

CHILD DEVELOPMENT NEPAL

BARAHATHAWA-18, SHREEPUR, SARLAHI

5-Year Strategic Plan (2025-2029)

Approved Date:

I. Executive Summary

Child Development Nepal (CDN) is a non-governmental organization established in 2015 A.D. (2071 B.S.) committed to improving the lives of marginalized and deprived children, youth, and communities in Sarlahi, Nepal. This 5-year strategic plan outlines CDN's vision, mission, strategic priorities, and key objectives for 2025-2029, aiming to build upon past achievements and enhance impact.

II. Background

CDN has a proven track record of implementing programs in child rights, adolescent sexual reproductive health, WASH, nutrition, violence against women, vocational training, and disaster response. The organization currently implements the "Education and Livelihood for Dignified Life" project, funded by Aide et Action Nepal, focusing on quality education and livelihood training. CDN operates in 10 Municipalities and rural municipalities in Sarlahi.

III. Vision, Mission, and Core Values

Vision: To foster good governance, sustainable peace and development, and social change through empowered children, youth, and marginalized communities.

Mission: To bring positive changes in the lives of marginalized and deprived children and people by ensuring their participation, survival, protection, and development rights, addressing economic, social, cultural, educational, and political barriers.

Core Values:

Integrity: Operating with honesty, transparency, and ethical responsibility.

Respect and Inclusion: Valuing diversity and ensuring equal opportunity and respect for all.

Accountability: Being accountable to beneficiaries, donors, partners, and each other.

Collaboration: Believing in collective action and the strength of partnerships.

Excellence: Pursuing quality and innovation, continuously improving programs and practices.

Compassion: Serving with empathy, putting dignity and well-being at the heart of the mission.

IV. Strategic Pillars & Objectives (2025-2029)

Based on CDN's strategic areas, the following pillars will guide our efforts:

Strategic Pillar 1: Quality Education and Child Rights

Objective 1.1: Increase school enrollment and retention rates for out-of-school, Dalit, and marginalized children, aiming for a 15% increase by 2029.

Activities:

- Conduct annual school enrollment campaigns in collaboration with local municipalities and mother groups.
- Provide educational support (stationary, school bags, scholarships) to Dalit and marginalized students.
- Continue extra learning classes for students needing additional support, especially those affected by disruptions like COVID-19.
- Support the establishment and management of child-friendly learning environments in ECCD centers and schools.

Objective 1.2: Enhance the quality of early grade education and teaching methodologies in targeted schools by 2029.

Activities:

- Provide regular child-friendly training to teachers, focusing on reading and math assessment (EGRA/EGMA) and methodologies.
- Support schools with teaching-learning materials (TLM) and book corners.
- Organize extra-curricular activities (quiz, essay, drawing contests) to engage students and reward participation.
- Facilitate meetings between Head Teachers, SMCs, PTAs, and local government to develop action plans for improving attendance and learning outcomes.

Objective 1.3: Strengthen awareness and protection against child abuse, labor, and trafficking by 2029.

Activities:

- Conduct awareness programs on child physical, mental, and sexual abuse for students and teachers.
- Continue analysis and advocacy related to child labor, especially in Madhesh Province.
- Implement awareness campaigns against human and child trafficking.

Strategic Pillar 2: Health, Nutrition & Sanitation

Objective 2.1: Improve community health and hygiene practices, especially among vulnerable groups, by 2029.

Activities:

- Conduct orientation programs on the use of iodized salt, drinking water, and sanitation for mother groups and school children.
- Distribute iron pills to mother group members and adolescent girls.
- Distribute worm pills and Vitamin 'A' to children aged 1-5 years in coordination with health posts.
- Provide orientation to pregnant women and lactating mothers on nutritious food and infant feeding practices.
- Promote solid waste management in schools and homes through orientation programs.
- Continue awareness programs on bad habits and anti-narcotics for school children.

Objective 2.2: Enhance community resilience to health emergencies and natural disasters by 2029.

Activities:

- Maintain capacity for COVID-19 response and preparedness, including hygiene material distribution and isolation center support.
- Provide nutrition support during disaster response efforts (e.g., floods, fires).

Strategic Pillar 3: Livelihood, TVET & Vocational Trainings for Youths and Women

Objective 3.1: Empower youth and women through vocational skills training to improve their livelihoods and employment opportunities by 2029.

Activities:

- Provide vocational training such as junior building and electrician training, computer hardware and networking, and tailoring.
- Conduct Loksewa preparation classes for poor and Dalit students to enhance employment prospects in public service.
- Promote income-generating activities for young women.

Strategic Pillar 4: Humanitarian Assistance and Emergency Response

Objective 4.1: Provide timely and effective humanitarian assistance during emergencies by 2029.

Activities:

- Continue to distribute relief materials (food, hygiene) to flood and fire-affected populations.
- Strengthen rapid response mechanisms for natural disasters.

V. Cross-Cutting Themes

- **Gender Equality and Social Inclusion (GESI):** Integrate GESI principles into all program design and implementation, ensuring equitable participation and benefits for women, girls, Dalits, and other marginalized groups.
- **Good Governance and Accountability:** Promote transparency, participation, and accountability of duty bearers towards children, youth, women, and the community.
- **Sustainability:** Foster community ownership and local government collaboration to ensure the long-term sustainability of interventions. This includes orienting mother groups on budgetary processes of local government for funding I-lead centers and educational/livelihood activities.

VI. Monitoring, Evaluation, and Learning (MEL)

- Develop a robust MEL framework with clear indicators for each objective.
- Conduct regular field monitoring visits and coordination meetings with program staff.

- Document success stories, case studies, and lessons learned to inform future programming.
- Ensure timely reporting to donors and stakeholders.
- Utilize feedback from community-level meetings (SMC, PTA, HT, Teachers, Mother Groups) for continuous improvement.

VII. Resource Mobilization

- Diversify funding sources beyond current donors (Aide et Action Nepal and various Municipalities).
- Strengthen relationships with existing partners and explore new collaborations.
- Leverage the expertise of board members and staff for fundraising efforts.
- Maintain accurate financial records and adhere to procurement and financial policies.

VIII. Organizational Capacity Strengthening

- Invest in staff development and training to enhance program implementation and management skills.
- Ensure adherence to all organizational policies, including HR Policy, Child Protection Policy, Gender Equality Policy, and Code of Conduct.
- Strengthen internal communication and coordination among all units and staff.
- Continue to recruit qualified staff through a competitive and transparent process.

IX. Conclusion

This 5-year strategic plan provides a roadmap for Child Development Nepal to continue its vital work in Sarlahi and other . By focusing on quality education, health, livelihood, and emergency response, while upholding core values and strengthening partnerships, CDN aims to create lasting positive change for children, youth, and communities.