



**SPECIAL
EDUCATION
PROFESSIONALS**

ANNUAL REPORT

2018



*If you would like to have more information on SEP and its activities,
or if you would like to make a contribution to support SEP, please contact:*

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FOREWORD FROM DIRECTOR

The year 2018 was instrumental for SEP with a new strategic plan for the coming four years. There was a lot of thought and reflection involved to make decisions for the near future. I am pleased with the input of staff and members toward strategic goals to further improve the organization.

SEP is strong in training people living or working with children with disabilities:

The workshops for parents and caregivers in the projects were well attended. A new topic was introduced on parental involvement to enhance progress in their child.

99 Siblings participated in the sibling workshops and ended the week with an amazing performance with powerful messages about living with a sibling with a disability for their parents and communities.

The training for teachers on inclusive education is tailor made and has seen two new topics this year: A model of inclusive teacher preparation and Reading.

The peer education programme Wezesha II has trained 40 peer educators in rural communities. New topics were introduced to respond to the need for advocacy and to improve communication skills among the peer educators. The Wezesha team is preparing to withdraw from the current groups as they are now well organized and independent in offering basic intervention and creating awareness. We are looking forward to starting new groups next year.

Wezesha I is currently on hold but the communities in Nyanduma and Muranga received further assistance thanks to our partnership with COTRR.

This year 28 young therapists and special needs teachers participated in the transdisciplinary training in November and 14 full members in the Training of Trainers 2, which was aimed at further improving training and interpersonal skills.

SEP facilitated a week training in Lockichar for staff of a centre for physically disabled children.

Continuous professional development is key when working with children with disabilities. We had a variety of topics presented during the monthly SEP meetings. Two staff members were selected to attend the Peoples to Peoples workshop in Ethiopia. This workshop aimed at creating awareness on disability and promoting inclusion through arts and culture. Members also participated in the workshop on Music Therapy as a different tool to use when working with children with disabilities. Three therapists were trained on Appropriate Paper Based Technology and plans are underway to start a workshop to produce sitting aids. These opportunities give our therapists and teachers new ideas and skills to enhance their professional interventions. I welcome the input of art as music, dance and drama are wonderful tools to communicate. The dance for youth fits in this context.

I want to thank our donors and friends of SEP for their continuous support which is what makes our work possible. I am thankful for the staff for their amazing energy and the way they put this into action, always focused on improving the lives of children with disabilities. I am further grateful for the volunteer members and their valuable input; and for the interns and their openness to learning and sharing experiences. Thanks to you all SEP is lively and brings hope to families.

I am looking forward to another fruitful year!

Karolien Remmerie - Director of SEP

SUMMARY AT A GLANCE...

-
- 820** Our workshops on a wide range of special needs topics have seen a total attendance of 820 parents, caregivers, teachers, therapists and siblings.
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- 360** We have helped 360 children with disabilities through regular therapy interventions carried out by our members working at our partner organizations.
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- 201** We have seen 201 children with disabilities at our 'Early Intervention Consultations'. Each family received advice, support and empowerment from our multidisciplinary team.
-
- 69** We have 69 SEP members, including Occupational Therapists, Special Needs Teachers, Physiotherapists, Speech and Language Therapists, and Nutritionist: mainly volunteers who dedicate their time and expertise to the Kenyan community.
-
- 12** We are working with 12 partner organizations to help us achieve our goals and objectives.
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- 9** We had 9 members of staff: 3 Occupational Therapists, 2 Physiotherapists, 1 Communication Advisor; 1 Special Needs Teacher; 1 Fundraising & Communications Coordinator and 1 Administrative Assistant.
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- 2** SEP successfully held 2 "Dance for Youth with Disabilities" events in partnership with Sarakasi Trust.
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- 1** Team! SEP remained 1 united, diverse, multidisciplinary and international team determined to help children with disabilities.
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INTRODUCTION TO SEP

Special Education Professionals (SEP) is an organization of therapists and special needs teachers who work in a multidisciplinary team, applying a transdisciplinary approach. SEP focuses on the family, with parents becoming key partners for the intervention for their child. SEP operates in Nairobi and selected rural areas. SEP is a non-profitable body. It was founded in 1990 and registered as a society in Kenya in 2001.

SEP is unique, as its members work with education and healthcare professionals from all over the world, learning from other views and approaches, while striving for a common goal.

SEP's core competencies are:

- transdisciplinary approach practiced by a multidisciplinary team to provide a holistic service
- high quality performance and initiative to improve the lives of children with disabilities and their families
- empowerment of communities
- tailoring and delivering high-level training to diverse audiences
- deep commitment to work across organizational boundaries
- emphasis on teamwork and encouragement of cooperation, collaboration and partnership
- existing trust and shared values among staff and volunteers
- dynamism and flexibility to adjust to changing environments

SEP's programmes and activities are run in collaboration with various actors. Such stakeholders include amongst others beneficiaries, non-governmental organizations (NGO's), faith based organizations (FBO's), community based organizations (CBO's), peer institutions, the Government of Kenya, as well as various development partners.

SEP is driven by the aspiration of a holistic approach in improving the life of children with disabilities and their families. The main thrust of SEP's work in this regard concerns ongoing capacity building of families, caregivers, community health volunteers (CHV) and professionals, using a transdisciplinary approach.

Vision Statement

An inclusive society where children with disabilities are actively participating in their families and communities, providing them equal opportunities to reach their fullest potential and living a quality life.

Mission Statement

SEP promotes early intervention and inclusion through transdisciplinary approach and skills development. Using the diverse expertise, SEP provides sustainable intervention that supports children with disabilities, empowers their families, caregivers, and professionals, in collaboration with other stakeholders.

Values statement

Integrity: *We value truthfulness, fairness, honesty and transparency in our internal and external relationships and communications.*

Excellence: *We pursue professionalism and timeliness and seek credibility in all we do. We are committed to the highest professional standards.*

Collaboration: We value the combined wisdom that emerges when individuals work together as a team.

Equity: We believe everyone deserves a dignified life, and fair access to social justice, health services, schools and opportunities.

Innovation: We embrace and support innovation that holds the promises of enhancing organizational learning.



TRAINING OF PROFESSIONALS: THERAPISTS & SPECIAL NEEDS TEACHERS

1. TRANSDISCIPLINARY TRAINING

Goal

To have all members confident in practicing transdisciplinary therapy intervention, in line with the SEP mission.

To achieve professionalism amongst SEP members, SEP organizes transdisciplinary trainings that help in developing and strengthening the knowledge, skills, and abilities across different professional skills. SEP creates opportunities to access resources that are a requisite when working with children with disabilities.

During the year 2018, SEP offered 3 trainings for therapists and special needs teachers who were intern members of SEP.

In 2018 First Steps Intervention School Karen hosted the 2 week transdisciplinary training at no cost. 28 new interns attended this particular training. The interns who participated in the 2 week transdisciplinary approach will continue receiving more practical training in the SEP projects under supervision of the SEP training team.

INTERN TRAINING		
Date	Title	Attendance
11.07.18	Precaution for management therapy interventions	7
12 - 23.11.18	Transdisciplinary training	28
4.12.18	Brain and neuro plasticity in functional learning and training	15

Topics in Transdisciplinary Approach:

1. Assessments
2. Functional goal setting & therapy plan
3. Classification of CP
4. Handling & positioning
5. Passive techniques
6. Stretching
7. Massage
8. Therapy equipment design, fabrication and adaptation for ADLs
9. Case studies
10. Feeding
11. Play
12. Autism
13. Communication
14. Behavior modification
15. Sensory integration



Group session during transdisciplinary training

2. REFRESHER TRAINING OF TRAINERS

Goal

To provide a refresher for participants who had previously attended a training of trainers course, as well as provide new tips and ideas on how to be an excellent trainer.

The training is facilitated by an experienced instructor who covers everything from course design to better interpersonal skills.

By conducting training of trainers every year, we can continue to build up a team of professional trainers, hence our training initiatives can be completed efficiently.

TRAINING OF TRAINERS		
Date	Title	Attendance
14.12.18	Training of trainers	14 professionals

3. PROFESSIONAL DEVELOPMENT FOR SEP MEMBERS

3.1 Presentations during monthly meetings

Goal

To enhance professional development of SEP members; and to create a platform for members and trainees to facilitate trainings.

TRAINING DURING MONTHLY MEETINGS		
Date	Title	Attendance
19.01.18	Occupational safety and health (OSH) & Formative assessments	19 professionals
16.02.18	Mentorship	24 professionals
16.03.18	Plantar fasciitis & Organizational negaholic	17 professionals
31.05.18	Dyslexia	20 professionals
20.06.18	Physiotherapy for children with autism	14 professionals
17.08.18	Low back pain	15 professionals
21.09.18	Brain and communication	14 professionals
19.10.18	Muscle injury	19 professionals
16.11.18	Sign Language	29 professionals

3.2 Training of SEP physiotherapists & occupational therapists

Goal

To enhance professional development of SEP physiotherapists & occupational therapists, ensuring they continue to be competent in their profession.

PHYSIOTHERAPISTS & OCCUPATIONAL THERAPISTS TRAINING		
Date	Title	Attendance
31.01.18	Balance and weight bearing exercises	6
7.02.18	Foot and ankle assessment	7
21.03.18	Lower quadrant assessment	6
2.07.18	Neurological training on stroke/hemiparesis	4
9.07.18	Neurological training on stroke/hemiparesis 2	3
2.08.18	Wilbarger protocol	6
23.08.18	Gait analysis and training	4
28.08.18	Gait analysis and training	4

3.3 Peoples to Peoples

2 SEP therapists who had attended the first workshop in 2017 were selected to attend the “Peoples to Peoples” follow-workshop that took place in Ethiopia. The peoples to people project is a training of trainers program which aims through capacity building and methods/tools development programs/exchanges to raise awareness and promote the rights of children and youth with disabilities in Ethiopia, Kenya and Sweden, by advocacy programmes which include the rights of freedom of expression, access and participation in cultural activities. The workshop aimed at creating awareness on disability and promoting inclusion through arts and culture.

3.4 Ubuntu Music Therapy

The Ubuntu Music Therapy Initiative from USA facilitated 2 workshops pro bono on music therapy for SEP professionals and project partners.

UBUNTU MUSIC THERAPY		
Date	Title	Attendance
16- 17.07.18	Music therapy	35



Practical session by Music Therapist from Ubuntu Music Therapy USA

3.5 Training on Club Foot Management

2 physiotherapists attended training at AIC Kijabe on club foot management to gain skills on how to provide long-term correction of club foot, resulting in a foot that is fully functional and pain-free.

3.6 Appropriate Paper Based Technology - APBT

2 physiotherapists and 1 occupational therapist attended a full week training at The Metropolitan Sanctuary on Appropriate Paper Based Technology, to acquire practical skills on making adapted equipment with this technology in preparation for the start of the project.

4. EXTERNAL WORKSHOPS

Goal

To provide knowledge, understanding and skills for parents and professionals who are not part of the SEP projects.

SEP facilitated 6 workshops

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OTHER WORKSHOP VENUES 2018			
Date	Title	Venue	Attendance
24.02.18	Exploring teaching & learning strategies in 21 st century	Desmond Tutu Conference Centre	17
17.04.18	Cerebral palsy & Autism	Kikuyu Hospital	12
18.04.18	Positioning; Cognitive stimulation & Toy making	Kikuyu Hospital	12
19.04.18	Communication	Kikuyu Hospital	12
27.11.18	Ergonomics	Cooperative Bank	11
11.12.18	Ergonomics	Open Capital Advisors	25

WORKSHOPS FOR PARENTS, CAREGIVERS, THERAPISTS, SIBLINGS & TEACHERS

1. WORKSHOPS FOR PARENTS AND CAREGIVERS



Communication workshop at Songa Mbele na Masomo

Goal

To provide knowledge, understanding and skills in parents and caregivers on the management of their children as parents and caregivers play a big role in their development. The different topics cover the different aspects in the development of a child. The workshops empower the parents and caregivers by acquiring knowledge and skills to practice and implement in their homes, this provides a certainty that the children receive continued and quality therapeutic intervention and positive attitudes at home, school and in their communities.

In 2018, SEP introduced a new topic: parental involvement as parent participation is vital to a child's success.

SEP held 21 workshops for parents and caregivers.

WORKSHOPS FOR PARENTS & CAREGIVERS			
Date	Title	Venue	Attendance
22.01.18	First aid	Songa Mbele and Imarika	31 parents & caregivers
25.01.18	First aid	AMREF/ Child Doctor	30 parents & caregivers
25.01.18	First aid	Comboni Health program	20 parents & caregivers
26.01.18	Feeding	Ubuntu Kids	32 parents & caregivers
17.03.18	Parental involvement; Disabilities	Cradles to Crayon	27 parents
26.03.18	Communication	Songa Mbele and Imarika	31 parents & caregivers
29.03.18	Communication	Ubuntu	15 parents & caregivers
31.03.18	Communication	Comboni Health program	23 parents & caregivers
10.05.18	Behavior modification	Ubuntu kids	15 parents & caregivers
18.06.18	Handling & positioning	Songa Mbele	35 parents & caregivers
19.06.18	Handling &positioning	Ujiachilie program	28 parents & caregivers
21.06.18	Handling & positioning	Comboni Health program	22 parents & caregivers
3.09.18	Nutrition	Songa Mbele	21 parents & caregivers
4.09.18	Nutrition	Ujiachilie program	28 parents & caregivers
6.09.18	Nutrition	Comboni Health program	20 parents & caregivers
20.09.18	Positioning & handling	Action Foundation	13 parents & caregivers
13.10.18	Parental involvement	Buruburu Baptist	24 parents & caregivers
29.10.18	Activities of daily living	Songa Mbele	20 parents & caregivers
30.10.18	Activities of daily living	Ujiachilie program	20 parents & caregivers
1.11.18	Activities of daily living	Comboni Health	29 parents & caregivers
1.11.18	Disabilities introduction	Action Foundation	12 parents & caregivers



Handling and positioning workshop at Songa Mbele na Masomo

2. WORKSHOPS FOR SIBLINGS



Siblings practicing newly acquired acrobatic skills during workshops

Goal

To create a platform for the siblings to share experiences, nurture talent and have fun with their peers. Due to the many responsibilities of taking care of their brothers/sisters living with disability, they rarely get a chance to express themselves. This year's workshop also aimed at creating awareness to parents and the community on the challenges siblings of children with disabilities (CWD) face.

SEP continued to offer siblings workshops during the school holidays in partnership with Sarakasi Trust for siblings of children with disabilities. 99 Siblings participated. The main objectives of organizing the workshops included;

- To strengthen the social and emotional support system for the siblings
- To enhance the level of self-esteem and confidence of the siblings
- To ensure parents, institutional staff and the community are aware of the feelings of siblings
- To create a platform to showcase talent

Month	Project	Under 10	11-14 years	Above 15
August	Kahawa	7	15	9
	Kariobangi	16	8	4
	Total	23	23	13
November	Songa Mbele	15	6	6
	Buruburu	0	7	6(3 CWD)
	Total	15	13	12
Grand Total		38	36	25

3. TEACHER TRAINING ON INCLUSIVE EDUCATION



Issuance of certificates by SEP Chairperson to teacher from Cradles to Crayon School after completion of the series of workshops

Goal

To support realistic inclusion, by offering teacher training workshops in regular schools, ensuring teachers have gained necessary skills and capacities to include children with disabilities in their classroom.

SEP has continued with its journey towards inclusion. SEP believes that all children have a right to learn irrespective of their disability. The way this can be realised is by providing all the support and services a child with disability needs. SEP employs multidisciplinary approach to enable a child with disability reach their fullest potential. SEP collaborated with different schools in various locations and provided trainings/ workshops to build the capacities of the teachers. We believe that if the teachers in the mainstream are accorded the right skills and interventions, it will be possible to include a child with disability in the mainstream. The teachers were trained in improving their skills in assessments, designing individual educational plans and adapting teaching strategies to the needs of the child.

Positive feedback from the teachers:

"The workshop was very interactive and all the teachers were involved in the discussions and shared learning."

"All the questions asked were answered appropriately and we liked the use of case studies."

In 2018 SEP added a model of inclusive teacher preparation and reading to the series of workshops.

WORKSHOP FOR TEACHERS			
Date	Title	School	Attendance
10.02.18	Inclusion & disabilities	Cradles to crayon	4
13.02.18	Learning difficulties	Cradles to crayon	4
17.02.18	Prewriting	Cradles to crayon	5
20.02.18	Learning styles	Cradles to crayon	5
24.02.18	Building foundations	Cradles to crayon	4
26.02.18	Behavior modification	Cradles to crayon	4
27.02.18	Building a sensory foundation for learners	Cradles to crayon	5
28.02.18	Using movement to help children learn	Cradles to crayon	5
17.03.18	Parental involvement; inclusion; sensory diet; red flags	Cradles to crayon	5
23.03.18	Inclusion	Buruburu Baptist	14
24.03.18	Learning Difficulties	Buruburu Baptist	14
3.04.18	Handwriting	Buruburu Baptist	16
4.04.18	Building foundations	Buruburu Baptist	19
5.04.18	Behavior modification	Buruburu Baptist	17
6.04.18	Content differentiation	Buruburu Baptist	16
7.04.18	Learning styles	Buruburu Baptist	17
14.04.18	A model of inclusive teacher preparation	Buruburu Baptist	16
17.04.18	Inclusion; disabilities; autism interventions	Ridgeville academy	11
18.04.18	Behavior modification	Ridgeville academy	12
30.06.18	Practical skills in teaching children with ASD	Cradles to Crayon	7
4.07.18	Practical skills in classroom management	Buruburu Primary	5
5.07.18	Practical skills in classroom management	Buruburu Primary	5
27.07.18	Discussion forum on Inclusion/disabilities	Paolos Home	32
28.7.18	Introduction to SEP and partners engaging with professionals and institutions to make inclusion a success	Buruburu Primary	9
5.11.18	Exercising in the classroom	Buruburu Primary	15
6.11.18	Reading	Buruburu Primary	16



Workshop on content differentiation at Buruburu Primary

4. TOY MAKING WORKSHOPS



Toy making workshop at PEFA School

Goal

To make the parents, caregivers and teachers discover that interesting toys can be made with disposable and locally available, inexpensive materials, and learn how to use them to stimulate their child.

At SEP we believe that play is an essential part of every child's life and is vital for the enjoyment of childhood as well as for the social, emotional, intellectual and physical development.

Through play, children discover the world around them and achieve a variety of skills. Children with disabilities need to have suitable stimulating toys to play with, in order to develop their cognitive, motor, communication, social and emotional skills.

SEP has held 7 toy making workshops in 2018:

DATE	VENUE	ATTENDANCE
11.01.18	Nyanduma	9 parents and caregivers
23.02.18	Nkapilili	8 teachers
17.05.18	Kikuyu Hospital	15 parents
24.05.18	Buruburu Primary	24 teachers and parents
14.09.18	PEFA School	6 teachers
27.09.18	Buruburu Primary	5 teachers and parents
28.09.18	Ujiachilie program	17 parents

The participants made a number of toys including: activity boards, tactile books, matching boards, mobiles, shakers, stacking toys, water pipe, feeling number and sound cards, lacing cards, picture books, and pegboard activity, among others.

5. WEZESHA TRAINING

Goal

To train the participants to become peer educators for other families in their communities with whom they share similar social backgrounds and life experiences. The trained peer educators are expected to identify other families in their community and transfer skills to them.

Since 2016 SEP has worked in collaboration with other organizations including Catholic Diocese of Ngong, Catholic Diocese of Nakuru, Catholic Diocese of Machakos and COTRR under its programme, Wezesha, to build the capacity of parents of children with disabilities, community volunteers and teachers. The training focused on implementation of basic therapy interventions, peer education and awareness creation to improve the quality of life of children with disabilities in underserved communities in the mentioned dioceses. In 2018, 40 participants took part in the one week training which was held for the third time at Kikuyu Hospital. New topics were introduced to respond to the need of advocacy and development of communication skills among the peer educators.

WEZESHA TRAINING			
Date	Title	Venue	Number
14 - 18.5.18	Catholic Diocese of Machakos group	Kikuyu hospital	15
25 - 29.6.18	Catholic Diocese of Ngong group	Kikuyu hospital	12
6 - 10.7.18	Catholic Diocese of Nakuru group	Kikuyu hospital	13

Follow-up visits to the Wezesha groups were conducted to evaluate whether the selected peer educators were transferring the skills to other mothers who have children with special needs in their areas, and to know the challenges they are facing and areas where SEP could offer any further training support.



Practical session on handling and positioning during training

5. SEP IN LOKICCHAR



Practical training session at John Paul II in Lokichar

Goal

To build capacities within the team of John Paul II rehab centre on management of children living with disability.

A team of 6 SEP professionals conducted one week training at John Paul II rehabilitation centre located in Lokichar. The training was carried out in two forms: the training sessions and the practical skills transfer sessions. Five children from the centre were assessed and new goals set. Thirty toys were made to be used in the class and in the therapy sessions. Four home visits were conducted. Two wheel chairs were refurbished and three splints were fabricated for the children in the centre. One school visit was conducted, with the aim to find out how the children from the centre were doing in the integrated school.

During their visit, the SEP staff members asserted a deficit of specific skills both on a therapeutic and educational level. This is mainly due to the absence of a physiotherapist. Nevertheless the staff of John Paul II rehab centre learned a lot from the applied approach practiced by SEP. They were more into a passive approach of therapy administering rather than the active therapy which involves the child during therapy. The kindergarten teacher was introduced to new, interactive teaching approaches and started applying them. Parents who came to the centre learned basic therapy skills.



Fabrication of splint and a cushion on wheelchair for adapted sitting position



Classroom training



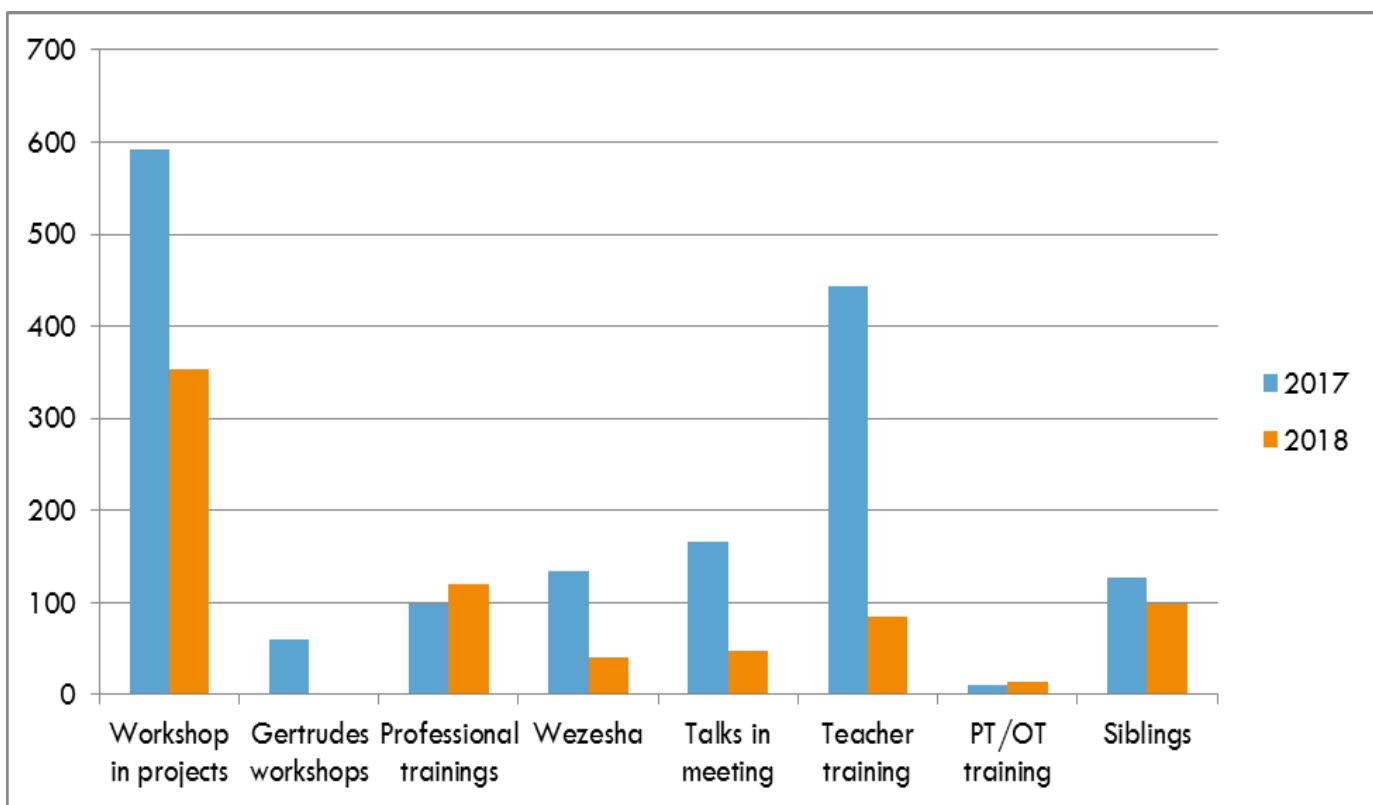
Home visits

SUMMARY OF TRAINING

In 2018, SEP improved our data collection recording process to acquire accurate figures and reduce double counting. In previous years attendance sheets were used to count the number of participants resulting in double counting. In 2018 a better database was established which recorded accurate numbers of the total participants to the workshops.

Total number of workshops and attendance 2017 and 2018 comparison

	2017	2018
Total workshops	106	91
Total participants	1632	820



THERAPY & EDUCATIONAL INTERVENTION IN SEP PROJECTS



Educational intervention at Songa Mbele na Masomo

SEP strives to ensure that children living with a disability from low income areas receive quality therapy services. Apart from therapy, SEP is determined to see children living with a disability to be included in the main stream school, as education is one of the fundamental basic human rights.

SEP allocated intern therapists and special needs teachers to offer therapy and educational intervention in six centres in the course of 2018. The therapists and special needs teachers, who had also attended the two weeks transdisciplinary training, ensured that therapy and educational intervention and training of the parents and caregivers were offered on a regular basis. The parents and caregivers developed a better understanding of the condition of their children and were more actively involved in the therapy and educational intervention. This contributed to many positive results: better management of the condition, preventing deformities and creating more functional movement, cognitive and academic stimulation, enabling the children to achieve their full potential.

The SEP team consisting of one occupational therapist, one physiotherapist and one special needs teacher continued to offer therapy support, training and supervision for intern members.

SEP intersected rehabilitation services together with education to better the direction of life of children with disabilities particularly those from low socioeconomic families.

With guidance of a counselor, SEP started 2 psycho-social support groups for parents in the projects.

The projects and schools that were engaged in this reporting period include:

CENTRE	TOTAL	MALE	FEMALE	UNDER 3YRS
Comboni Health Programme in Kariobangi	141	73	68	100
St. Joseph in Kahawa Sukari	64	30	34	30
Songa Mbele na Masomo in Mukuru	63	35	28	13
Child Doctor in Mimosa	30	14	16	18
Action Foundation in Kibera	27	18	9	10
Buruburu Baptist School in Buruburu	23	15	8	0
Imarika Initiative in Mukuru	12	6	6	10
Total	360	191	169	181 (50%)

The SEP team also emphasised on giving home programmes to the parents and care givers, as they spend most of the time with the children. Skill transfer is one of the most important and immediately effective ways of ensuring impact on the children. The team evaluated the skills of the parents or care givers every time they attended therapy. When a child achieved a certain milestone or goals that were set, the parent or care giver were trained on a new skill. 70% of the parents are doing the home programme.



Parent demonstrating skill she uses for home programme

SEP made 12 follow up visits to 11 schools, 7 of which are new: 10 of the schools are regular and 1 is a special unit. The follow up visits were made to find out if the children who were exited into these schools were progressing and to give new teaching strategies in the areas the teachers were experiencing difficulties.



Occupational therapist fitting a hand splint

SEP strives at minimising the cost of rehabilitation. Parents are advised on simple adaptations that they can use at home without having to buy rehabilitation equipment. This includes the use of readily available materials such as folded blankets to make wedges, rolled blankets to make rollers, cushions for positioning and upside down stool as standing aid. This helps improve the child's independence in functioning. They are also advised on how they can use common house hold items for therapy.

Evaluation was carried out in the partner organisations to improve the effectiveness of the collaboration and service provision. SEP conducts evaluations biannually to keep track of our activities and outcomes and make adjustments in areas that are challenging.



Project evaluation session at Kariobangi

DATE	TITLE	PROJECT
28.02.18	Project evaluation	Comboni Health Program in Kariobangi
01.03.18	Project evaluation	Songa Mbele na Masomo in Mukuru
22.03.18	Project evaluation	Imarika Initiative in Mukuru
13.04.18	Project evaluation	Ubuntu in Maai Mahiu
07.09.18	Project evaluation	St Joseph Kahawa Sukari
12.09.18	Project evaluation	Songa Mbele na Masomo in Mukuru
12.10.18	Project evaluation	Buruburu Baptist Church School

DISABILITY & INCLUSION AWARENESS DAYS

SEP organizes disability & inclusion awareness days. In 2018 the approach for awareness was slightly different. SEP worked with the siblings of children with disabilities who attended the sibling's workshops. The siblings then came up with a performance for the community to sensitize the community and peers on disability and inclusion. This was also done in partnership with the projects and Sarakasi Trust.

DATE	EVENT	VENUE
24.08.18	Siblings performance disability event	Kahawa Sukari
9.11.18	Siblings performance disability event	Songa Mbele na Masomo
9.11.18	Siblings performance disability event	Buruburu Primary School



Sibling's performance at Kahawa Sukari

EARLY INTERVENTION CONSULTATIONS

Since 1998, SEP organizes "Early Intervention Consultations" (EIC).

Early intervention services are designed to quell anxiety by providing resources and solutions to help new parents and their babies. SEP advocates supporting families in early intervention, therefore during the consultations, parents or caregivers receive information that helps them to better understand the condition of their child, and to obtain advice on how to deal with the challenges at home. On March 16th 2018, SEP celebrated the 20th birthday of the Early Intervention Consultations. The EIC, which started in 1998, has been held on a monthly basis to date.

The consultations mainly held in the communities where the Wezesha trained peer educators have been reaching other families of children with disabilities. The SEP transdisciplinary team gave home programmes and in some cases referrals. During the consultations the SEP team provided technical support for the support groups and filled identified gaps to provide strategies to effectively respond to challenges faced by peer educators in the communities.

DATE	VENUE	NUMBER OF FAMILIES
25.01.18	Nakuru	10
23.02.18	Nkapilili	8
10.05.18	Makueni	7
27.06.18	Assessment at Buruburu Primary - Nairobi	11
29.06.18	Assessment at Cradles to Crayon School - Nairobi	3
6.07.18	Nyanduma	7
26.07.18	Makueni	10
27.07.18	Machakos	24
30.08.18	Matonyok	14
13.09.18	Assessment at Buruburu Primary - Nairobi	7
18.10.18	Narok	8
1.11.18	Oloroito Narok	19
2.11.18	Keringet	73
	TOTAL	201

DANCE FOR YOUTH WITH DISABILITIES

SEP organized 2 Dance for Youth with disabilities, in partnership with **Sarakasi Trust**.

The Dance for Youth is a special event for teenagers with disabilities to get together and have some fun! Youth from different schools and centres get an opportunity to meet and socialise with each other. It is a friendly afternoon of music, dance, fun and entertainment.

In 2018 the event continued to take place during the morning hours, from 10.30am to 1pm, due to the success we experienced with the change of timings in 2017.

Like usual the event created room for youth with disabilities to relax, have fun and dance in a safe environment supported by their loved ones, caregivers and therapists. Youth with disabilities require opportunities to enjoy recreational and leisure activities with others their age. The Dance for Youth with disabilities has been very successful when it comes to social inclusion, one of SEP's major pillars.

Attendance to the dance 2018:

DATE	VENUE	NUMBER
23.03.18	Sarakasi Dome	58
29.06.18	Sarakasi Dome	54
TOTAL		112

So far SEP has organised **16 dance for youth events** which have seen a total of **794 youth** attending



Dance for youth in March 2018

PARTNERSHIPS

1. **COMUNDO from Switzerland** – An occupational therapist, Ms Jutta Wermelt, attached to SEP through COMUNDO has continued her work with SEP throughout 2018. The occupational therapist was able to continue with supervisory tasks in planning, execution, and evaluation of SEP activities as well as trainings for SEP members. Ms Wermelt was instrumental in the hiring of a Fundraising and Communications Coordinator.

The communication and public relations specialist, Mr Christian Schubarth, who joined SEP in April 2016 under the project "Capacity Building of Staff in regards to Public Relations", continued to work under his assignment ensuring SEP is a known stakeholder in the area of disability; a communication strategy is in place and SEP publishes educational materials. In 2018 Christian was instrumental in the realisation of the communication strategy.

The physiotherapist Mr Isaac Makori, whose contract started in May 2017 as the COMUNDO national co-worker continued to work in the SEP projects. He was part of the capacity building and intervention team. Isaac was involved in the development of the physiotherapy training manual and development of 2 brochures on hydrocephalus and spina bifida.

SEP participated in a two COMUNDO Kenya partner organisations meetings that focused on Change Management; Communication and Knowledge Management.

A Comundo co-worker, working at Kijabe Hospital gave a talk to SEP members on Brain and neuro plasticity in functional learning and training. 2 SEP members were also able to visit Kijabe Hospital to view her work on club foot management.

SEP had a radio interview with a journalist from Germany that was organised by Comundo.



Radio interview by journalist from Germany

2. **DKA / Christian Children Communities Movement - eRko from Slovakia** – Mr Kelvin Kahianyu, occupational therapist, continued to work in the projects, as part of the training team and at the early intervention consultations. He also facilitated a number of workshops for parents, caregivers and teachers, and was involved in organizing disability and inclusion awareness days.

The special needs teacher Mrs Emmi Gielen continued her work on inclusion. She was involved in conducting assessments, creating individual educational plans, identifying children to benefit from inclusion, identifying schools for inclusion programmes, teacher training and organising disability and inclusion awareness days. Emmi was involved in the development of the special needs manual.

3. **Misereor from Germany** – Mrs Irene Owino, occupational therapist, and Mr John Areba, physiotherapist, continued to coordinate and facilitate the Wezesha II trainings, early intervention consultations and follow-up visits.

SEP attended a partner workshop on restoring Kenya.

4. **DOK Germany** – DOK Germany sponsored costs towards training of siblings in 2018.
5. **Gertrude's Children's Hospital in Muthaiga** – The SEP office has been located at Gertrude's Children's Hospital for 18 years now. SEP has continued to benefit from being based in a children's hospital. The management has offered the office and all amenities at very subsidized rates. SEP held its meetings at the hospital.
6. **Sarakasi Hospital Trust** – SEP partnered with Sarakasi Trust and organized 2 Dance for Youth with Disabilities. Sarakasi Trust hosted the events at the Sarakasi Dome and organized the music and entertainment.

The Sarakasi team also participated in the sibling's workshops and disability and inclusion awareness days by performing plays, linked to the theme of the events.

Sarakasi Trust also invited SEP for a "Peoples to Peoples" follow-workshop that took place in Ethiopia. 2 SEP therapists who had attended the first workshop in 2017 were selected.

7. **Community Organization Training for Risk Reduction (COTRR)** – SEP partnered with COTRR for monitoring and evaluation of peer educators from Nyanduma and Muranga trained in Wezesha I.

SEP organised one consultation in partnership with COTRR for parents with children with disabilities in Nyanduma.

8. **PCEA Kikuyu Hospital** – SEP facilitated six workshops at PCEA Kikuyu Hospital, Low Vision Department on cerebral palsy, autism, toy making, positioning, cognitive stimulation and communication, for mothers who have a child with vision problems.

PCEA Kikuyu, Guest House also hosted all the Wezesha trainings.

9. **Kaizora Kenya** – SEP participated in the yearly Autism Awareness Fun day organized by Kaizora Kenya. SEP members gave professional talks during the fun day and had a stand with brochures and display of various educational toys and materials for sale.



SEP member during media interview at the Autism Awareness Fun day

- 10. Kenya Private Schools Association and Nairobi International Education Fair** - SEP participated in the Early Childhood and Special Needs Education Conference and Expo that was organised by Kenya Private Schools Association and Nairobi International Education Fair. SEP members were part of the special needs sub-committee stand and were available to answer queries from head teachers, teachers and parents. We also had a stand to display brochures and various educational toys and materials for sale.



SEP stand at the Education Fair

- 11. Walking Autism** – SEP attended 2 meetings with all stakeholders involved in Walking Autism to discuss the next walk by Abby Brooke planned to take place in 2019. She plans on walking from Nanyuki to Mombasa to help raise awareness on Autism. SEP will partner in this walk by offering professional talks/workshops at various stop stations along her walk.
- 12. Ubuntu Music Therapy Initiative** - The Ubuntu Music Therapy Initiative from USA facilitated 2 workshops pro bono on music therapy for SEP professionals and project partners.

NETWORKING

- Kenya Medical Training College (KMTC)** – SEP gave out 2 talks to 3rd year students at KMTC Machakos and Nairobi to promote SEP membership upon their graduation.
- Metropolitan Sanctuary in Nyeri** – 3 SEP therapists and 3 fathers from the projects we support attended training on Appropriate Paper Based Technology (APBT) at Metropolitan Sanctuary in preparation for the start of the project.



Practical making of adapted chair at the APBT training

3. **Miss Tourism Kenya** - SEP held several meetings with the organisers of Miss Tourism Kenya, to lay the groundwork for partnership in 2019 of a fashion show event.

ADVOCACY

SEP organized and participated in various advocacy events including:

1. **Action for Children with Disabilities (ACD) meetings**

SEP attended 10 meetings at ACD. ACD is a diverse coalition of civil society, NGO and government institutions, working in the areas of disability and inclusion in Kenya.

2. **Disability Advocacy Coalition**

SEP attended 3 meetings at Disability Advocacy Coalition. Disability Advocacy Coalition is a coalition of several organisations established with the aim of strengthening Kenyan civil society organizations capacity to realise the rights of children and young people with disabilities in Kenya through engagement with disabled persons organisations and civil society organisations.

3. **Speech and Language Therapy conference**

SEP attended the 7th East African International Conference on collaborative service development that took place on 12th - 13th July in Kisumu. The conference had various presenters and key note speakers who discussed how organisations can improve to offer good services to persons who have communication disabilities and the need to work together, hence the theme, collaboration.



Participants at the Speech and Language Therapy Conference

4. KOTA - A SEP representative attended the 2018 annual scientific conference and AGM

The main theme of the conference was “Meaningful activities, health and wellbeing for national building” and the sub themes were: health and wellness, work, development, and occupational therapy.

ORGANIZATIONAL DEVELOPMENT

1. MEMBERSHIPS

SEP has recruited 26 new members to the organization. 5 interns graduated to full members.

Special Needs Teachers	4
Occupational Therapists	17
Physiotherapists	4
Nutritionist	1

Occupational Therapists	3
Physiotherapists	2

SEP members list is in annex 1.

2. STRATEGIC PLAN

SEP launched a new strategic plan 2018 - 2022

- to provide a framework and guide for SEP programmes and operations
- to assure continued relevance and effectiveness



SEP members that participated in Strategic Planning Exercise 2018 - 2022

SEP Vision

An inclusive society where children with disabilities are actively participating in their families and communities, providing them equal opportunities to reach their fullest potential and live a quality life.

Mission

SEP promotes early intervention and inclusion through transdisciplinary approach and skills development. Using the diverse expertise, SEP provides sustainable intervention that supports children with disabilities, empowers their families, caregivers, and professionals in collaboration with other stakeholders.

Values

- Integrity: We value truthfulness, fairness, honesty and transparency in our internal and external relationships and communications.
- Excellence: We pursue professionalism and timeliness and seek credibility in all we do. We are committed to the highest professional standards.
- Collaboration: We value the combined wisdom that emerges when individuals work together as a team.
- Equity: We believe everyone deserves a dignified life, and fair access to social justice, health services, schools and opportunities.
- Innovation: We embrace and support innovation that holds the promises of enhancing organization learning.

Strategic Focus Areas

	Capacity building and intervention Goal 1: Capacities are built within families, caregivers, community health volunteers, teachers and institutions to ensure quality intervention on children with disability is provided.
	Training Goal 2: Professionals acquire specialized skills through high-quality transdisciplinary training.
	Inclusive Education Goal 3: Children with disabilities are integrated in regular school settings whenever possible.
	Structure Goal 4: SEP's formal and operational structure is suitable to support its present and future activities.
	Partnering and networking Goal 5: SEP maintains existing and establishes new relations in a dynamic professional environment in order to carry out its activities.

3. STAFF

SEP employed one more employee in 2018:



Maxwel Ajuoga
Fundraising & Communications
Joined in July 2018

FUNDING

1. PROPOSALS

SEP sent out 12 proposals for funding: 9 for training, 1 dance for youth, 1 for a centre of excellence and 1 for funds to cover cost of fundraising event.

Out of these proposals 5 have been successful: 3 for training; 1 for the dance for youth and 1 to cover cost of fundraising event.

2. LOCAL FUNDRAISING EVENTS

SEP organised 3 fundraising events with the aim of raising more local funds. The events included: a theatre performance, marathon reading in schools and bike riding event.

3. EXTERNAL DONATIONS

SEP received external donations totalling Kshs 10,585,515/=, to fund several programmes run by SEP.

The donations were received from:

- a) eRko in Slovakia – to fund payment of salaries and training
- b) Misereor – to fund payment of salaries and training
- c) COMUNDO – to fund salaries and training
- d) DOK - to fund siblings workshops
- e) HOPE - to fund payment of training
- f) TERESOLIDALI - to fund salaries and training
- g) Noord-Zuid Zwevegem, Belgium – funding towards adapted equipment and training
- h) Consolidation of donors and well wishers

SEP also received indirect funding from COMUNDO (Switzerland) that provides professional staff.

4. INCOME & EXPENDITURE

Extract from Audited Report 2018

**SPECIAL EDUCATION PROFESSIONALS
STATEMENT OF COMPREHENSIVE INCOME
FOR THE YEAR ENDED 31 DECEMBER 2018**

Income	2018
	KES
Membership fee	20,000
Workshop income	70,000
Dance for youth Income	-
Donations-external	10,600,518
Sales	-
Other income	<u>401,283</u>
	<u>11,091,800</u>
 Expenditure	
Project expenses	134,930
Workshop expenses	2,339,498
Training expenses	798,728
Printing and stationery	95,993
Bank charges	51,994
Salaries & wages	6,267,944
Office expenses	80,785
Office rent	160,080
Audit & professional fees	95,000
Transport & accommodation	801,117
Dance expenses	57,000
Communication and internet expenses	75,887
Equipment supplies	172,495
Fundraising expenses	18,100
Project expenses - Walking Autism	22,097
Website costs	<u>18,650</u>
	<u>11,190,298</u>
Surplus / (deficit) for the year	<u>(98,498)</u>

SEP ACTION PLAN FOR 2019

1. WEZESHA TRAINING

Since 2015, SEP has partnered with Catholic Diocese of Ngong, Catholic Diocese of Machakos and Catholic Diocese of Nakuru to conduct Wezesha training for parents and community workers building their capacities to become peer educators in the community. In 2019 SEP will continue offering the training and will expand the scope of the project to include other areas in the same dioceses.

2. TRAINING OF TRAINERS

SEP will organise a training of trainers workshop, to provide participants with the opportunity to acquire and practice skills in facilitating training and to enhance their abilities to design session plans. The goal is that the participants will in the future be part of the SEP training team.

3. INTERN TRAINING

SEP will offer practical training to all the intern members who have undergone the transdisciplinary training in November 2018. The practical training will take place at the SEP projects under the supervision of a training team comprising of an occupational therapist, a physiotherapist and a special needs teacher.

SEP will organize two week transdisciplinary training for new members who will be recruited in 2019.

4. WORKSHOPS FOR PARENTS & CAREGIVERS

SEP will continue to hold workshops for different homes, centres and schools. These include: *St. Josephs* in Kahawa Sukari, *Buruburu Baptist Church School*, *Action Foundation* and *Kikuyu Hospital – Low Vision Department*, amongst others. These workshops will be on topics relevant to the different groups and will include:

- Toy making
- First aid
- Communication
- Acceptance
- Nutrition
- Chest therapy among others

5. EARLY INTERVENTION OUTREACH CONSULTATIONS

SEP will continue to offer early intervention consultations in schools and centres in Nairobi and in the communities where the Wezesha peer educators come from.

6. THERAPY INTERVENTION AND TRAINING IN PROJECTS

SEP will continue allocating intern therapists to offer therapy intervention in the centres and schools we will partner with in 2019. The therapists will ensure that therapy intervention and training of the parents and caregivers is offered regularly.

The projects will include:

PROJECT	PROJECT DAYS
St Joseph Ujiachilie Project in Kahawa Sukari	Every Tuesday
Buruburu Baptist Church School in Buruburu	Every Wednesday
Action Foundation in Kibera	Every Thursday
Stella Cometa in Machakos	Once a month
John Paull II home in Lokichar	Twice a year

SEP will select one more project in 2019.

The SEP team consisting of one occupational therapist, one physiotherapist and one special needs teacher will also continue to offer therapy support, training and supervision for intern members and training for the parents and caregivers in those centres.

SEP will hold bi-annual evaluation meetings at the centres to review the programmes and evaluate impact.

7. INCLUSION

SEP will continue in its efforts as a pace setter and a model of developing best practices in inclusive education by developing diversified teaching and learning strategies through our teacher training programme. SEP will continue capacity building initiatives in schools hence improving the skills of teachers to cater for the individual needs of children with disabilities. Furthermore, SEP will collaborate with the schools to improve accessibility to ensure that the classroom, playground and other amenities are accessible for the learners.

SEP will support teachers in selected regular schools and follow-up of children exited from SEP projects to regular schools.

8. TRAINING MANUALS

SEP will publish a teacher training and physiotherapy training manual. The training manuals will formalise our training programmes. They will ensure consistency in presentation of content.

9. APPROPRIATE PAPER BASED TECHNOLOGY (APBT) PROJECT

SEP will develop a business plan for the APBT project to help us focus on the specific steps necessary for the APBT project to succeed and also to help us achieve both short-term and long-term objectives. SEP will source for space and start construction of the workshop for the project.

10. AWARENESS CREATION

SEP will organise more disability and inclusion awareness days aimed at sensitizing the community on various disabilities, available interventions and inclusion; and enabling parents by providing a forum for them to seek clarification on the condition of their child.

SEP will review and reprint the SEP brochures on various topics including: autism; communication disorders; learning difficulties; Down syndrome; rickets; and children's rights.

11. MONTHLY MEETINGS

SEP will hold the Annual General Meeting, Board Meetings and Monthly Meetings where activities are evaluated and planned. Lectures and case studies will be scheduled during the monthly meetings to work on professional development.

12. PROFESSIONAL DEVELOPMENT

SEP members and staff will attend various courses for professional development on various topics including psycho-social support for the staff, music therapy workshop, people to people workshop amongst others.

13. DANCE FOR YOUTH WITH SPECIAL NEEDS

In partnership with *Sarakasi Trust*, SEP will organize three “Dance Events for Youth with Special Needs”. The dance party is a special event for the teenagers and young adults with disabilities to socialize in a safe environment.

14. NETWORKING

SEP will actively be involved in networking with key organizations working in the field of disabilities.

15. FUNDRAISING

SEP will continue its fundraising activities by making different presentations to different organizations, writing proposals and also by organizing different activities and events.

16. TEAM BUILDING

SEP will organize a team building event for all the members who volunteer their time towards our activities. The team building will help go a long way to improve professional relations, understanding and cooperation, thereby ensuring better productivity.

SEP will continue striving for a better world for children with disabilities and their families.



ANNEX 1

List of full members 2018	
NAME	PROFESSION
Karolien Remmerie	Occupational Therapist
Irene Owino	Occupational Therapist
Esther Muriuki	Occupational Therapist
Jutta Wermelt	Occupational Therapist
Kelvin Kaihanyu	Occupational Therapist
Mary Musyoki	Occupational Therapist
Victor Juma	Occupational Therapist
Martin Muriuki	Occupational Therapist
Jane Wanja	Occupational Therapist
Perpetua Omondi	Occupational Therapist
Nyongesa Elisabeth	Occupational Therapist
Victorine Opiyo	Occupational Therapist
Nyanchama Deoffnie	Occupational Therapist
Nancy Wamala	Occupational Therapist
Dr John Onala	Special Needs Consultant
Emmi Gielen	Special Needs Teacher
Dennis Omari	Special Needs Teacher
Lilian Agesa	Special Needs Teacher
Kavita Vaid	Special Needs Teacher
Eva Nyoike	Special Needs Consultant
Esther Wambui	Special Needs Teacher
John Githinji	Special Needs Teacher
Nancy Munyi	Special Needs Teacher
Elizabeth Macharia	Special Needs Teacher
Veena Arora	Special Needs Teacher
Tom Mutiso	Physiotherapist
John Areba	Physiotherapist
Isaac Makori	Physiotherapist
Mark Wanyama	Physiotherapist
Hannington Muhanji	Physiotherapist
Conceptor Bala	Physiotherapist
Shirlyn Mwachi	Physiotherapist
Jaini Shah	Speech & Language Therapist

List of intern members 2018	
Celine Achieng	Occupational Therapist
Milka Shitandi	Occupational Therapist
Carol Chumba	Occupational Therapist
Collins Magomere	Occupational Therapist
Alex Omoga	Occupational Therapist
Dickson Githinji	Occupational Therapist
Benson Kandagor	Occupational Therapist
Justina Mwende	Occupational Therapist
Risper Gaitugi	Occupational Therapist
Ann Njuguna	Occupational Therapist
Bonface Kaimenyi	Occupational Therapist
Derrick Mzungu	Occupational Therapist
Mary Wanjiru	Occupational Therapist
Endricar Musiomi	Occupational Therapist
Lynet Bochere Nyabuto	Occupational Therapist
Yvonne Eregwa	Occupational Therapist
Charles Ragui Maina	Occupational Therapist
Tabitha Mwangi	Occupational Therapist
Lilian Mumbua	Occupational Therapist
Caroline Muthoni	Occupational Therapist
Cecilia Kamene	Special Needs Teacher
Brenda Winsome	Special Needs Teacher
Annoellah Muhonja	Special Needs Teacher
Christine Luhombo	Special Needs Teacher
Samson Ngugi	Special Needs Teacher
Druscillah Kemuma	Special Needs Teacher
Rahab Njuguna	Special Needs Teacher
Hellen Nyakundi	Special Needs Teacher
Winnie Nduta	Special Needs Teacher
Jecinta Kerubo	Special Needs Teacher
Aaron Moguche	Physiotherapist
Sylvester Cheruiyot	Physiotherapist
Dianah Atuti	Physiotherapist
Lucy Wamuyu	Physiotherapist
Delvis Wafula	Physiotherapist
Joan Muthiora	Nutritionist