

Off Tu Mission

Uganda



IMPROVEMENT ROADMAP

April | 2024



Overview of this Children's Home

Background & Mission

Off Tu Mission is a Non-Governmental organization founded in 1997 to reach young people with the gospel of Jesus Christ. The name "Off Tu Mission" is derived from a German phrase, "Missionswerk Offene Tueren," which means "Open doors mission work." Since 1997, the organization has sought to support young people in schools and communities not only with the gospel, but also with transformational and impactful messages to guide them to become resourceful citizens in Uganda. Due to the increasing number of street children in Uganda, the organization established a children's home in 2007 to provide shelter, support, rehabilitation, care and family reintegration for children. In 2009, the organization established a primary school to enable these former street children to obtain education while being prepared for family reintegration. The organization is committed to bring back lost hope amongst these little ones, and to see them obtain professions to transform their families and the country at large. Today, over 80 former street children have been transformed. The children's home is currently licensed to accommodate 40 children. However, several children have outgrown the home and are further supported by the organization to finish their school.

Recent Accomplishments

1. Introduced a backyard garden so that children can receive a balanced diet with a constant supply of vegetables and fruits.
2. Nutrition training for all staff and caretakers was carried out.

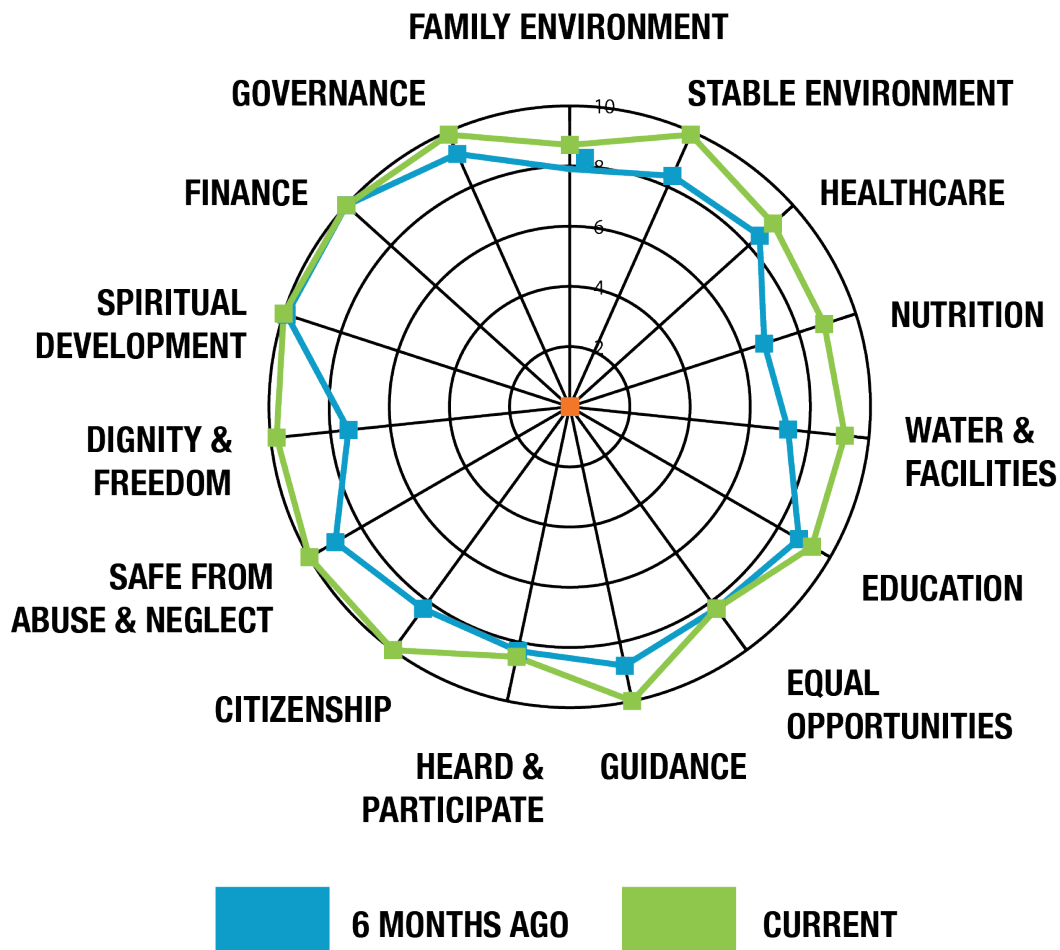


The Thrive Assessment

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

TRAUMA INFORMED CARE TRAINING

PROJECT SUMMARY	Training on trauma informed care is needed to create a deeper understanding of self worth among the children. There is a plan to train staff and caretakers on how to deal with traumatised children and sensitize them on how to look out for signs of trauma.
INITIAL ANTICIPATED COST	2,000,000 UGX \$532 USD

EMPOWER YOU PROJECT

PROJECT SUMMARY	The “Empower You” project will aim at providing comprehensive life skills training to the children in the home, ages 5 to 18 and young adults of 19 to 24. This project will empower them with practical knowledge and abilities alongside their formal education to enhance personal growth, employability and overall well being.
INITIAL ANTICIPATED COST	2,000,000 UGX \$532 USD

BACK HOME PROJECT

PROJECT SUMMARY	The “Back Home” project involves reintegrating 10 young adults to their families by October 2024. Although the organisation will continue to support them for education, it is imperative for such children to permanently bond with their families and relatives. Needed funds will help in family tracing, family reintegration and psychosocial supportive counselling.
INITIAL ANTICIPATED COST	2,000,000 UGX \$532 USD



Right to Live with Family

SURVIVING

SUSTAINING

THRIVING

The home has 29 children and 6 consistent caretakers. All records are kept from the time a child joins the home to the time they leave. Trauma informed care training is not done at recruitment, but rather whenever needed. There is an established onboarding plan where training is done and caregivers are evaluated before they start work. Sibling bonding is encouraged. There is a social worker who helps in reunification. There is no therapist at the moment who evaluates caretakers, but the home is using the child protection officer. Family visitations are encouraged, but not on a monthly basis. During school breaks, parents are encouraged to visit their children.

- Ensure that caregivers complete training on trauma quarterly.



Right to a Stable Environment

SURVIVING

SUSTAINING

THRIVING

House rules are explained consistently and disciplinary actions are age appropriate. Children are called by their preferred names and demeaning names are being discouraged. Children have down time and are engaged in unstructured play. Family groups eat, work and play together. The child protection officer meets the caretakers to discuss behavioral ideas when there is need. Caregivers have no off days, but they get time to rest everyday when the children have gone to school. Caregivers commit to at least 2 yrs of service and the turnover rate is below 20%. Monthly meetings are done for caregivers to engage in discussions on how to create a good environment for the children. Caregivers play with kids and family groups celebrate birthdays together.

- Continue with current practices.



Right to Healthcare

SURVIVING

SUSTAINING

THRIVING

A health screening is done each term as children return from their homes. Children have their vaccination documents. Water and soap is available and caregivers remind children to wash their hands as required. ROTOM hospital is used in case of emergencies. Girls have access to enough feminine hygiene products, but the disposal methods are lacking. Adolescent girls are taught the basic hygienic menstrual care. Children brush their teeth everyday and are cleaned quickly after soiling. Vision and dental exams are not being done annually, but children are helped as need arises. No lice cases are at the home. Each child has a medical file with all necessary medical documents. First aid kits are fully stocked and children receive medical treatment whenever needed. There is a medical emergency fund and children with special medical cases are taken care of. Children with great need receive orthodontic treatment. The social workers teaches the adolescent girls about their menstrual cycles.

- Mobilise resources to accommodate dental and vision exams annually.
- Improve disposal methods for feminine hygiene.



Right to Nutrition

SURVIVING

SUSTAINING

THRIVING

Children receive 3 meals each day and enough calories and food is prepared in a hygienic manner. The kitchen is kept clean and orderly, and it's also well ventilated. Children receive appetising food with protein daily. As a result of the recent garden project following the last Thrive Assessment, children receive fruits once a day and vegetables twice a day. There is a nutritionist who advises on the menu quarterly. Cooks receive training as they start work and when necessary.

- Continue with current practices.



Right to Safe & Adequate Water & Facilities

SURVIVING

SUSTAINING

THRIVING

The home is inspected by the probation and welfare officer and the ministry of gender. There is clean and reliable water that is safe for drinking and readily available. Staff have been trained on water hygiene. Bathrooms and toilets have functioning bulbs. Sewage and waste water is properly disposed. There is a standby generator for power, but no fire extinguisher, and water is pumped. There is skilled maintenance available including a standby plumber and an electrician. Safety concerns have been addressed. Outdoor premises are adequately lit. However, some sink faucets and shower heads are broken, and there are no smoke alarms. There is also no documented emergency plan and no drills done. There is a written plan but its quarterly. The electrical infrastructure is sufficient.

- Mobilise resources so that the home acquires smoke alarms.



Right to Quality Education

SURVIVING

SUSTAINING

THRIVING

All children attend school. Children above 7 are assessed and able to identify letters of alphabet and are assessed by the social workers. Children 9 and above can read add, subtract and multiply. There are no children below school going age. Qualified evaluations are done by the school teacher, counsellors and psychologists, and children are referred. There are books available, but in English and not in local languages. The home has computer access. Group tutoring is done at school and there is extended time for additional education support. There is no established library, but the home has a few books that children read. Children are progressing well academically and some have been recommended for vocation training. Funding and housing is available in the youth support programme. The home does education assessments and plans are made to help children with challenges. There are computer lessons available at the school and all children can access them. Art supplies are also available. One on one tutoring isn't done because it is costly for the home.

- Continue with current practices.

Right to Equal Opportunities

SURVIVING

SUSTAINING

THRIVING

Each child has dedicated space (e.g cloth shelves etc). Children receive the same opportunities to develop with their education. Children with minor disabilities are being accommodated and extreme disabilities are being referred to homes with specialised care. There is a transition plan for every child and they are prepared early as soon as they join the home. All staff are encouraged to act appropriately. There are resources available for children with learning disabilities (e.g children taken to specialised education schools when needed). No resources have been identified for physical disabilities, but children with eye problems are being addressed.

- Implement plan to accomodate children with physical disabilities.



Right to Guidance

SURVIVING

SUSTAINING

THRIVING

There is a job description for new caregivers. Caregivers model respectful behaviour and being a christian home, children values are upheld. A social worker educates children about their bodies. There are simple guidelines and they are communicated to the children. The school does counselling every Friday to ensure psychological healing. Caregivers go through a series of assessments before they start work and they are constantly assessed on the care they provide. There is sexual reproductive health training that children undergo weekly, and the home has child protection policies in place. Most caregivers are social workers and are trained on how to manage sexual behaviour. Career guidance is done before school begins. The home uses "Journeys Plus" life skills manual and Stepping Stones for Young Adults. Children are supported all the way until graduation.

- Continue with current practices.



Right to Be Heard and Participate in Decisions

SURVIVING

SUSTAINING

THRIVING

Children can do what they want to do in their free time, but with supervision by caretakers, and their needs are acknowledged. Children are also engaged in menu planning and get to pick their outfits, as guided by the matron. Healthcare procedures are communicated and explained to the children prior to administration. Children can opt out of non-essential activities. Individual development plans are reviewed every 6 months. Children are involved in leadership activities (e.g. the home has house ministers).

Continue with current practices.



Right to Be Prepared for Citizenship

SURVIVING

SUSTAINING

THRIVING

Birth certificates and care orders have been acquired for all children. Caregivers are trained to help children practice responsibility. Children participate in chores such as mopping, washing dishes, and washing clothes. The home observes local and national holidays and the premises are free from litter and other objects. Swimming and home economics are some of the activities done by the children. The home also has devotions, which help teach the children ethics, and there is a mentor adult present. The children help in clearing the roads and trenches in the community, and were also involved in covid 19 sensitizations. Children are involved in the major current events as well.

Continue with current practices.



Right to Safe from Abuse & Neglect

SURVIVING

SUSTAINING

THRIVING

The home has adequate security included a gate man and fencing. There are private facilities for bathing and using the toilet, as well as separate sleeping areas for both boys and girls. The child protection officer and a police officer speak to staff about positive discipline and alternatives to corporal punishments. Children are encouraged to work in groups and there is a child protection policy that helps prevent child exploitation. A child protection officer trains caregivers on how to recognise and prevent abuse. Children are evaluated quarterly by the child protection officer or a social worker for signs of abuse. Children are accompanied off campus and the visitor policy is embedded in a child protection policy. The background of staff is checked and there is a procedure for visitors to follow. Children are out of cribs and chairs for the majority of the time.

Continue with current practices.



Right to Dignity and Freedom

SURVIVING

SUSTAINING

THRIVING

Children are bathed everyday. Bullying is not tolerated. Each child has a bed, adequate clothes and undergarments. Children care for themselves as much as possible. Matrons and assistant wardens warn the children appropriately and consequences to infractions of rules are discussed. Children have proper bed linens, toothbrushes, clean towels, and a safe place to play. Children are allowed to speak their native language and are allowed to work and keep what they earn. Teenagers have the opportunity to work and keep what they earn as well, especially during school holidays.

Continue with current practices.



Right to Spiritual Development

SURVIVING

SUSTAINING

THRIVING

All children are allowed to be part of a spiritual community. There are daily devotions at the home. They are allowed to participate in religious holidays like Christmas and Easter and religious books are available. Children also participate in Sunday School and they lead in church.

- Continue with current practices.



Financial Standard

SURVIVING

SUSTAINING

THRIVING

Records are maintained with the accounts office. The home files with the URA and URSB annually. Profit and loss statements are made by the accountant. There are controls in place, such as administrators making requisitions, which are approved at different levels and then funds are released. The home operates on an annual budget. Bank accounts are reconciled monthly and financials are reviewed quarterly. There are strategic plans both long term and short term, as well as operational budgets. An accountant also validates the books quarterly.

- Continue with current practices.



Governance and Human Resource Standard

SURVIVING

SUSTAINING

THRIVING

The land is in the name of the home and it is fully licensed. New caregivers shadow old caregivers and there is an organisation structure that outlines supervision. Caregivers are given a job description. Staff meetings are held when needed, but not on a weekly basis. Caregiving staff are not trained on attachment or child development, but they undergo capacity building. There is a board of directors that meets regularly. Training in caring for sick children is incorporated into capacity building. Staff members take long holidays at the end of the year and short breaks within the year. Each employee has a file. Child participation training is done by the child protection officer.

- Continue with current practices.



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



BEB
Children first. Family forever.

**A CHILD'S
NOPE**
FOUNDATION