

Christalis

Uganda

IMPROVEMENT ROADMAP

April | 2024



Overview of this Children's Home

Background & Mission

Christalis Home is a registered NGO that started in 2005 in Kasese and continues operation today. It is located in Kirembe Cell central division within the Kasese municipality of the Kasese District. The home provides shelter, food, clothes, education, healthcare, motivational tools, and a loving family atmosphere to children who have been orphaned, abandoned, abused, left to live on the street, or victims of other challenging circumstances.

Recent Accomplishments

1. The home purchased a pump and is in the process of installation. This is going to greatly help with clean water availability at the home.
2. Trauma informed care is one of the areas that has received more focus. Caretakers go through a trauma training quarterly.
3. Children are currently receiving psychological healing resources on a monthly basis.

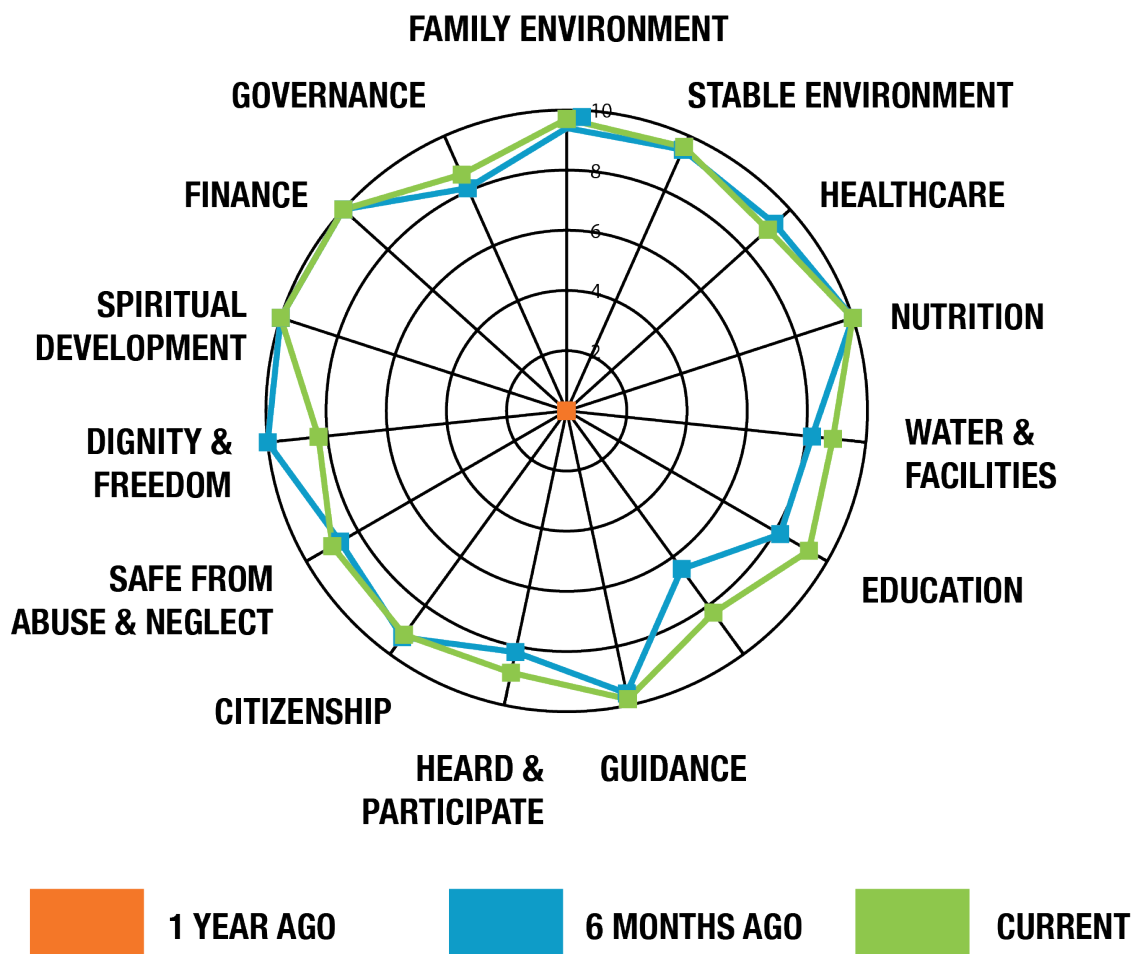


The Thrive Assessment

What is the Thrive Assessment?

In 1989, 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

PURCHASE SCHOLASTIC MATERIAL

PROJECT SUMMARY	The home has over 200 kids including those who reside at the home and in the community. The home is looking to purchase scholastic materials that can provide for the children/home for a full term.
INITIAL ANTICIPATED COST	2,000,000 UGX \$532 USD

PURCHASE FOOD

PROJECT SUMMARY	Due to large numbers, food is a big expense for the home. The home would like to stock bags of posho, beans, and rice to last at least 6 months.
INITIAL ANTICIPATED COST	2,000,000 UGX \$532 USD

PURCHASE TOILETRIES & ESSENTIAL ITEMS FOR BABIES

PROJECT SUMMARY	The biggest percentage of children at the home are babies and the home spends a huge amount of money on baby items like diapers, formula, and toiletries. The home would like purchase enough of these to last 3 months.
INITIAL ANTICIPATED COST	2,000,000 UGX \$532 USD



Right to Live with Family

SURVIVING

SUSTAINING

THRIVING

Christalis has 12 children staying in the home and 10 children who are not fully resettled with 5 caretakers. Every child has a file, with all records from when the child enters the home to the time when they leave the home. Training is done by the manager when a staff member joins the home and this includes trauma informed care. The manager evaluates the caregivers and sibling groups are encouraged to spend time together. There is a social worker who works on reunification together with the probation officer. Family visitations are done at the end of every school term and after an assessment has been done whether the family can look after the child and once the child has been approved for resettlement.

- Continue with current practices.



Right to a Stable Environment

SURVIVING

SUSTAINING

THRIVING

House rules are explained and hung on walls for all the children to reference anytime. Consequences for infraction of rules are based on age ability. Children are called by their preferred names and are also engaged in unstructured play with toys, swings and other games. Family groups work, eat, and play together. The social workers and the manager meet the caregivers quarterly to discuss behavioral ideas but there isn't a particular specialist. Caregivers receive 2 off days a week and commit to at least two years of service. Caretakers take time to discuss and ensure that family values are incorporated. Caretakers are involved in joint activities with the children and birthdays are celebrated.

- Ensure that caretakers meet quarterly with a specialist to discuss behavioral ideas.



Right to Healthcare

SURVIVING

SUSTAINING

THRIVING

No annual well checks are done and a nurse comes in once in a while to check the health of the children and there is a clinic that the home uses for emergencies. Children are vaccinated and documents kept. Soap and water are readily available and caregivers remind children to always wash hands. No adolescent girls at the home at the moment. Children brush teeth daily and they are attended to quickly after soiling themselves. No annual dental and vision checks are done, but children are treated once there is need. Each child has a medical file, there is a medical room with fully stocked first aid kits and children are able to see a doctor. There is no specific fund for medication but there is always petty cash available once a child is sick. There are specific plans for children with special medical conditions and orthodontic treatment is done whenever a need arises.

- Conduct annual well checks, especially for young children.
- Mobilize resources so that children receive annual dental and vision exams.



Right to Nutrition

SURVIVING

SUSTAINING

THRIVING

Children receive three meals a day with enough calories for growth. Food is prepared in a hygienic manner and the kitchen is free from toxic substances and pests. Dishes are promptly cleaned, the kitchen is orderly and well ventilated. Children receive appetizing foods and protein is provided daily. Children receive two servings of fruits and two servings of vegetables daily. The home has a nutritionist who recommends a menu daily and also trains the cooks on food safety and preparation.

- Continue with current practices.



Right to Safe & Adequate Water & Facilities

SURVIVING

SUSTAINING

THRIVING

The health inspector inspects the home every three months. The home buys tapped water from the nearby town, there is sufficient drinking water and staff are trained on drinking water quality and its relation to health. The bathrooms have functional bulbs and there is a safe place for sewage disposal. There is an understood emergency plan. E.g solar and tanks for water storage. There is a plumber and an electrician available on call and safety concerns have been addressed, i.e a fire extinguisher, an askari, and the home is fenced. Sink faucets are not functional because of the water problem at the home, no smoke alarms, but outdoor premises are adequately lit. There is no annual written plan to address property maintenance, but children are cautioned. Caretakers monitor children while they play to avoid destruction of property. The home is up to code with local government requirements, i.e it is fully registered with a license.

- Mobilize resources to ensure that the home has consistent and reliable water.
- Purchase smoke alarms.



Right to Quality Education

SURVIVING

SUSTAINING

THRIVING

All children that are of age attend school. Children above 7 years are assessed and they are able to identify letters of alphabet and articulate sounds. Children above 11 can read and write. All children 9 and above are able to add, subtract and multiply. Caretakers give children the basics before they join school. e.g scribbling, singing. Qualified evaluations are done by teachers and children are also assessed by social workers. Caretakers read to the children using age appropriate techniques. Books available are only in English. There is computer access, but only to the caretakers and staff. However, children can access them once in a while. Group tutoring is available when children break off from school and there is a library which all children can access. There is funding and housing available for children post orphanage. Children below school going age have toys and other supplies. Grades are discussed with teachers at school and recommendations are made. There is no one on one tutoring, children learn as a group in schools.

- Make books in children's local language available.
- Purchase more computers so that the children can have frequent access.

Right to Equal Opportunities

SURVIVING

SUSTAINING

THRIVING

Each child has dedicated space for personal items. All children have the same opportunities. There are no children with disabilities, but children with special conditions have reasonable accommodations. There is a transition plan for all children regardless of gender, disability, etc. Both male and female mentors are available for council. There are resources available to help children with learning disabilities. Children with minor disabilities are being managed but no resources have been identified to accommodate physical disabilities. Children with physical disabilities are referred to other homes that specialize in disabled children.

- Mobilize resources to accommodate physical disabilities.



Right to Guidance

SURVIVING

SUSTAINING

THRIVING

There is a profile and job description and all caretakers are certificate and diploma holders. Caretakers model respectful behavior and children are educated about their bodies. There are guidelines for the children to follow and they are communicated with the children. There is a nurse that comes in once every two weeks to carry out assessments and provide psychological healing. Caretakers are evaluated by the manager to ensure that they are quality mentors for the children. Most children are young and there are no adolescents at the home at the moment. Caretakers are instructed on how to enforce basic life skills to the children. Children over 11 receive education on responsible sexual behaviour with the help of the nurse and caretakers and there is a policy that addresses sexual behaviour. Shoe making, tailoring, and soap making are some of the skills trained to children above 15 years. Life skills e.g cooking, gardening, and shopping are some of the life skills taught. Children in vocational and university are fully supported.

- Continue with current practices.



Right to Be Heard and Participate in Decisions

SURVIVING

SUSTAINING

THRIVING

Children decide what they want to do in their free time and their needs are acknowledged, e.g are allowed to choose their schools. Children participate in menu planning and the older children are allowed to pick their outfits. Healthcare information is provided to both the children and caretakers. Children can opt out of non essential activities. There is an individual development plan for each child and are updated regularly. There are activities where children can engage in leadership roles, e.g leading prayer, though the large majority of the children are young and can't take up leadership roles.

- Continue with current practices.



Right to Be Prepared for Citizenship

SURVIVING

SUSTAINING

THRIVING

There is a birth certificate for each child, immunization cards etc. Caretakers are trained by the social workers and the manager on how to help children practice responsibility. Children have personal responsibilities, e.g cleaning their rooms, washing utensils, fetching water, that are appropriate to their age. National and local holidays are observed. Children are involved in non routine activities like sports. Ethics and governing processes are taught in schools that children go to, but no courses are taken. Life skills are taught by the caretakers as well as the social workers. Children participate in church activities, but not in community work. Major current activities are shared and children are able to watch news on TV for more information.

- Allow children to participate in community service.



Right to Safe from Abuse & Neglect

SURVIVING

SUSTAINING

THRIVING

The level of home security is adequate. The home has a fence and generally there is good security. There are private facilities for both boys and girls. Staff have been trained on alternatives to corporal punishments. There is policy that emphasizes no one on one between individuals, a child protection policy, and a policy that addresses child exploitation. The manager trains caretakers quarterly on how to prevent abuse and caretakers evaluate children for signs of abuse and report findings. Children are accompanied off campus and there is a visitor policy in place. Background of staff is not checked and frequent visitors background isn't checked. Children are allowed to be out of their beds most of the time and intake assessments are done by the manager and social workers, however, there isn't a therapist used.

- Establish a process for checking background of staff and frequent visitors.



Right to Dignity and Freedom

SURVIVING

SUSTAINING

THRIVING

Children are bathed daily and they are taught how to take care of themselves, e.g brushing their teeth, bathing, etc. The home ensures that children are kind to each other and there is no bullying, belittling, and use of unkind comments. Each child has their own bed, clothes, a toothbrush, a towel, undergarments, and proper bed linens which are frequently cleaned. Consequences to infractions of rules are discussed with children ahead of time. There is an adequate outdoor play area appropriate to all ages and age appropriate toys. Children are allowed to speak their native language. Children have the opportunity to do extra chores to earn privileges, but most of them are still young for this. Children do not work in the community for security reasons.

- Allow the older children to work in the community and keep what they earn.



Right to Spiritual Development

SURVIVING

SUSTAINING

THRIVING

Children have the opportunity to be part of a spiritual community and they offer prayers everyday. They participate in religious holidays. Song books and bibles are available and accessible. They are allowed to participate in church activities and prayers are done from the sitting room.

Continue with current practices.



Financial Standard

SURVIVING

SUSTAINING

THRIVING

Expenditures are recorded every day and captured in the system. All records are available for review. Income tax reports have been filed. Controls are in place and there is a petty cash book and accountabilities are made everyday. There is an annual budget in place that the home follows. There are adequate segregations of financial duties, i.e staff makes a request, the CEO approves, and the administrator issues out money and an accountability is made daily. There are internal and external auditors who review books quarterly and there is a qualified accountant. There is a detailed budget for major expenses.

Continue with current practices.



Governance and Human Resource Standard

SURVIVING

SUSTAINING

THRIVING

The home possesses a land title. New caregivers shadow an experienced staff member before they start work. There is a written organizational chart that outlines supervision and regular staff meetings are held when a need arises. There is job descriptions for caregivers outlining their duties. The home complies with government requirements and it is fully licensed. There is an active board of directors. Ministry of gender does trainings in caring for sick children and how to prevent illness. The manager trains staff on the practical ways to facilitate child participation at enrollment.

- Provide more training on the importance of and practical ways to facilitate child participation.
- Hold staff meetings at least once a week.



Current Improvement Partners



Both Ends Believing - Uganda

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. Learn more at www.bebglobal.org.

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



Hadijah



Gorret



sheila



Geoffrey



Asenath



Manasi



Daniel



Children first. Family forever.



A CHILD'S
HOPE
FOUNDATION