



RESTORATIVE JUSTICE MANAGER

Employee Performance Review

EMPLOYEE INFORMATION	
Name Chantelle Johnson	Employee ID
Job Title Manager - Restorative Justice	Date March 26, 2021
Department Restorative Justice	Manager Irene Linklater Executive Director
Review Period	2020 – March 2021.

RATINGS					
	1 = Poor	2 = Fair	3 = Satisfactory	4 = Good	5 = Excellent
Job Knowledge	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<i>Comments</i>	Chantelle is dedicated to RJ manager responsibilities and works diligently at supporting staff and finding ways to expand the program to enhancing the services to clients and advocating RJ with multiple entities and partners in the full cycle of the justice system – courts/judges, crown, defence lawyers, and police, to government funders, Chiefs and Councils and Elders.				
Work Quality	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<i>Comments</i>	Chantelle's work quality is measured by successful engagement directly with RJ Staff teams now comprised of 24 staff and fulfills funding agreement terms and condition in budgeting and reporting. Although the RJ program continues as a project based funded program and not core funded it has continued to flourish and expand each year with multiple funders.				
Attendance/Punctuality	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<i>Comments</i>	Reliable and dependable.				
Initiative	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<i>Comments</i>	Takes initiative in seeking new source funds, expanding opportunities to bring the story and benefits of NALSC RJ for NAN members, to sharing with other First Nations, courts, jails and corrections and policing personnel. Mentors staff to bring RJ to community and land-based teachings supports learning and creative artistry-ism as a medium for youth talent and spirit to grow in finding positive paths to identity and worth to youth to be their own mobilizers and youth models.				
Communication/Listening Skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<i>Comments</i>	Energetically promotes NALSC RJ with engaging RJ team staff directly, mentoring staff to take leads in utilizing various mediums, preparing written materials, facebook, newsletters, presentations to various audiences, mentors and training to staff to facilitate Circles for clients (in-person or Virtual) on a case by case RJ Referral basis.				
Dependability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<i>Comments</i>	Completes initiatives undertaken to performing duties and creates alternative approaches effectively. Accepts assignments and contributes productively to management operations and now manages NALSC additional office at 56 Front St. Sioux Lookout that has been retrofitted under her supervision with contractors and RJ budget allocation negotiated with funders				
Overall Rating (average the rating numbers above) Excellent					

EVALUATION	
ADDITIONAL COMMENTS	<p>Time limited Salary increase approved, subject to funding continuing. The funds are from 'Pre-Charge Budget' Funding Agreement ending March 31, 2022 for the first increase amount of \$2500. from Oct. 1 2020 to ending on March 31/21; and second amount of \$5000. to start April 1, 2021 to ending on March 31, 2022.</p> <p>As I stated to you in my March 5, 2021 to finding a balance to our pay equity plan for NALSC staff, to a formula on how to apply the salary allocation portion of new funding submissions/applications – to include Finance review, and info. to HR on potential new staff positions for recruitment as a pro-active measure. Any new contracts or additional duties to staff will require a discussion with the RJ manager for an equitable way to have the additional funds distributed in particular to salary application and adjustments in that a meeting is held with ED and Finance prior to submission of any new proposals in time to develop a plan.</p> <p>An organizational review is currently being contemplated by ED to align with new Strategic Plan to uphold NALSC mandate and mission.</p>
GOALS (as agreed upon by employee and manager)	<ol style="list-style-type: none"> Your Goals and Objectives to continuing to apply for new proposals is commendable and supported. However, proposed 'Director of Services with program managers model' would need to be an aspect of the proposed Organizational review noted above. In addition, all new funding proposal/applications will be overseen by a joint review process with ED, Finance and each manager who is making the proposals in order that this supports a NALSC equity plan as noted above. Your Professional Development activities identifies your RJ manager duties to travelling and working with communities directly with a great team of RJ staff. PD for what you have taken is listed in answers to Questions 3 and 4 - Other training on the horizon this fiscal year is key.

VERIFICATION OF REVIEW

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<i>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.</i>	
Employee Signature <i>Chantelle Johnson</i>	Date March 26, 2021
Manager Signature <i>I. Linklater</i>	Date March 26, 2021