



I will be asking the team that hired you: Mary Jean Robinson, Frank McKay and Abe Kakepetum to convene early in the new year to counsel you on how you may achieve success in your position.

Before you left I indicated that as per the letter of offer of employment your probation would be for six months. You agreed to this saying it was the letter you were relying on. The contract said three months but the personnel policy allows for an extension. In any event your contract ends March 31, 2012.

I expect to see a marked improvement in performance. I also urge you to work with Suzanne Sheehan to find a management training course.

You have assumed a great responsibility and I trust that as per your telephone attention on me yesterday, December 21, 2011, you are going to try to get the job done.

Sincerely,



Celina Reitberger,  
Executive Director

cc. Personnel File  
Suzanne Sheehan, HR Generalist  
Hiring Committee:  
Mary Jean Robinson, Area Director  
Frank McKay, Board of Directors  
Abe Kakepetum, Elder, Board of Directors

NISHNAWBE-ASKI LEGAL SERVICES CORPORATION  
EVALUATION FORM

**GOALS & OBJECTIVES STATEMENT:** Bob Albany, Restorative Justice Manager  
**START DATE:** August 29, 2011  
**EVALUATION DATE:** DECEMBER 8, 2011  
**EVALUATORS:** Celina Reitberger, Abe Kakepetum, Mary Jean Robinson

Development Desired	Plan for Development	Timeline
Crown Outreach: Meet with Crown Attorneys and get signed protocols and full diversions and charges withdrawn.	<ul style="list-style-type: none"> <li>• Face to face meetings with the following: Mary Anne Mousseau, Elizabeth Helinga, Dan Mitchell.</li> <li>• Federal Crown in Fort Hope.</li> </ul>	4-6 months
Need a new protocol with TBIFC.	<ul style="list-style-type: none"> <li>• Meeting with Dan Mitchell and Roseanne Hudson.</li> </ul>	4-6 months
To get the Judges back on side.	<ul style="list-style-type: none"> <li>• Provide more comprehensive reports to the Courts that illustrate where the accused came from and how the accused will move forward like a Gladue Report.</li> </ul>	Ongoing
Train the staff in comprehensive report writing.	<ul style="list-style-type: none"> <li>• Do a Gladue writer training.</li> </ul>	May 2012
Promote the program in designated communities.	<ul style="list-style-type: none"> <li>• Fort Severn.</li> <li>• Bearskin Lake.</li> <li>• A Wabun community.</li> <li>• A coastal community.</li> </ul>	End of the 4 <sup>th</sup> Quarter
Justice Council for Youth	<ul style="list-style-type: none"> <li>• DFC: mentor them in the justice role.</li> <li>• 8-10 youth</li> </ul>	<ul style="list-style-type: none"> <li>• January</li> <li>• A committee started in February</li> </ul>