Right to Safe & Adequate Water & Facilities

SURVIVING

SUSTAINING

THRIVING

The institution has a good facility maintenance plan and has a continuous civil protection review. However, due to the age of the building, the need for maintenance in some older areas is starting to be noticeable. An alternative would be to construct new facilities with the purpose of opening new space for use as well as additional space for generating income for the home. It is worth mentioning that there are also plans to waterproof, as part of remodeling, a damaged bedroom to make it functional again. Water faucets are changed due to rust, when necessary. The home also has security cameras in all bedrooms, as well as smoke detectors, and they hold emergency drills periodically. Additionally, the property has emergency lights and a water pump.

- ☐ Plan to obtain an electricity generator for emergency cases.
- ☐ Continue with the renovation and construction of various areas such as the dining room and kitchen, bedrooms and a small apartment independent of the house.



Right to Quality Education

SURVIVING

SUSTAINING

THRIVING

The home has evaluation plans and detection methods for determining learning needs. The house has a permanent support teacher as well. Psychological evaluations are carried out twice a year, in January and August. Children have reading and drawing time in their activity plans, as well as adequate books and access to both internet and computers. Although their care model is aimed at serving children through secondary school age, they have 2 special cases that continue to rely on the home as they develop life skills.

- ☐ Maintain the current level of support in areas of education.
- ☐ Maintain the personalized attention that minors receive from the psychologist.

Right to Equal Opportunities

SURVIVING

SUSTAINING

THRIVING

All children go to school and receive counseling. The support teacher provides advice and support to special cases such as those with attention deficit hyperactivity disorder (ADHD) or developmental delays. The support teacher is also in contact with the educators at school for the continuity of the academic support. There is also a group of volunteers that specifically assists the home to support children with homework and academic learning.

- ☐ Extend the educational support with one more person to distribute the load and cover time off.



Right to Guidance

SURVIVING

SUSTAINING

THRIVING

The home is supported by UDEM (University of Monterrey) with resources and therapeutic support. Caregivers are evaluated with an evaluation tool called CUIDA. The Psychology Department works with caregivers to provide recommendations on the challenges they may face. The director also mentioned the need to reinforce the principles of trauma-informed care, which is why they have expressed the need for Back2Back support in this area.

- ☐ Reinstitute trauma-informed care training.



Right to Be Heard and Participate in Decisions

SURVIVING

SUSTAINING

THRIVING

The needs of the children are taken into account. Children also have the opportunity to assert their voice, opinion or desire regarding non-essential activities that they do not wish to participate in. They also have the option to choose their clothes daily. Children are allowed to participate in menu planning, incorporating their tastes and preferences. The psychologist implements and detects who, among the minors, can develop leadership skills, but they do not currently have a leadership development program.

- ☐ Develop the leadership skills program according to the development and age of the children and to be able to apply it in each house within the daily dynamics.



Right to Be Prepared for Citizenship

SURVIVING

SUSTAINING

THRIVING

The children have their chores & activities scheduled, all of which are carried out inside the home. External activities are only carried out when they have the support of Back2Back groups since their volunteers are the only volunteers authorized to handle children in custody of the state. There are no permits to carry out community activities since it presents a risk due to the population of the children and the size of staff, which is insufficient to plan an activity outside the facilities. Additionally, the home is located in a more urban area and with risks inherent to their location.

- ☐ Continue with the current practices.



Right to Safe from Abuse & Neglect

SURVIVING

SUSTAINING

THRIVING

Security is adequate in the home according to its geographical location. They have a Protection Policy in place which was developed with the support of Back2Back. Incident reports are discussed with children directly involved. As mentioned previously, the home has psychological support to detect and address issues of trauma in children from their arrival at the institution. The home cannot request the criminal records of the staff by law, but there is a government entity (DIF) in charge of reviewing the staff's records before the institution accepts them.

- ☐ Implement training on the protection policy
- ☐ Implement training for all staff on Prevention Against Sexual Exploitation and Abuse



Right to Dignity and Freedom

SURVIVING

SUSTAINING

THRIVING

The home is addressing the rights of children regarding their dignity and freedom. The institution is responsible for providing everything necessary for the cleanliness of minors, from towels and clean bedding to having a comfortable and dignified place to live. The facility features a safe outdoor play area, as well as toys and art supplies suitable for all ages.

- ☐ Continue with the current practices, addressing the needs of minors such as supplying personal hygiene items, supervising good hygiene, and providing decent housing for minors.



Right to Spiritual Development

SURVIVING

SUSTAINING

THRIVING

Devotional meetings are held regularly with the tutors. The home was founded based on the care of orphaned children by a Christian seminary. This seminary continues its work and, although it is independent from the home, participates in the spiritual activities of the home.

- ☐ Obtain more didactic material according to age to provide teaching options in this area.
- ☐ Verify the discipleship material with the volunteers with Back2Back.



Financial Standard

SURVIVING

SUSTAINING

THRIVING

The institution has an external accounting office in charge of financial processes, in addition to the internal administrative area of the home itself. The accounting review of finances is carried out monthly and annually. Bank accounts are also reconciled monthly. They have a plan and budget according to their needs and expenses even when funds are previously guaranteed.

- ☐ Continue with the same practice in this area to guarantee the sustainability of the home.
- ☐ Carry out an in-depth analysis of finances and promote fundraising actions.



Governance and Human Resource Standard

SURVIVING

SUSTAINING

THRIVING

A good standard of resources and governance is reported. The home received government certification (from DIF) that allows it to continue operations. Every 2 years, the government agency reviews and certifies that homes are providing quality care to the minors housed in them. In addition, with the support of Back2Back the home has training for staff, particularly in trauma informed care so that all staff and caregivers are trained to care for minors with difficult pasts. The staff is duly registered, and observe benefits established by national laws on labor matters.

- ☐ Present to their board the need to develop a fundraising plan that ensures sustainability.



Current Improvement Partners



Back2Back Ministries - Mexico

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. Learn more at www.back2back.org.

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



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A CHILD'S
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