## **INDIGENOUS BAIL WORKER**

Employee Performance Review



EMPLOYEE	INFORMAT	ION						
Name Lenard Comber					Employee ID	Employee ID		
Job Title Indigenous Bail Worker					Date Dec 12	Date Dec 12, 2019		
Department MAGBVS					Director	Director Danielle Wood		
Review Period Annual Performance Evaluation								
RATINGS								
			1 = Poor	2 = Fair	3 = Satisfactory	4 = Good	5 = Excellent	
Job Knowledge						5		
-Highly skilled worker with extensive knowledge of the law, legal service delivery, the functioning of the administration of justice, working with clients and rendering services to racialized/vulnerable members of the community.							dministration of	
Work Qualit	У						5	
Comments	-Lenard goes above and beyond for his clients. He is always asking questions of those around him and teaching/sharing knowledge with his peers (including Duty Counsel). He is not shy to engage in meaningful dialogue with Crown Attorneys, Duty Counsel, and Justices of the Peace to ensure that the rights of his clients are respected.							
Attendance,	/Punctuality						5	
Comments	-Lenard is at work on time every day. He understands his obligations to call/email/text when he is unable to attend work or when he is sick. He independently makes arrangements with his peers to fulfill his responsibilities when he is unable to do so. Lenard must be mindful of compassion fatigue and burnout – to take time for himself and aftercare as needed.							
Initiative							5	
-Lenard is an outgoing person who is not afraid to take the stand under cross-examination. Lenard has established a successful bail program in Sioux Lookout and a positive reputation with partners and stakeholders. He undertakes additional responsibilities like helping clients with Legal Aid applications in northern courts on an emergency basis. He provides interpretation and translation services as needed. He has shared information, delivered presentations, developed r/s.							lertakes additional e provides	
Communica	tion/Listening						5	
-Lenard communicates questions and issues as they arise. He should continue to do so, and not be hesitant to use his manager's time – that is their job.							nt to use his	
Dependabili	ty						5	
-Lenard is highly accountable. He is in court, he ensures his clients are looked after, he submits his reports and new intak on time, and he calls into our monthly team teleconferences.						s and new intakes		
Overall Rating (average the rating numbers above) 30								
EVALUATION  APPLICANA COMMENTS - Desiring authority								
ADDITIONAL COMMENTS -Positive outlookFosters a team environment.								
-Working for the			ne betterment of the services #he delivers, the bail program, and NALSC organization.					
			set to the Bail Program and to NALSC.					
GOALS (as agreed upon by employee and manager)  - Keep up the great work.  - bail committeer, Sioux (askout bai) beds?						-bail		
VERIFICATION OF REVIEW								
By signing this form, you confirm that you have discussed this review in detail with your supervisor. Signing this form does not necessarily indicate that you agree with this evaluation.								
Employee Signature Janard			Tomber			Dec-		
Director Signature Dominally Usual Date Dec. 12/26/9								