

# Kids with a Vision Foundation

Nigeria



# IMPROVEMENT ROADMAP

April | 2024





# Overview of this Children's Home

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## Background & Mission

Kids with a Vision Foundation (KWAVF) was founded by Grace Yaro in 2006 and legally registered in Nigeria in 2011. The founder has a heart and passion for vulnerable children. She runs the home alongside her husband. They envision a society where visionary children will be raised as trauma-free leaders through holistic programming and community outreaches. Their mission is to be the voice of orphans by breaking the cycle of ill health and poor access to education, as well as providing a safe environment for children to grow.

## Recent Accomplishments

1. The home was able to acquire a piece of land and building materials for their permanent site.
2. There were children who were struggling in school but are now doing better.
3. The home has been able to get partners to bring in fruits monthly.

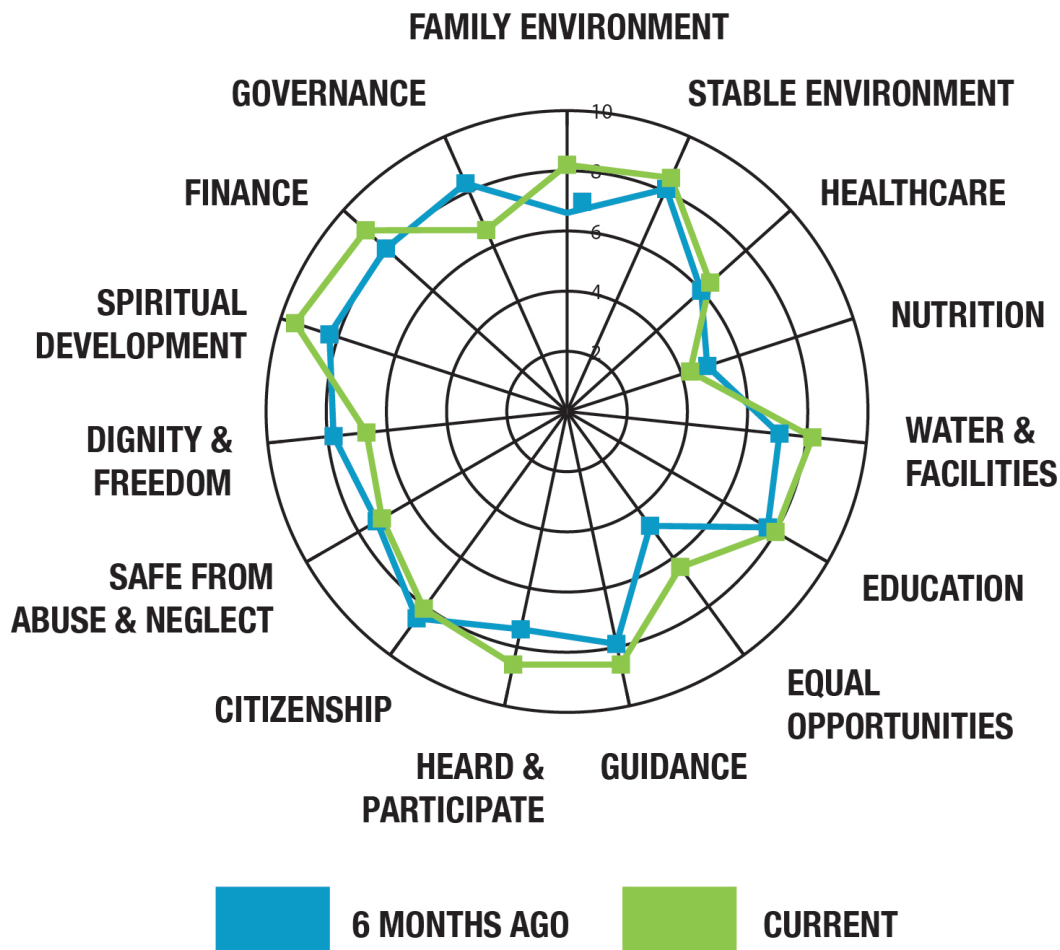


# The Thrive Assessment

## 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

## CHILD PROTECTION TRAINING FOR CAREGIVERS

<b>PROJECT SUMMARY</b>	Provide the caregivers training on Child Protection in order to better recognize and prevent abuse.
<b>INITIAL ANTICIPATED COST</b>	NGN 200,000 / \$181 USD

## PURCHASE OF TOWELS

<b>PROJECT SUMMARY</b>	Purchase towels for every child to enhance their personal hygiene.
<b>INITIAL ANTICIPATED COST</b>	NGN 640,000 / \$581 USD

## HIRE HOMEWORK ASSISTANTS

<b>PROJECT SUMMARY</b>	Hire homework assistants who will support children who have some learning difficulties.
<b>INITIAL ANTICIPATED COST</b>	NGN 240,000 / \$218 USD



## Right to Live with Family

SURVIVING

SUSTAINING

THRIVING

The home has 5 consistent caregivers who are available and they have complete case files for the children. Caregivers do not have complete trainings but are able to participate when other trainings are held. The home also uses caregiver evaluations which are documented. Siblings are not encouraged on a daily basis for sibling bonding. The home does not work with a social worker and the caregivers are not evaluated by psychologists on their care due to lack of funding. However, family visitation is encouraged.

- Find partners to support and provide funding for training of caregivers.
- Create sibling bonding activities on a monthly basis.
- Hire a psychologist to evaluate caregivers and children.



## Right to a Stable Environment

SURVIVING

SUSTAINING

THRIVING

The children are well mannered and are given age appropriate tasks. The caregivers engage in joint activities with the kids, eating playing and working together. Caregivers need to be trained on teamwork and have quarterly meetings to review their set goals. The commitment time for caregivers isn't established and sometimes they have caregivers leave after a short stay.

- Organize training for caregivers on age appropriate rules and positive discipline.
- Hire a psychologist to meet with caregivers for discussions on work and mental health.



## Right to Healthcare

**SURVIVING**

SUSTAINING

THRIVING

Medical documentation is complete and up to date. Annual health checks are also carried out. However, children need to have medical check ups quarterly and need to be educated on hygiene and its practices. There are no trained caregivers to handle special medical conditions. The home does not have a training plan for medical emergencies or special medical conditions. However, they have a hospital identified that they can go to for a subsidized fee. Children need to be encouraged to brush more often and wash their hands after using the bathroom.

- Train caregivers on hygiene practices as well as on how to manage special medical conditions that the children may have.
- Organize fundraising to support regular health check ups for the children.
- Purchase soap and antiseptics for washing hands and encourage children to brush their teeth regularly.



## Right to Nutrition

SURVIVING

SUSTAINING

THRIVING

Children do not receive enough calories each day to support their growth and development. Efforts are needed to explore avenues that will ensure children are receiving appropriate nutrients daily. A nutritionist could assess the children's dietary needs and provide recommendations for balanced meals and snacks. The cooks also need to receive annual training to learn food safety practices and nutrition. This ensures that they can effectively prepare nutritious and safe meals for the children.

- Hire a nutritionist to help with menu and diet plans for the children.
- Purchase protein such as meat, poultry, fish, eggs and include in meals at least once a week.



## Right to Safe & Adequate Water & Facilities

SURVIVING

SUSTAINING

THRIVING

The facility has not been inspected by a professional within the past year, but they have safe drinking water available. Safety concerns have been addressed and the home is capable of withstanding the elements. There are available functioning fire extinguishers at the home. However, the home still does not have a documented emergency plan that staff and children participate in. The need for safety drills was not previously understood until this assessment. Staff do receive training on importance of clean drinking water.

- Invite fire servicemen to conduct a training for staff and children on emergency fire drills.
- Document an emergency plan.
- Establish a system for regular review and update of safety procedures and emergency plans within three months.



## Right to Quality Education

SURVIVING

SUSTAINING

THRIVING

All children are enrolled in school and receive education tailored to their age and literacy levels. A diverse library of over 75 books is accessible to them, promoting reading and intellectual development. Additional funding and housing support are available for children transitioning from the orphanage, ensuring their continued care and stability. Toys are provided for younger children to facilitate play and learning. However, there's a need to address the absence of art supplies, which inhibits opportunities for creative expression and artistic development among the children.

- Purchase art supplies for children of all ages.
- Organize fundraising in partnership with other NGO's for computers.
- Hire homework assistants.



## Right to Equal Opportunities

SURVIVING

SUSTAINING

THRIVING

Each child is allocated personal space to store their belongings, fostering a sense of ownership and privacy. Equal opportunities for educational development are provided to all children within the home environment. While there are currently no children with disabilities, resources are readily available to accommodate any physical disabilities should the need arise. Role models serve as mentors and counselors, offering guidance and support to the children as they navigate their personal and academic journeys.

- Conduct a review of the current personal space allocation system to ensure it meets the needs of all children.
- Develop a comprehensive plan for inclusive educational development, considering diverse learning styles and needs.
- Establish protocols for identifying and addressing potential physical disabilities, including the procurement of necessary resources and training for staff.



## Right to Guidance

SURVIVING

SUSTAINING

THRIVING

Rules and regulations govern both caregivers and children, fostering a structured and respectful environment. Caregivers fulfill rigorous employment criteria and model exemplary behavior for the children. Talks on puberty and bodily changes are provided to support the children's understanding of their developing bodies. However, there is currently no provision for daily psychological healing. Caregivers receive training to effectively model, teach, and reinforce life skills and behaviors. There are currently no established policies addressing sexual behaviors. Children above 15 are exposed to various career and education opportunities, with support provided for vocational training and university courses which aim to broaden their horizons and prepare them for the future.

- Implement a comprehensive psychological support program offering daily counseling sessions for children.
- Create and enforce policies to manage sexual behaviors, with protocols for prevention and victim/perpetrator support.
- Expand career and education programs for children over 15, incorporating mentorship, internships, and networking.





## Right to Be Heard and Participate in Decisions

SURVIVING

SUSTAINING

THRIVING

Children have the freedom to choose what they wear and how they spend their free time, even though their needs may not always be fully met. Open dialogue between caregivers and children regarding healthcare procedures is encouraged. Individualized development plans are regularly updated and implemented, fostering opportunities for leadership roles through engaging activities that ensure holistic growth and empowerment within the home environment.

- Children should be included in menu planning.
- Institute regular forums for children to voice preferences and concerns about decisions affecting them.
- Create a feedback system to address children's suggestions and ensure consistent meeting of their needs,



## Right to Be Prepared for Citizenship

SURVIVING

SUSTAINING

THRIVING

The center maintains a clean, litter-free environment consistently. Children are equipped with birth certificates, excluding newly enrolled individuals. Age-appropriate responsibilities are assigned and participation in non-routine activities is encouraged. However, not all children engage in community service. National and public holidays are observed, with age-appropriate ethics courses incorporated into the curriculum. Caregivers are trained to facilitate learning and instill responsibilities, though mentorship for life skills may not be available for children over 15.

- Implement a streamlined process to ensure timely acquisition of birth certificates for all newly admitted children.
- Develop a comprehensive community service program to engage all children in meaningful activities outside the home.
- Expand mentorship opportunities for children over 15 to ensure they receive vital life skills training from qualified individuals.



## Right to Safe from Abuse & Neglect

SURVIVING

SUSTAINING

THRIVING

The home ensures children's protection from abuse and neglect through various measures including adequate security, private facilities, separate sleeping arrangements by age and gender, and annual staff training on positive discipline techniques and child protection programs. Policies prohibit one-on-one interactions and child exploitation. In sustaining efforts, caregivers receive training to recognize abuse, monitor children regularly, report concerns, and accompany them off-campus. These efforts are supported by visitor policies and staff background checks. Children have daily freedom within safety protocols. However, there's a gap in using therapist assessments for trauma and counseling, suggesting a need for enhanced mental health support.

- Organize caregiver training to enhance abuse recognition and prevention.
- Implement thorough background checks for all visitors to bolster security.
- Hire therapist for trauma intervention and counseling access.



## Right to Dignity and Freedom

SURVIVING

SUSTAINING

THRIVING

Children at the home are ensured dignity and freedom through various measures such as daily bathing, encouragement to be kind, discouragement of bullying, access to personal beds, adequate clothing, and the teaching of self-care skills. Rules are communicated clearly, consequences are discussed, and both proper linens and individual toothbrushes are provided for sustainability. While outdoor play areas are safe and toys are age-appropriate, there are limitations on language use, and not all amenities are consistently clean or available. Additionally, while teenagers have the option for extra chores to earn privileges, they are restricted from working in the community. This is a potential area for improvement in order to foster greater autonomy and growth.

- Purchase towels for the children.
- Expand access to age-appropriate toys and art supplies during playtime to enhance recreational opportunities.
- Review and revise language policies to promote cultural diversity and inclusivity, allowing children to speak their native languages within reasonable bounds.



## Right to Spiritual Development

SURVIVING

SUSTAINING

THRIVING

Children's spiritual development is fostered at the home through various means: they have the opportunity to engage with a spiritual community, practice communal prayer, and participate in religious holidays. Additionally, spiritual and religious materials are accessible. Children are also provided with service opportunities to deepen their understanding. Quiet spaces for prayer and meditation are available, thereby supporting their spiritual growth and well-being. These practices ensure that their rights to spiritual development are not just upheld, but also nurtured and encouraged to thrive.

- Facilitate regular discussions with children to explore diverse spiritual beliefs and practices, promoting inclusivity and understanding
- Establish structured programs that encourage children's active participation in community service aligned with their spiritual values.
- Enhance the availability and accessibility of diverse spiritual resources and materials to accommodate individual interests and beliefs.



## Financial Standard

SURVIVING

SUSTAINING

THRIVING

Financial standards at the home ensure survival through diligent tracking of income and expenses, maintenance of records, and compliance with tax regulations. Sustainability is achieved by monthly financial statements, control measures to prevent fund misuse, adherence to an annual budget, and segregation of financial duties. The home also utilizes quarterly financial reviews, detailed budget plans for major expenses, and an annual validation of books by a qualified accountant. These measures ensure robust financial management and planning for future growth and stability.

- Implement monthly bank account reconciliations to ensure more frequent and accurate financial oversight.
- Strengthen internal controls by rotating financial duties periodically among staff members.
- Enhance financial transparency by publishing quarterly financial reports for stakeholders' review and feedback.



## Governance and Human Resource Standard

**SURVIVING**

SUSTAINING

THRIVING

Land assests have been secured for the home, caregiver mentorship for new staff is regularly practiced, and regular staff meetings are conducted. However, improvement could be made addressed in regards to a written organizational chart. Sustainability is maintained through clear employment terms, compliance with regulations, ongoing staff support, and training on child development. While there is some board oversight, board members do not always meet biannually. Annual caregiver trainings and employee record-keeping does occur, but could be improved. Vacation and leave are offered to staff, but a more comprehensive policy could be established.

- Create and implement a supervision chart for clear delegation and accountability among staff.
- Establish a comprehensive leave policy framework for all staff members.
- Conduct regular audits of employee files to ensure accuracy and compliance.





# Current Improvement Partners



## ASOHON

The Association of Orphanage and Home Operators in Nigeria strives to improve orphanages and homes by promoting awareness of laws related to the rights of children and encouraging a united approach in the care of vulnerable children. Learn more at [www.asohon.org](http://www.asohon.org).

For a list of projects and opportunities to coordinate on go to  
[www.achf.org/projects](http://www.achf.org/projects)



WAVE  
Vision Foundation

COMMUNITY  
REACH



A CHILD'S  
**HOPE**  
FOUNDATION