

Kkottongnae - Cardinal Kim Sou- Hwan Centre (House of Angel)

Uganda

IMPROVEMENT ROADMAP

July | 2023



Overview of this Children's Home

Background & Mission

Kkottongnae Cardinal Kim Sou-Hwan Centre (House of Angel) is one of the projects under the organization Kkottongnae Uganda. Kkottongnae Uganda has its roots in Kkottongnae, a large social welfare foundation in South Korea founded by Fr. John Oh. Kkottongnae Brothers and Sisters was originally founded by Fr. Oh in 1976 to help Catholic brothers and sisters take care of poor people. At the moment, it is operating in 17 countries including Korea.

Kkottongnae - Uganda was first established at Karama in Mbarara in 2007 at the invitation of Archbishop Paul Bakyenga, to take care of children who are HIV positive. In 2015, House of Love on Kaguta Road in Kiruhura was opened by the President of the Republic of Uganda as a home for homeless people, including populations from diverse situations such as HIV positive individuals abandoned by their relatives, the elderly with no one to care for them, the terminally sick, and the mentally and physically handicapped. The organization also supported an initiative named the ECHO (Essential Care and Hope for Orphan) Project from 2013 to 2019 in the Kiruhura District which also cared for orphans infected and affected by HIV.

In August 2018, Cardinal Kim Sou - Hwan Centre (House of Angel) officially opened as a home in Kiruhura for HIV positive orphans and to a lesser extent, abandoned children. Currently, the home accommodates a total of 59 children, including 22 babies. As a home, their vision is to educate all children, find foster parents for babies, and continue supporting children in need through secondary school to enable them to eventually support themselves.



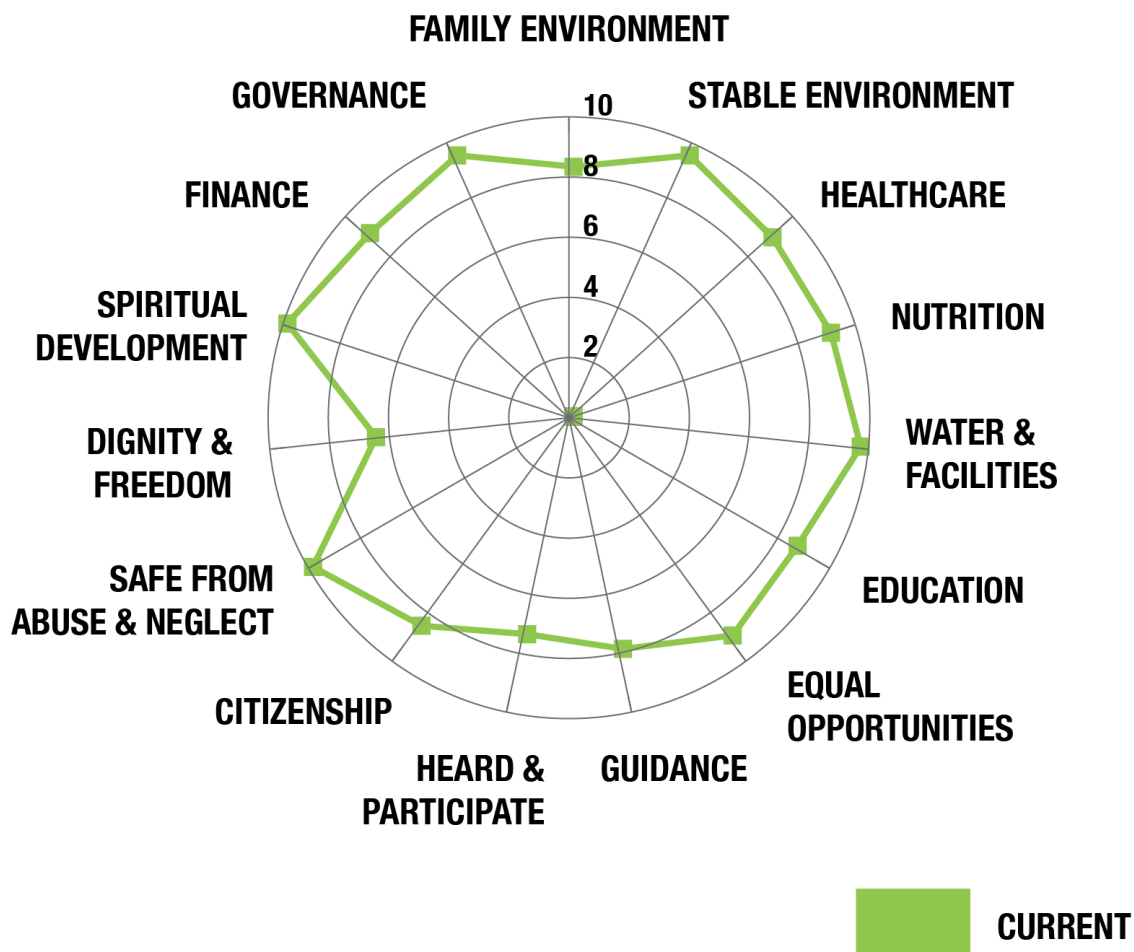
The Thrive Assessment

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

TRAIN CAREGIVERS

PROJECT DESCRIPTION	<p>There is a need to train caregivers in the following areas:</p> <ul style="list-style-type: none"> • Trauma informed Care Training • Behavioral ideas to help effectively teach and discipline children (including how to handle children's sexual behavior) • Attachment and child development • Nutrition • How to recognize abuse and prevent it
ESTIMATED FUNDING	<p>UGX 2600000 USD 722</p>

VISIT ANOTHER CHILDREN'S HOME

PROJECT DESCRIPTION	<p>There are many orphans and vulnerable children in Uganda due to HIV/AIDS and conflict. Visiting another children's home would give children a chance to learn about the lives of other children and also make a difference by donating supplies or spending time with them.</p>
ESTIMATED FUNDING	<p>UGX 2130000 USD 592</p>

NATIONAL PARK TOUR

PROJECT DESCRIPTION	<p>The home would like to take a trip to Bwindi Impenetrable National Park with 30 children and 3 staff for 2 days. This would provide an opportunity for the children to participate in non routine activities outside their schedule and learn new things.</p>
ESTIMATED FUNDING	<p>UGX 4150000 USD 1152</p>



Right to Live with Family

SURVIVING

SUSTAINING

THRIVING

The home currently has 19 infants below the age of 3, with 4 staff who act as caregivers, 35 older children, and 3 permanent staff to watch over the children currently. They are in the process of recruiting more staff as some were recently laid off due to poor behavior. The caregivers sleep at the premises at all times. Records (medical, birthdate, arrival date, and family connections) are well maintained for each child as all are HIV positive and thus records are key. Staff are trained by counselors thrice a month and children receive counseling as well. During visits to the health centers, a counselor also visits with the children. Daily meetings are held each morning to recap staff expectations. Upon recruitment of new staff, a probation period of 3 months is given, which serves as an on-the-job training period for them. Siblings know each other and are encouraged to bond and help each other. Children are allowed to visit their families as most of them are known. Social workers are available by appointment. Staff are not exactly evaluated, but they are closely supervised to avoid misconduct. Parents are encouraged to visit often, and access to the premises is allowed only upon being cleared by management. The home focuses on children's health first, including the wellbeing of the children.

- ☐ Recruit more caregivers and improve their salaries and benefits like awarding certificates after training so as to motivate longevity.
- ☐ Find a therapist to evaluate caregivers on the care they are giving to the children.
- ☐ Train caregivers on trauma informed care on a quarterly basis.



Right to a Stable Environment

SURVIVING

SUSTAINING

THRIVING

General meetings with children are done every Friday afternoon and children are constantly reminded of the house rules given their age and ability to understand. Punishments like washing dishes are given appropriately, depending on age. Caregivers call children by their preferred names and no nicknames are used. They get to play on Sundays because during weekdays, they are studying if it is not the holiday season. Children play together under the supervision of a caregiver and family groups or siblings are encouraged to bond. Daily meetings with the caregivers are held, and a counselor comes quarterly to discuss behavioral strategies. Staff get 1 day off a week and there is a schedule followed for their rotation. Contracts are awarded to staff for a year and 50% of staff have stayed for over a year. Caregivers participate in discussions on how to create a good environment and to incorporate family values. All children's birthdays are celebrated. In terms of traditions, they go to mass together, watch movies, and celebrate catholic holidays together alongside their caregivers. However, outdoor activities off the home premises are few due to financial constraints.

- ☐ Encourage more unstructured play.
- ☐ Train the staff on the required skills for the job.



Right to Healthcare

SURVIVING

SUSTAINING

THRIVING

Every 1-2 months, children receive medical checkups. On a monthly basis, their heights and weights are checked and records updated, as well as vaccinations are done. Soap and water are provided and children are encouraged to wash their hands and brush their teeth often. They have a well-stocked facility in the home for children in case of emergencies. They are referred to St. Elizabeth Center 3 or Lyantonde Hospital if the case cannot be handled at the facility. No female adolescents need feminine hygiene products due to their young age. Children are cleaned quickly after soiling themselves. No annual vision exams are currently provided, but dental exams are done. No cases of lice have ever been registered in the home, but fungal infections are common and have occurred in the past, with medical care provided whenever necessary. There is 1 baby with epilepsy and they have access to specialized doctors. The facility has sufficient first aid, children are able to see doctors when necessary and there is a medical emergency fund that is sufficient. Children with orthodontic needs receive treatment. The home has 1 girl nearing adolescence and initiatives have been taken to teach her what to expect in relation to her menstrual cycles.

- ☐ Carry out vision exams annually.
- ☐ Ensure all children receive annual wellness checks, especially the young children.



Right to Nutrition

SURVIVING

SUSTAINING

THRIVING

Children receive enough calories daily and food is prepared in a hygienic manner. The facilities are free of toxic substances and pests, kept clean, and well ventilated. Children receive appetizing and tasty foods and there is a great focus on protein-rich foods given the age groups of the children and their health needs. The kitchen and pantry are free from rats and they are well ventilated. Fruits are given except during days of scarcity in the dry seasons. Vegetables are grown at the home, but also supplemented from the market. No nutritionist has been consulted, but the administrators do review the menu. Cooks are supervised and trained on the job, but there is no annual food safety and preparation training conducted.

- ☐ Involve a nutritionist to ensure quality meals.
- ☐ Train cooks in food safety and preparation annually.



Right to Safe & Adequate Water & Facilities

SURVIVING

SUSTAINING

THRIVING

The home has been inspected by both ministry and medical practitioners, and was found up to standard. Safe water for drinking from a reliable source is available, as well as a safe disposal method for sewage and wastewater. The lighting system is sufficient in the bathroom, living areas as well as the outdoor premises. The home has an understood emergency plan in place, including a fire extinguisher and tanks for water storage. Maintenance personnel are available (e.g., plumbers) and safety concerns have been addressed. The sink faucets and showerheads are functional. The home does not have smoke alarms, but precaution is taken at all times to safeguard the premises from fires by the separation of rooms (the cooking areas apart from the rest of the facilities). While an emergency plan is in place and staff are aware of it, the plan is not documented. There is also no written plan to address property maintenance, but staff and children are cautioned to maintain the premises at all times. The electrical infrastructure is sufficient and wired in a safe manner, and in case of an outage torches, solar power, and the generator are available.. No training has been done on the importance of quality drinking water and its relation to health, but staff know the importance and they use that knowledge.

- ☐ Acquire smoke alarms.
- ☐ Document an annual plan to address property maintenance.



Right to Quality Education

SURVIVING

SUSTAINING

THRIVING

All children go to school and attend at least 80% of the time. Children above age 7 are able to identify letters of the alphabet and articulate sounds. Children above 11 are able to read and write at primary level 4 and those above 9 years old can add, subtract and multiply. There are also a few cases of children who have difficulties with mathematics, but they are being helped. Qualified evaluations are done to identify children with learning disabilities, but no cases have been found. Regular activities are done with children below school going age and a variety of age-appropriate books in their own language are available and read to the children. The home has access to the internet, but it is only used by staff as children are too young to use computers. Group and one on one tutoring isn't possible as the children are in school most of the time, but once in a while there are meetings to educate children on different topics and the children are aided by caregivers when needed. There is a library with enough books, though it is not accessed by children all the time. There is a scholarship available from Korea for continuing education, but most children that have qualified for this were not interested in further studies. Students' progress is discussed with the teachers at school on an individual level. Children play with age-appropriate toys and art supplies are provided with caregiver supervision.

- ☐ Engage children in one on one tutoring once a week.

Right to Equal Opportunities

SURVIVING

SUSTAINING

THRIVING

Each child has their own storage for personal items. All children receive the same opportunities to develop their education. The home has only one physically disabled child of 4-year-olds, and special care is given to him. This home has not yet reached the level of transitioning children to families. No children with learning disabilities have been identified. All adults act as role models and are available for counsel. Only one child out of the 54 has been identified as having vision problems and was given glasses.

- ☐ Train caregivers on educating children about sexual behavior.
- ☐ Write a transition plan for children 15 and above.



Right to Guidance

SURVIVING

SUSTAINING

THRIVING

The home has a profile or job description used when looking for new caregivers. These are usually recruited on a referral basis as recommended from known persons. Caregivers model respectful behavior among children. Children are educated about their bodies. The home has simple, clear guidelines that are communicated to children, who are reminded over time regarding expectations. The counselor also provides psychological healing and therapeutic resources as often as the need arises. Caregivers are evaluated by the administrators and by fellow caregivers to make sure they are quality mentors for the children. Changes associated with puberty have not been discussed since there are no kids of relevant age in the home, except one who is 16 and has been guided. Caregivers are trained often on how to teach and model basic life skills. The children in this home are still too young for education about responsible sexual behavior. There is no policy that addresses child sexual behavior given the age of the children, but caregivers are trained on how to manage sexual behavior. Children are still too young to be exposed to different kinds of work and no children currently have a transition plan. There is a life skills program for the children when they reach the appropriate age. No children receive vocational training or university support currently.

- ☐ Continue with current practices.



Right to Be Heard and Participate in Decisions

SURVIVING

SUSTAINING

THRIVING

Children choose games to play in their free time and their needs are acknowledged. They get to suggest what they want to eat, though this may not be provided at all times given constraints in cash flow. Caregivers pick out outfits for the children since they are still young. Information about their healthcare is available to those that are in a position to understand it. All activities are essential so they all have to participate. No individual development plans currently exist and no progress reports are kept per child. Although children are not given leadership roles, they are assigned responsibilities oftentimes.

- ☐ Create or develop individual development plans for each child and keep them updated on a monthly basis.
- ☐ Establish leadership roles for children.



Right to Be Prepared for Citizenship

SURVIVING

SUSTAINING

THRIVING

Birth certificates are processed for each child. During the daily meetings, caregivers are trained in ways to help children learn and practice responsibility and are encouraged to record children's progress. The home observes national and local holidays. The home is organized, clean and free from litter. They have free child days, go shopping, and interact with people in the communities. Since it is expensive to take them to parks and funds can be used to purchase food, such outings are not common. Children have mentors and also learn by observation of the adults. No community service is currently done because they are still young and they also don't remain in the home for a very long period. Children are not taught about governance yet, but current events are marked on the calendar and shared with the children.

- ☐ Engage the children in community service.



Right to Be Safe from Abuse & Neglect

SURVIVING

SUSTAINING

THRIVING

The home has adequate security. There is a main gate with security personnel and a dog, and the home is fenced. There are private facilities for bathing, getting dressed and a separate sleeping area for both girls and boys. Staff receive training on positive discipline techniques and alternatives to corporal punishments. There is a policy that ensures no one on one interactions happen, as well as a protection policy that prevents children from exploitation. Staff look out for other staff, mainly the males that might abuse the children. Abuse and reporting methods are discussed with children. Caregivers are trained in how to recognize or abuse, but not every six months. A caregiver accompanies them in case they move out of the home. Policies are in place but some of these are not written down/ documented. The home has been advised to have them written down. Caregivers are mostly recruited on recommendation from reputable persons. Children get to be out of their cribs during day time. Intake assessments are used by specialists and Counselors are assigned to children to work through trauma.

- ☐ Document a visitor policy.
- ☐ Train caregivers on how to recognize abuse and prevent it every 6 months.
- ☐ Document a policy regarding one on one interactions.



Right to Dignity & Freedom

SURVIVING

SUSTAINING

THRIVING

Children are showered daily and proper safety precautions are taken for infants. The home encourages that children be kind to each other. Each child has access to their own bed. They are given adequate clothing with 2 undergarments per child, but once they are old, these are replaced. Undergarments are limited to kids to avoid wastage and teach them to be responsible with their belongings that must be kept clean at all times. They are taught to care for themselves and are allowed to do as much for themselves as able. They know the punishments in case of breaking rules. Daily washing of beddings occurs for those that urinate on their beds. Each child has their own toothbrush and towel. The home has a safe and adequate outdoor play area, appropriate to all ages. Playing with toys does not occur on a daily basis, but appropriate toys are available although few in number. They use their native language most of the time. Children are not allowed to have money because some come from very vulnerable homes thus cannot afford to have money on them. If a parent left money to a child, this is collected and items that cover the entire home are purchased. Children do not participate in extra chores as they are too young for such work. Children do not participate in community work because most of them are still young.

- ☐ Involve children in community activities, especially the teenagers.



Right to Spiritual Development

SURVIVING

SUSTAINING

THRIVING

All children have an opportunity to be a part of a spiritual community. They are free to practice communal prayers daily as well as learn about and participate in religious holidays. Spiritual and religious materials and books are available and accessible. There is a prayer room that is open for children to utilize for prayer and meditation. Children are also given service opportunities to practice their spiritual learnings within the facility.

☐ Continue with current practices .



Finance Standard

SURVIVING

SUSTAINING

THRIVING

The home uses computer software to track and record finances (income and expenses). These records are maintained and available for review. Income tax fillings have been filled. Receipts are kept and reports are made to the government of Korea about expenses, but a profit and loss statement is not generated as there are no profit generating activities done at the home. There is an annual budget plan that is followed by the home. The review is done once a year. There is no major construction plan this year, but such a budget has been used before. Audits are done at a group level. Bank accounts are reconciled monthly and there is adequate segregation of financial duties for internal control. The home has internal and external reviews as per their regulations. A qualified accountant validates their books annually.

☐ Continue with current practices .



Governance and Human Resource Standard

SURVIVING

SUSTAINING

THRIVING

The land for this home was donated by the archdiocese, so the home does not pay any fees annually as it is already secured in the name of the orphanage. A period of 3 months' probation is granted to new staff who are assigned to existing staff for on-the-job training. Daily briefings are held with the staff to track progress and to provide opportunities for staff to receive support and guidance pertaining to their positions. Written contracts are given to staff. All licenses are in place. Founder members (considered as the board) hold meetings every June. Caregivers are trained often by administration, social workers and medical personnel on how to maintain good hygiene around the home and how to care for sick children. Contract staff get leave, but not those on probation. Employee files are kept in a secure location and updated regularly. Staff are given training on the importance and practical ways to facilitate child participation.

- ☐ Have a written organization chart.
- ☐ Train caregiving staff annually on attachment and child development.



Current Improvement Partners



Both Ends Believing

Both Ends Believing (BEB) is an organization with a global presence. They offer an incredible case management software (Children First Software) that helps governments create digital identities for vulnerable children, a pivotal step in placing kids in families. Our partnership with BEB Uganda looks like training members of their team in the Thrive Certification Program so they can enhance the support they give to the children's homes they work with.

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

