

Programa Esperanza

Mexico

IMPROVEMENT ROADMAP

June | 2023



Overview of this Children's Home

Background & Mission

Mission: The Esperanza Program exists to love and care for at-risk or abandoned institutionalized adolescents, for whom family reintegration is not an alternative. This is done by meeting their spiritual, physical, educational, emotional and social needs so that they can overcome their life circumstances, grow up healthy, self-sustain, be dependent on Christ and interdependent with their community.

Vision: That every at-risk or abandoned institutionalized adolescent, for whom family reintegration is not an alternative, has the opportunity to succeed through “care today hope for tomorrow”. That they experience restoration to a purposeful life in which they can become healthy, mature, fulfilled and be good Christian adults.

Recent Accomplishments

- 33% increase in population they serve
- Beginning of the first steps for the integration of new cases.
- Renewal of 2 cars for the Esperanza Program homes.



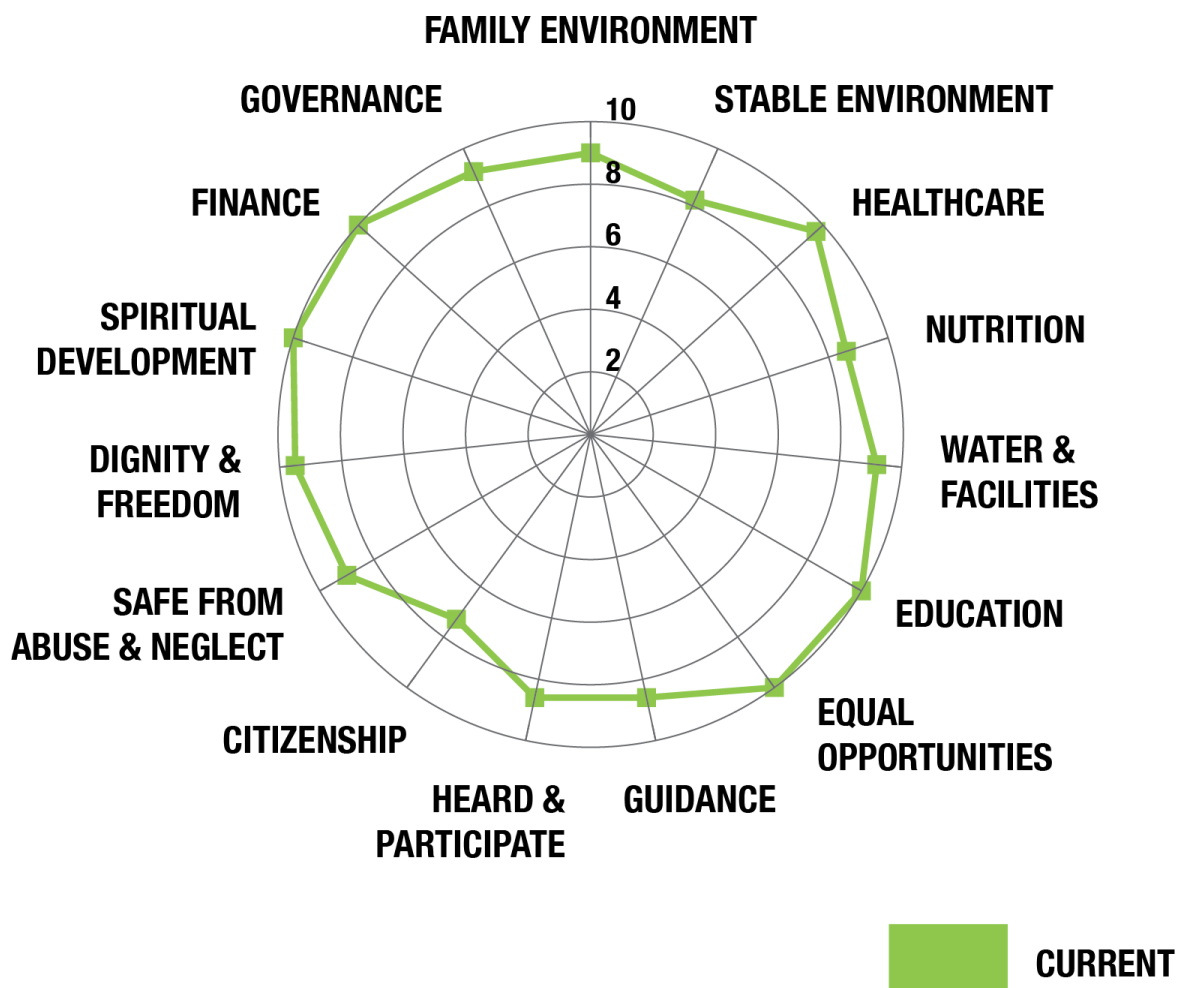
The Thrive Assessment

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 and compiled into an Improvement Roadmap.

Current Thrive Scale



Strategic Initiatives

TRANSPORTATION

PROJECT DESCRIPTION	Renewal of vehicles and allocation for each home
ESTIMATED FUNDING	\$170,000 pesos

PROFESSIONALIZATION OF NEW HIRES

PROJECT DESCRIPTION	To be able to acquire an application and hire personnel to act as coaches to streamline the entry process for young people into the Esperanza Program.
ESTIMATED FUNDING	\$7,000 pesos

IMPROVEMENT OF THE ENTRANCE OF EACH PROGRAM HOME

PROJECT DESCRIPTION	Tile the entrances and stairways of the Esperanza Program homes.
ESTIMATED FUNDING	\$20,000 pesos



Right to Live with Family

SURVIVING

SUSTAINING

THRIVING

The Esperanza Program is made up of caretakers who live in homes with their own families and are responsible for the care of these minors. On an average of four, there are six minors coming from Casas Hogar who wish to continue their studies at the high school and/or university level. Their model of caregiving is a program similar to a foster family. The caregivers take training in Trauma Competent Care capsules and an annual Cuida evaluation is applied. They have reviews through a document called MDP, which is strategic planning, on a quarterly basis. The area of opportunity is the psychological care of the caregivers; one caregiving couple receives it, one more has requested it but the other four couples are not receiving it, although they would have the opportunity to receive it. Siblings have the opportunity to live together, although this is not stipulated.

- ☐ It is recommended that the Program establish a psychological care plan for caregivers, to at least receive a quarterly session.
- ☐ It is recommended to be more intentional in fostering sibling coexistence and especially in special events, by documenting them with evidence.



Right to a Stable Environment

SURVIVING

SUSTAINING

THRIVING

The homes of the Esperanza program are governed by the general regulations of the program; however, as it is a model of family intervention, each home has its own particular rules on the daily internal dynamics. It is not known if these are written, so the coordinators will verify them and in any case they will take the task to be carried out promptly. The caregivers have biweekly breaks, with two days off every two weeks. Their shifts are covered by one person on those days to care for the youth in their absence. Not all of them participate in games with their youngsters, especially because much of the physical play is soccer, but they do take time to play board games as a family and in summer time they also take time to go to the pool or for walks.

- ☐ It is recommended to verify if the caregivers document the rules and consequences of the rules of each home, applying positive discipline, emphasizing the explanation of this to the youth.
- ☐ It is recommended that in the meetings with the caregivers they can express and document the activities they do together with the youth, whether it is a game or something else. Reinforce with existing materials such as Empowered to Connect, Tools for Connection, etc.



Right to Healthcare

SURVIVING

SUSTAINING

THRIVING

Adolescents receive medical care. There is also a fund for medical emergencies. Two medical check-ups are performed with their respective records and they receive dental treatment on site. There are 2 medical brigades per year where they receive a general health checkup to detect any particular need. It is worth mentioning that one of their caregivers is always present at these check-ups, however, they have a doctor from the program who is available 24 hours a day to attend to their needs. If any specific need is detected, the care is channeled to the appropriate specialist.

- ☐ It is recommended to reinforce hygiene habits such as proper tooth brushing.



Right to Nutrition

SURVIVING

SUSTAINING

THRIVING

They have a nutrition department and a professional responsible for the nutritional care of adolescents. This professional is hired on a part-time basis and schedules the attention and follow-up of both the young people and the caregivers. She also gives talks and workshops on proper nutrition according to their age. It is worth mentioning that this information is separate from the general file of each person in the Esperanza Program.

- ☐ It is recommended to implement an annually scheduled Hygienic Food Preparation course aimed at caregivers and including youth as part of their teaching.



Right to Safe & Adequate Water & Facilities

SURVIVING

SUSTAINING

THRIVING

There are emergency lights and each home has two flashlights for electrical emergencies. The water system also has a water pump that generates the service in case the local water supply fails or gets cut. A water purifier was recently installed to improve the quality of the drinking water. There is a lack of training regarding water and its use, especially since some people have reservations about its proper use because it is well water.

- ☐ It is recommended that in the near future they plan to acquire a power generator in case of a power shortage.
- ☐ It is recommended to plan a course for the proper use of water and maintenance of the required infrastructure.



Right to Quality Education

SURVIVING

SUSTAINING

THRIVING

In general, the children in the Esperanza Program study at the middle school, high school and university levels. Their ages are 14 years and older. In exceptional cases, when there is a student under this age range, they are brought up to date and accompanied to level their studies to the corresponding grade. They have a pedagogue on staff, who makes assessments to detect the need for academic support and respond to this need by seeking the necessary human resources to do so. So far they have done this with volunteer programs from Tec de Monterrey (local university) and other academic support organizations. This area also performs vocational diagnoses and vocational guidance, as well as implements extracurricular classes to strengthen the skills of young people towards self-sufficiency.

- ☐ It is recommended to maintain this rhythm, which has been effectively carried out up to now.



Right to Equal Opportunities

SURVIVING

SUSTAINING

THRIVING

An important area is to revise, and above all to clarify, the expectations of prospective newcomers, since this has an impact on the adolescent's ability to adapt better to the program. This is especially important because the program is trying to maintain the profile of the prospects to the home, since they cannot provide any other type of attention, as in the case of a young person with different abilities. They also mention that they are aware that this would imply a different dynamic of comprehensive care in each home, in addition to the adaptation of the other members of the program to this new dynamic.

- ☐ It is recommended to carry out a propaedeutic course of transition from the children's home to the Esperanza Program where the expectations of each young person are clarified according to their case.
- ☐ Extend this same project for the transition to independent living.



Right to Guidance

SURVIVING

SUSTAINING

THRIVING

There is a child protection policy, but there is an area of opportunity to present it to adolescents and young people. Although they have already had a talk with them, the goal is to make it part of the program's culture. There is also the challenge of supporting caregivers with tools to deal with sexuality issues with adolescents. For this reason, they are already in agreement with Proyecto Protegeme to plan talks and training workshops in the area of prevention of human trafficking and responsible sexuality, each one according to the age of the young people and the caregivers.

- ☐ It is recommended that a training program for caregivers be planned to effectively address youth sexual behavior. In addition to having materials aimed at youth for understanding sexual behavior, Protect Me Project materials are suggested.
- ☐ It is recommended to continuously reinforce the protection policy for both young people and adults.
- ☐ It is recommended that the psychology department apply the Child Development Index assessment in order to implement an age and ability-appropriate life skills program.



Right to Be Heard and Participate in Decisions

SURVIVING

SUSTAINING

THRIVING

Students receive support from the psychology department, in which they are encouraged to express their needs. Some of these needs cannot be met because they do not have a clear awareness of the difficult circumstances that led them to institutionalization and that these challenges are still present in their families. They participate in their life plan, they have a vocational process to follow their life project.

- ☐ It is recommended to strengthen active listening by the psychology department to make the voice of the young people heard and to accompany them in the process of understanding and acceptance of their case in order to continue with their life project.



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Right to Be Prepared for Citizenship

SURVIVING

SUSTAINING

THRIVING

The Esperanza program develops Life Skills as a preparation stage for independent living, which will continue with another program called Transition. Students are accompanied in their first job interviews, they are taught how to use public transportation, they learn about their identity documents, they obtain their official identification to vote when they reach the legal age, as well as the fulfillment of military service for boys, among other citizenship aspects.

- ☐ It is recommended to encourage involvement in participating in a community service activity.
- ☐ It is recommended that a checklist of independent living skills be created in conjunction with the Transition program and shared and implemented with guardians who have youth in this age group leading up to graduation.
- ☐ It is recommended to create general outreach tools so that caregivers can share the events with the youth in their care. It is recommended to create a program to share with young people about Ethics.



Right to Be Safe from Abuse & Neglect

SURVIVING

SUSTAINING

THRIVING

The Director commented that they would like to train the entire technical team and caregivers regarding positive discipline, abuse detection and self-care. The home cannot verify criminal records as this is only in the process of DIF authorities directly with the attorney general's office. They will soon have a course on positive discipline given by DIF, which will be attended by the technical team of psychology and social work.

- ☐ It is recommended to share the Positive Discipline course given by DIF with all personnel, as well as to consider other alternatives such as the Protect Me Project.
- ☐ It is recommended that caregivers receive training in the detection of abuse or neglect (this can be provided by the psychology department).



Right to Dignity & Freedom

SURVIVING

SUSTAINING

THRIVING

Emphasis can be made on improving coexistence amongst the adolescents, to improve the way they treat each other. In addition, each young person has the necessary personal clothing, bedding and personal hygiene items in sufficient quantities that they require in their daily dynamics. Towels, blankets and sheets are provided periodically according to the season. Clothing is provided according to the season as well, taking into consideration that these are appropriate for each sex and that it is kept in good condition.

- ☐ It is recommended to implement a plan for the Promotion of Values in daily coexistence.



Right to Spiritual Development

SURVIVING

SUSTAINING

THRIVING

The organization has Christ-centered principles and values that are encouraged to be lived out in the daily actions of each Back2Back member in general. In the Esperanza program, in particular, each home attends a different church and each one has a devotional program where, more than religion, what is encouraged is the connection with God. In this way, they create a network of Christian support so that with freedom of decision, each young person can take the initiative in the time and manner of how to develop and grow in their connection with God. Although there is no chapel as such, each young person can have a space to have their personal communion with God in a private but safe way.

- ☐ It is recommended to maintain and continue to promote spiritual development.
- ☐ One recommendation would be to take up the One21 event again.



Finance Standard

SURVIVING

SUSTAINING

THRIVING

The institution has an administrative accounting department that keeps the status of each program. It also manages the annual administration of the budget allocated to the program in the various items demanded in its dynamics. On the other hand, each person who receives an amount in cash reports directly to the accounting department on a monthly basis, showing expenses and verifiable invoices as evidence of the expense.

☐ It is recommended to remain at this level of administration.



Governance and Human Resource Standard

SURVIVING

SUSTAINING

THRIVING

The institution has a Human Resources department that carries out the entire process of recruitment and selection of personnel, as well as the Introductory Training program. There is also a council that is responsible for the continuous improvement of the Campus as a whole. Training is provided on an ongoing basis with a monthly assignment of an online training topic on trauma, self-care, conflict management, etc. There are 4 annual supervisions specifically by DIF for the maintenance of the operating license.

☐ Training on improved hygiene practices for disease prevention is recommended.



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

