



ADMINISTRATION
Employee Performance Review

EMPLOYEE INFORMATION	
Name	Vernon Morris
Job Title	R.T. Manager/Facilitator
Department	R.T.
Review Period	May 25, 2016 to Jun 16, 2017.
Employee ID	
Date	June 16/17
Manager	

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"/>
Comments	w/ the cultural aspects of the communities allows V. to tailor our services to the community				
Work Quality	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Comments					
Attendance/Punctuality	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Comments					
Initiative	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Comments	e.g. Band Bylaw R.T. initiative Simon work book -> excellent re mainstream - RT aspect challenging				
Communication/Listening Skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Comments					
Dependability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Comments					
Overall Rating (average the rating numbers above)					

EVALUATION	
ADDITIONAL COMMENTS	
GOALS (as agreed upon by employee and manager)	<ul style="list-style-type: none"> - to commence Bylaw enforcement circles in BLFN. - management training - Vernon will work w. Jeff and make time for training

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	<i>[Signature]</i>
Manager Signature	<i>[Signature]</i>
Date	June 16/17.
Date	



ADMINISTRATION

Employee Performance Review

EMPLOYEE INFORMATION

Name	Vernon Morris	Employee ID	
Job Title	RT Manager/facilitator	Date	16 June 2017
Department	Restorative Justice	Manager	
Review Period	25 May 2016 to 16 June 2017		

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>	Have looked at cultural aspects of communities we served for better understanding of the needs.				
Work Quality	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<i>Comments</i>					
Attendance/Punctuality	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<i>Comments</i>					
Initiative	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<i>Comments</i>	Bend by-law initiatives				
Communication/Listening Skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<i>Comments</i>					
Dependability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<i>Comments</i>					
Overall Rating (average the rating numbers above)					

EVALUATION

ADDITIONAL COMMENTS

GOALS
(as agreed upon by employee and manager)

To commence by-law enforcement circles in Bearskin
Mgt training RT training

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		Date	
Manager Signature	<i>[Signature]</i>	Date	16 June 2017

Self-Evaluation Form

Employee Name: Vernon Morris	Job Title: RJM NAN Legal
Date: May 24, 2017	Supervisor: Celina Reitberger

Please complete the following information to help prepare for your performance review. Use the spaces provided to include appropriate comments about your job and your performance.

1. What do you consider to be the top three to five priorities of your job as you understand them?

I have been employed with the NALSC for almost ten years and I have learned that it is most important for me to have a confident working knowledge of the mission, vision and mandate of the NALSC.

- To monitor and enhance my work skills where necessary as required in my present work capacity as the Restorative Justice Manager/RJ Worker for NAN West communities.
- To ensure to the best of my abilities that I carry out my responsibilities in a professional manner always being mindful of the fact that that the people of our service area need the best possible assistance they can get from the programs we have to offer.
- To have a working knowledge of the administrative, financial, and managerial practices of the corporation.
- To promote a healthy work environment for all concerned conducive to NALSC program(s) delivery and overall operations.
- To be mindful of my own personal health with self-care considerations as time will allow.

2. What do you see as your greatest accomplishment or successful efforts since the beginning of your employment with Nishnawbe-Aski Legal Services Corporation?

- I believe that I have contributed to the continued development and growth of the NALSC by carrying out my job duties in a confident manner.
- My participation in the management group of the NALSC has contributed to the confident and effective delivery of services to the NAN communities.

- The NAN West communities are very aware of the programs and services of the NALSC and this has been achieved through effective program(s) delivery and promotion.
- I believe that the work I have done in the NAN communities has been well received by all concerned.
- My relationship with the First Nation leadership and people of the NAN remains positive allowing for me to carry out my job responsibilities in a effective manner.

3. Complete the following sentence. *I believe that my greatest contribution to Nishnawbe-Aski Legal Services Corporation is: assisting in the maintenance of the vision, mission and mandate by my ability to be able to function, relate to and understand the cultural guiding principles that contribute to the overall development of the NAN First Nation communities that we provide NALSC program services to. Referring to language, customs, belief systems and cultural practices etc. etc.*

4. In what area or areas would you like to gain more experience, training or education?

- More training in Restorative Justice programming.
- Training in effective/enhanced organizational and staff management practices.

5. What activities or trainings have you participated in over the last review period in order to develop yourself professionally?

- First Aid
- Restorative Justice.
- Leadership training.

6. What could you do to perform your job duties and assigned tasks more efficiently?
-If our program travel budgets would allow, I could plan community visits in the NAN West. (NALSC staff & NAN members)
-Training? Office and staff management? etc. etc.

7. Please complete the following. *I believe my goals and objectives for the coming year should be: To work with the BODs and other managers to continue with the expansion of programs and services to the NAN communities as agreed to by all the players in the NALSC.*
Pursue personal and professional development opportunities and schedule to attend as time and resources will allow.

8. What kinds of professional development activities would you like to do during the coming year?
- Management training.
- RJ Training



RESTORATIVE JUSTICE

Employee Performance Review

EMPLOYEE INFORMATION	
Name	Vernon Morris
Employee ID	
Job Title	
Date	May 25/16
Department	
Manager	Celina Feitberger
Review Period	Mar. 9 2015 to May 25, 2016.

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"/>
Comments	Highlik - Lakehead U - with y.I + Right to play				
Work Quality	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Comments					
Attendance/Punctuality	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Comments					
Initiative	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Comments	staff wellness, council them ^{as needed - e.g.} - stepping out of line e.g. dobriet, subst. abuse, burn out				
Communication/Listening Skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Comments	positive exchanges with workers after circles				
Dependability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Comments					
Overall Rating (average the rating numbers above)					

EVALUATION	
ADDITIONAL COMMENTS	<ul style="list-style-type: none"> - good relationship with the funder (Randy Sandvik) - more resources in P.K. Sandy, Big Trout (K.I.) - community based workers in BIFN, Weagomow etc.
GOALS (as agreed upon by employee and manager)	<ul style="list-style-type: none"> - continued strategic planning - management training - work with Jeff - wilderness survival training (develop a budget) - a serious look at pay equity.

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	V Morris
Date	May 25/16
Manager Signature	Celina Feitberger
Date	May 25/16

Self-Evaluation Form

Employee Name: Vernon Morris	Job Title: RJM NAN West
Date: March 9, 2015	Supervisor: Celina Reitberger

Please complete the following information to help prepare for your performance review. Use the spaces provided to include appropriate comments about your job and your performance.

1. What do you consider to be the top three to five priorities of your job as you understand them?

My current position as a RJM for NAN West and as a RJ Worker for the Shibogama First Nation Tribal Council is considered to be a hybrid of the above mentioned.

- Make certain that I have a working knowledge and understanding of the Mission & Vision of the NALSC.
- In order to function at an optimal level in the course of my duties as the RJM NAN West & RJW, I have to be apprised of current developments and trends in the service area as well as work related practices.
- Be fully aware of the job requirements of both employment positions. The RJM NAN West & RJW positions have clear job detail requirements as outlined in the job descriptions.
- Have a general working knowledge of administrative, financial and managerial practices as they relate to the corporation.
- Be the best employee I can be for the corporation.

2. What do you see as your greatest accomplishment or successful efforts since the beginning of your employment with Nishnawbe-Aski Legal Services Corporation?

- I have managed to balance the work duties of both of my current work capacities.
- I have established a confident rapport with all stake holders of the programs and services that we deliver from the NALSC.
- I have worked with other managers from the NALSC to successfully navigate and implement the terms of our funding agreements with the program funders.
- For the NAN West I have been confident in providing clear direction to the YI, RJ and CTJI staff in order for them to exercise their job responsibilities.
- I feel I have the confidence of co-workers and program service users to be able to work in my current work capacity.

- Seek to enhance my professional skills and knowledge in my area of work by outlining a professional development plan both in the mainstream and First Nation cultural senses.
- To have quarterly meetings with my staff and develop quarterly workplans complete with budgets for activities. To have RJ YJ YI training quarterly if funding allows.

7. Please complete the following. *I believe my goals and objectives for the coming year should be: To continue to assist the NALSC in implementing the mandate of the corporation.*

8. What kinds of professional development activities would you like to do during the coming year?

- More professional development training for my staff as resources would allow. YI, RJ and CYJI program training.
- Wilderness survival training for staff and field managers.
- Wilderness First Aid
- Strategic planning with all RJ YJ YI staff

personal health of staff
- frequent check ins
- ~~develop~~ plan how to approach
challenges individual staff
are facing
- made a point of getting to
know the communities.



RESTORATIVE JUSTICE

Employee Performance Review

EMPLOYEE INFORMATION

Name	Vernon Morris	Employee ID	
Job Title	RS Co West	Date	May 25/16
Department		Manager	Celina Reiberger
Review Period	Mar 9/15 - May 25/16		

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"/>
Comments	- Highlights of Lul training - HUB Experience & Knowledge to w/ Lloyd				
Work Quality	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Comments					
Attendance/Punctuality	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Comments					
Initiative	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Comments	Willing to go above & beyond - ensure staff are well & counsel them as needed w/ any staff member				
Communication/Listening Skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Comments	- Debriefing sessions about # circles - sharing his own knowledge w/ staff				
Dependability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Comments	mustat done w/ E.D.				
Overall Rating (average the rating numbers above)					

EVALUATION

ADDITIONAL COMMENTS - Good Relationship w/ Jander (Pondy @ PONT)
- More in Pike, Sandy Lake (biggem), Bear Skin Lake, add

GOALS (as agreed upon by employee and manager)
Wilderness Survival training (PONT funding)
Strat. Planning
Training in Mgt. to (review w/ HR)
Pay Equity to review w/ unions

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		Date	
Manager Signature		Date	May 25/16



RESTORATIVE JUSTICE

Employee Performance Review

EMPLOYEE INFORMATION	
Name	Vernon Morris.
Employee ID	
Job Title	RJM MAN West
Date	Mar. 9 / 15.
Department	Restorative Justice
Manager	Celina Reitherger
Review Period	Mar 22 / 13 to March 9 / 15

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"/>
Comments :	Knowledge of Aboriginal Culture -				
Work Quality	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Comments	- divisions up - much better relationships w. the Crowns + Judges.				
Attendance/Punctuality	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Comments					
Initiative	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Comments					
Communication/Listening Skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Comments					
Dependability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Comments					
Overall Rating (average the rating numbers above)					

EVALUATION	
ADDITIONAL COMMENTS	- a value member of the management team. - cash flow statements very helpful
GOALS (as agreed upon by employee and manager)	1. Quarterly meetings with staff and develop work plans with budgets for activities. 2. Wilderness survival training - staff + field managers. 3. Strategic planning 4. Vernon to work w. Harlene re Interim Audit.

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	Vernon Morris
Date	March 9 / 15.
Manager Signature	Celina Reitherger
Date	Mar. 9 / 15.

Vernon Morris July 21/11

NISHNAWBE-ASKI LEGAL SERVICES CORPORATION
EVALUATION FORM

GOALS & OBJECTIVES STATEMENT

Development Desired	Plan for Development (Include Timelines)
Training in program related areas	As per supervisors planning direction.
Regarding NAPS Protocol - <u>Email</u> to those who took part in Sioux Lookout Office Training and follow up regarding pre-charge diversion	<ul style="list-style-type: none">- Alanna to do emails- Vernon to do the follow up by phone- To be completed by the end of the week
Do presentations at the AGM's of each of the three Tribal Councils Windigo IFNA Northern Chiefs	<ul style="list-style-type: none">- Head Office to do confirmation letters immediately- C.C. Vernon Morris who will take it from there- IFNA to be determined CR- Windigo August 9-11 CR- Shibogama October 12-14
Liaise with Eartha Davidson in Tikinagan and to determine the need for the Restorative Justice with Foster Care Youth Sioux Lookout Office/Protocol	<ul style="list-style-type: none">- Initial meeting, week August 2-5- If need exists-develop a protocol End of August- Receive diversion-ASAP

NISHNAWBE-ASKI LEGAL SERVICES CORPORATION
EVALUATION FORM

Development Desired	Plan for Development (Include Timelines)
More youth diversions from Mishkeegogamang and Cat Lake	<ul style="list-style-type: none">- Mishkeegogamang-August 4-5 (<i>overnight</i>)- Cat Lake August 22-23, go to advance day-tent. Pending discussion with Bobby Binguis (<i>this week</i>)

If you need more room, please attach

NISHNAWBE-ASKI LEGAL SERVICES CORPORATION
EVALUATION FORM

GOALS & OBJECTIVES STATEMENT:

VERNON MORRIS, RESTORATIVE JUSTICE MANAGER WEST

Start Date March 5, 2012 as RJM.

Start Date September 21, 2009 as RJW.

EVALUATION DATE:

JUNE 20, 2012

Development Desired	Plan for Development	Timeline
<p>Ronnie Beaver + Vern Morris to make pres. to Tik, A.G.M.</p>	<ul style="list-style-type: none"> - determine the date - get on agenda - develop presentation (use our video). 	<p>August.</p>
<p>Cat Lake - diversions</p>	<p>Dill is scheduling Cat Lake.</p>	<p>- June 26/2012</p>
<p>re Y.I. - have community specific prog. tasks</p>	<ul style="list-style-type: none"> - deter. community issues. - determine the community resources are - begin to work with contact them. 	

Band Manager for
community profiles - share w head office

NISHNAWBE-ASKI LEGAL SERVICES CORPORATION
EVALUATION FORM

Development Desired	Plan for Development	Timeline
^{RT - C.J.W.} - implement the new database	- work w Jim Cantrell - look at a tracking system to determine success. (Deb Cantrell)	by end of Q2.
^{RT - C.J.W.} - travel with workers to the communities to do workshops on AALSC services	- go to workers communities + meet w. NAPS, Health, #st visit - 2nd Chief + Council + sec. serv.	over course of this year ie to w/par 31/12.
Training for Vernon.	- would like to do management training	→ June 26/2012. 1-4
- balance field work + management duties	- hire a new RT to replace KK - do a work plan.	- ASAP - ongoing Stress Management

5th July.

NISHNAWBE-ASKI LEGAL SERVICES CORPORATION
EVALUATION FORM

Development Desired	Plan for Development	Timeline
- East/West Coord.	<ul style="list-style-type: none"> - Joyce to go to one of Vernon's circles (Mish) - shared resp. really works. 	<ul style="list-style-type: none"> ASAP. - ongoing.
- EAP	<ul style="list-style-type: none"> - touch base with Gerry Martin 	<ul style="list-style-type: none"> - as required
Technology	<ul style="list-style-type: none"> - Computer Training 1-807-768-1026 	<ul style="list-style-type: none"> paperless for his whole staff ongoing

Self-Evaluation Form

Employee Name: Vernon Morris	Job Title: RJM NAN West
Date: March 9, 2015	Supervisor: Celina Reitberger

Please complete the following information to help prepare for your performance review. Use the spaces provided to include appropriate comments about your job and your performance.

1. What do you consider to be the top three to five priorities of your job as you understand them?

My current position as a RJM for NAN West and as a RJ Worker for the Shibogama First Nation Tribal Council is considered to be a hybrid of the above mentioned.

- Make certain that I have a working knowledge and understanding of the Mission & Vision of the NALSC.
- In order to function at an optimal level in the course of my duties as the RJM NAN West & RJW, I have to be apprised of current developments and trends in the service area as well as work related practices.
- Be fully aware of the job requirements of both employment positions. The RJM NAN West & RJW positions have clear job detail requirements as outlined in the job descriptions.
- Have a general working knowledge of administrative, financial and managerial practices as they relate to the corporation.
- Be the best employee I can be for the corporation.

2. What do you see as your greatest accomplishment or successful efforts since the beginning of your employment with Nishnawbe-Aski Legal Services Corporation?

- I have managed to balance the work duties of both of my current work capacities.
- I have established a confident rapport with all stake holders of the programs and services that we deliver from the NALSC.
- I have worked with other managers from the NALSC to successfully navigate and implement the terms of our funding agreements with the program funders.
- For the NAN West I have been confident in providing clear direction to the YI, RJ and CTJI staff in order for them to exercise their job responsibilities.
- I feel I have the confidence of co-workers and program service users to be able to work in my current work capacity.

3. Complete the following sentence. *I believe that my greatest contribution to Nishnawbe-Aski Legal Services Corporation is: Personable attributes related to the work that we are all responsible for and leadership skills in both mainstream and First Nation cultural environments.*

4. In what area or areas would you like to gain more experience, training or education?

- Management training that would enhance my skills in this area of work.
- Whatever senior management would recommend in observation of my current progress in this area of work.

5. What activities or trainings have you participated in over the last review period in order to develop yourself professionally?

I have been very busy with my job responsibilities and have not had very much time to map out a professional development agenda. I have attended several staff training sessions on job related subject matters. Example: Suicide Prevention, Personal Care, Crisis Management etc. etc.

6. What could you do to perform your job duties and assigned tasks more efficiently?

NISHNAWBE-ASKI LEGAL SERVICES CORPORATION
EVALUATION FORM

GOALS & OBJECTIVES STATEMENT: **VERNON MORRIS, RESTORATIVE JUSTICE MANAGER WEST**
 Start Date March 5, 2012 as RJM.
 Start Date September 21, 2009 as RJW.

LAST EVALUATION DATE: **July 25, 2011**
EVALUATION DATE: **JUNE 20, 2012**
NAME OF REVIEWER(S): **Celina Reitberger, Executive Director**

Development Desired	Plan for Development	Timeline
Ronnie Beaver and Vernon Morris to make presentation to Tikinagan AGM.	<ul style="list-style-type: none"> • Determine the date. • Get on agenda. • Develop presentation (use our video) 	August 2012
Cat Lake – diversions	<ul style="list-style-type: none"> • Bill is scheduling Cat Lake 	June 26, 2012
RE: Youth Intervention Have community specific program tasks	<ul style="list-style-type: none"> • Determine community issues • Determine what the community resources are • Begin to work with them. Contact band manager for community profiles – share with head office 	
Restorative Justice and Community Youth Justice Workers <ul style="list-style-type: none"> • Implement the new database 	<ul style="list-style-type: none"> • Work with Jim Cantrell • Look at a tracking system to determine successes (Deb Cantrell) 	By the end of Quarter 2
Travel with RJW and CYJWs to the communities and to do workshops on NALSC services	<ul style="list-style-type: none"> • Got to workers communities and meet with NAPS, Health, as first visit. • Second visit Chief and Council and sec services. 	Over course of this year ie. to March 31, 2012

NISHNAWBE-ASKI LEGAL SERVICES CORPORATION
EVALUATION FORM

Development Desired	Plan for Development	Timeline
Training for Vernon	<ul style="list-style-type: none"> • Would like to do management training 	<ul style="list-style-type: none"> • June 26, 2012
Balance field work and management duties	<ul style="list-style-type: none"> • Hire a new RJ to replace KK. • Do a workplan 	<ul style="list-style-type: none"> • ASAP • Ongoing • Stress Management – July 5th
East/West Coordination	<p>Joyce to go to one of Vernon's circles (Mishkeegogamang). Shared responsibility really works.</p>	<ul style="list-style-type: none"> • ASAP • Ongoing
EAP	Touch base with Gerry Martin – 768-1026	<ul style="list-style-type: none"> • As required
Technology	Computer training	<ul style="list-style-type: none"> • Paperless for his whole staff • Ongoing

EVALUATION SUM-UPS

ATTACHMENT INCLUDES

- ✓ TO DO
- ✓ STRENGTHS VS. CHALLENGES
- ✓ RECOMMENDATIONS
- ✓ TRAINING AND TRAVEL

EMPLOYEE:

VERNON MORRIS

SUPERVISOR:

DUAL ROLE

CELINA REITBERGER, CAROL KAKEGABON

DATE OF EVALUATION:

MARCH 22, 2013

Employee: **Vernon Morris** Evaluation Date: **March 22, 2013**

Supervisor: **Dual Role - Celina Reiberger, Carol Kakegabon**

- Authority to authorize admin staff, Management meetings

To Do

- Get a job description –(Vernon and Joyce to do)
- Find a training session
- Marilyn - trend line
- Work plan (management retreat)
- Deb Evaluation 3 or 4 – working on others are long term

Strengths Vs Challenges

- Program enhancement
- Last training session reviewed

Evaluation Recommend

- Put in extra time – make sure the days goals are met
- Initiative – within job parameters

To Do

- R J training for Cat Lake
- Mishkeegogamang – Karen K. bring to council table – very positive comments
- From the Crown's office – the system really works well
- Story of teacher's car being damaged
- Need community based workers
- Not everything needs to go to court
- IDEA – new video based on car damage case empowerment

To Do

- Finish off database by Wednesday March 27, 2013
- Carol – set aside a couple of admin. Days
- Workplans for each individual worker

Training and Travel

Pairing workers as tag teams within their communities. What to do in the dry times?(dream catcher could be the symbol of the work plan)

(1)

Total Offenders: 14

Vernon Eval. - dual role

- Auth. to authorize admin staff
- mgmt meetings

Todo - get a job description - Vernon + Toyee todo!

Todo - FIND a training session

- Marilyn - trendline
- Work plan. (Mgmt. Retreat)
- ^{Deb} Eval. - 3 or 4 in working on others are long term.

Strengths vs Challenges

- program enhancement
- last training session - reviewed Eval. recommend.
- put in extra time - make sure the days goals are met,
- initiative - within job parameters.
- todo - R.J. training for Cat Lake
- Wish. - Karen K. - bring to council table - very positive comments from the Crown's office the system really works well -

Employee:	Vernon Morris	Evaluation Date:	March 22, 2013
Supervisor:	Dual Role - Celina Reiberger, Carol Kakegabon		

- Authority to authorize admin staff, Management meetings

To Do

- Get a job description –(Vernon and Joyce to do)
- Find a training session
- Marilyn - trend line
- Work plan (management retreat)
- Deb Evaluation 3 or 4 – working on others are long term

Strengths Vs Challenges

- Program enhancement
- Last training session reviewed

Evaluation Recommend

- Put in extra time – make sure the days goals are met
- Initiative – within job parameters

To Do

- R J training for Cat Lake
- Mishkeegogamang – Karen K. bring to council table – very positive comments
- From the Crown's office – the system really works well
- Story of teacher's car being damaged
- Need community based workers
- Not everything needs to go to court
- IDEA – new video based on car damage case empowerment

To Do

- Finish off database by Wednesday March 27, 2013
- Carol – set aside a couple of admin. Days
- Workplans for each individual worker

Training and Travel

Pairing workers as tag teams within their communities. What to do in the dry times?(dream catcher could be the symbol of the work plan)

(1)

Total Offenders: 14

Vernon Eval. - dual role

- Auth. to authorize admin staff
- mgmt meetings.

Todo - get a job description - Vernon + Joyce todo!

Todo - find a training session

- Marilyn - trendline
- Work plan. (Mgmt. Retreat)
- ^{Deb} Eval. - 3 or 4 are working on others are long term.

Strengths vs Challenges

- program enhancement.
- last training session - reviewed Eval. recommend.
- put in extra time - make sure the days goals are met,
- initiative - within job parameters.
- todo - R.T. training for Cat Lake
- Wish. - Karen K. - bring to council table - very positive comments from the Crown's office the system really works well -

(2) Total Offenders: 11

- story of Kachas car being damaged
- need community based workers.
- not everything needs to go to court

IDEA - new video based on car damage case

empowerment;
 Todo - finish off database by Wednesday. March 27/13

Carol - set aside a couple of Admin. Days - set aside workplans for each individual worker.

Training + TRAVEL

Pairing workers
 to team in their communities

What do do in the dry times.
 Dream Catcher could be the symbol of the Workplan.

NISHNA WBE-ASKI LEGAL SERVICES CORPORATION
EVALUATION FORM

GOALS & OBJECTIVES STATEMENT: **VERNON MORRIS, RESTORATIVE JUSTICE MANAGER WEST**
 Start Date March 5, 2012 as RJM.
 Start Date September 21, 2009 as RJW.

LAST EVALUATION DATE: **July 25, 2011**
EVALUATION DATE: **JUNE 20, 2012**
NAME OF REVIEWER(S): **Celina Reitberger, Executive Director**

Development Desired	Plan for Development	Timeline
Ronnie Beaver and Vernon Morris to make presentation to Tikinagan AGM.	<ul style="list-style-type: none"> • Determine the date. • Get on agenda. • Develop presentation (use our video) 	August 2012
Cat Lake -- diversions	<ul style="list-style-type: none"> • Bill is scheduling Cat Lake 	June 26, 2012
RE: Youth Intervention Have community specific program tasks	<ul style="list-style-type: none"> • Determine community issues • Determine what the community resources are • Begin to work with them. Contact band manager for community profiles – share with head office 	
Restorative Justice and Community Youth Justice Workers <ul style="list-style-type: none"> • Implement the new database 	<ul style="list-style-type: none"> • Work with Jim Cantrell • Look at a tracking system to determine successes (Deb Cantrell) 	By the end of Quarter 2
Travel with RJW and CYJWs to the communities and to do workshops on NALSC services	<ul style="list-style-type: none"> • Got to workers communities and meet with NAPS, Health, as first visit. • Second visit Chief and Council and sec services. 	Over course of this year ie. to March 31, 2012

NISHNAWBE-ASKI LEGAL SERVICES CORPORATION
EVALUATION FORM

Development Desired	Plan for Development	Timeline
Training for Vernon	<ul style="list-style-type: none"> • Would like to do management training 	<ul style="list-style-type: none"> • June 26, 2012
Balance field work and management duties	<ul style="list-style-type: none"> • Hire a new RJ to replace KK. • Do a workplan 	<ul style="list-style-type: none"> • ASAP • Ongoing • Stress Management – July 5th
East/West Coordination	<p>Joyce to go to one of Vernon's circles (Mishkeegogamang). Shared responsibility really works.</p>	<ul style="list-style-type: none"> • ASAP • Ongoing
EAP	Touch base with Gerry Martin – 768-1026	<ul style="list-style-type: none"> • As required
Technology	Computer training	<ul style="list-style-type: none"> • Paperless for his whole staff • Ongoing

EVALUATION SUM-UPS

30/11/13

ATTACHMENT INCLUDES

- ✓ TO DO
- ✓ STRENGTHS VS. CHALLENGES
- ✓ RECOMMENDATIONS
- ✓ TRAINING AND TRAVEL

EMPLOYEE:

VERNON MORRIS

SUPERVISOR:

DUAL ROLE

CELINA REITBERGER, CAROL KAKEGABON

DATE OF EVALUATION:

MARCH 22, 2013



RESTORATIVE JUSTICE

Employee Performance Review

EMPLOYEE INFORMATION

Name **Vernon Morris**

Employee ID

Job Title **R J Manager West**

Date **March 22, 2013**

Department **R J Field Worker**

Manager **Dual Role**

Review Period **March 5/ 2012 to March 22/2013**

RATINGS

1 = Poor 2 = Fair 3 = Satisfactory 4 = Good 5 = Excellent

Job Knowledge

1 2 3 4.5 5

Comments

Work Quality

1 2 3 4.5 5

Comments - more work needs to be done with YI and workers to increase effectiveness in communities

Attendance/Punctuality

1 2 3 4 5

Comments I see it as very important – want to be where expected – expect it of those who work with me.

Initiative

1 2 3 4.5 5

Comments - makes sure the day's goals are met
- go the extra mile to complete the work

Communication/Listening Skills

1 2 3 4 5

Comments e.g. circle where son damaged teacher's car

Dependability

1 2 3 4.5 5

Comments - a pleasure to work with

Overall Rating (average the rating numbers above) 28/30

EVALUATION

ADDITIONAL COMMENTS - RJ training at Cat Lake needs to be done needs to be done, biggest challenge is stability funding issues – need multi-year funding – need to expand/increase capacity

GOALS

(as agreed upon by employee and manager)

- management training and review strategy planning
- work plan (mgmt. retreat)
- program expansion
- implement RJ service Report recommend
- Database- suggest – set aside Administration days.

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

[Signature]

Date

Manager Signature

[Signature]

Date **March 22, 2013**

- from the last evaluation June 20, 2012 – needs to travel with RJ – Youth Justice workers to communities and do workshops (e.g. with Betty Anderson to Cat Lake)



RESTORATIVE JUSTICE

Employee Performance Review

EMPLOYEE INFORMATION	
Name	Vernon Morris
Job Title	RT Manager West
Department	R.J. Field Worker
Review Period	Mar 5/2012 - Mar 22, 2013
Employee ID	
Date	Mar 22/13
Manager	Dual Role

RATINGS	1 = Poor	2 = Fair	3 = Satisfactory	4 = Good	5 = Excellent
Job Knowledge	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/> 4.5	<input type="checkbox"/>
Comments					
Work Quality	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/> 4.5	<input type="checkbox"/>
Comments	- more work needs to be done with YJ workers to increase effectiveness in communities				
Attendance/Punctuality	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Comments	I see it as very important - want to be where expected - expect it of those who work with me.				
Initiative	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/> 4.5	<input type="checkbox"/>
Comments	- makes sure the days ^{Goals} are met - so the extra mile to complete the work				
Communication/Listening Skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Comments	e.g. circle where son damaged teacher's car				
Dependability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/> 4.5	<input type="checkbox"/>
Comments	a pleasure to work with				
Overall Rating (average the rating numbers above)					

EVALUATION

ADDITIONAL COMMENTS - R.J. training at Cat Lake needs to be done
 Biggest challenge is stability, funding issues - need multi-year funding - need to expand/increase capacity

GOALS (as agreed upon by employee and manager)

- management training - review Strategy Planning report
- workplan (mgmt retreat)
- program expansion
- implement RT Service Report recommend.

DATABASE - suggest - set aside Administration Days.

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	Date
Manager Signature	Date

- from last eval. June 20/12 - needs to travel with RT - YJ workers to communities + do workshops (e.g. w. Betty Anderson to CAT LAKE).

Vernon Morris

NISHNAWBE-ASKI LEGAL SERVICES CORPORATION
EVALUATION FORM

GOALS & OBJECTIVES STATEMENT

JULY 25, 2011

Development Desired	Plan for Development (Include Timelines)
Training in program related areas	As per supervisors planning direction.
Regarding NAPS Protocol - Email to those who took part in Sioux Lookout Office Training and follow up regarding pre-charge diversion	- Vernon to do the follow up by phone - To be completed by the end of the week
Any kind of training that may be related to the work that I do as CYJW.	In the capable hands of my superiors.
- Do presentations at the AGM's of each of the three Tribal Councils Windigo IFNA Northern Chiefs	- Head Office to do conference letters immediately - C.C. Vernon Morris who will take it from there - IFNA to be determined - Windigo August 9-11 ✓ - SHIB October 12-14 Bob ^{Ag} look it over Vernon visited IFNA

NISHNAWBE-ASKI LEGAL SERVICES CORPORATION
EVALUATION FORM

Development Desired	Plan for Development (Include Timelines)
<p>Liaise with Eartha Davidson in Tikinagan and to determine the need for the Restorative Justice with Foster Care Youth Sioux Lookout Office/Protocol</p> <p><i>- did presentation</i> <i>- gives T.K. support.</i></p>	<ul style="list-style-type: none"> - Initial meeting, week August 2-5 - If need exists-develop a protocol <p>End of August</p> <ul style="list-style-type: none"> - Receive diversion-ASAP <p><i>- maybe impact pending.</i></p> <p><i>- NO diversion</i></p> <p><i>- working model - A.J. last resort + T.T. resort</i></p>
<ul style="list-style-type: none"> - More youth diversions from Mishkeegogamang and Cat Lake 	<ul style="list-style-type: none"> ✓ - Mishkeegogamang-August 4-5 (overnight) - Cat Lake August 22-23, go to advance day-tent. Pending discussion with Bobby (to be determine) <p><i>what happened to CAT Lake - asked Bill to monitor.</i></p>

If you need more room, please attach.

*hears good things about NALSOC -
glad to be a part of it.*

NISHNAWBE-ASKI LEGAL SERVICES CORPORATION
EVALUATION FORM

GOALS & OBJECTIVES STATEMENT:

VERNON MORRIS, RESTORATIVE JUSTICE MANAGER WEST

Start Date March 5, 2012 as RJM.

Start Date September 21, 2009 as RJW.

LAST EVALUATION DATE:

July 25, 2011

EVALUATION DATE:

→ JUNE 20, 2012

NAME OF REVIEWER(S):

Celina Reitberger, Executive Director

Development Desired	Plan for Development	Timeline
Ronnie Beaver and Vernon Morris to make presentation to Tikinagan AGM. <i>had to attend court</i>	<ul style="list-style-type: none"> Determine the date. Get on agenda. Develop presentation (use our video) 	August 2012
Cat Lake – diversions	<ul style="list-style-type: none"> Bill is scheduling Cat Lake 	June 26, 2012 <i>Mar 27/2013 everything about community is specific</i>
RE: Youth Intervention Have community specific program tasks	<ul style="list-style-type: none"> Determine community issues Determine what the community resources are → Begin to work with them. Contact band manager for community profiles – share with head office 	<i>think o/s the box.</i>
Restorative Justice and Community Youth Justice Workers <ul style="list-style-type: none"> Implement the new database 	<ul style="list-style-type: none"> Work with Jim Cantrell Look at a tracking system to determine successes (Deb Cantrell) 	By the end of Quarter 2 <i>in progress</i>
Travel with RJW and CYJWs to the communities and to do workshops on NALSC services	<ul style="list-style-type: none"> Got to workers communities and meet with NAPS, Health, as first visit. Second visit Chief and Council and sec services. 	Over course of this year ie. to March 31, 2012 <i>needs work.</i>

NISHNAWBE-ASKI LEGAL SERVICES CORPORATION
EVALUATION FORM

Development Desired	Plan for Development	Timeline
Training for Vernon	<ul style="list-style-type: none"> • Would like to do management training 	<ul style="list-style-type: none"> • June 26, 2012 ✓
Balance field work and management duties	<ul style="list-style-type: none"> • Hire a new RJ to replace KK. • Do a workplan ← 	<ul style="list-style-type: none"> • ASAP • Ongoing • <u>Stress Management</u> → July 5th
East/West Coordination	<p>Joyce to go to one of Vernon's circles (Mishkeegogamang). Shared responsibility really works. ✓</p>	<ul style="list-style-type: none"> • ASAP • Ongoing
EAP	<p>Touch base with Gerry Martin – 768-1026</p> <p style="text-align: center;"><i>other elders, e.g. Alan Beardy</i></p>	<ul style="list-style-type: none"> • As required
Technology	<p>Computer training</p>	<ul style="list-style-type: none"> • Paperless for his whole staff • Ongoing ✓

SUMMED

NISHNAWBE-ASKI LEGAL SERVICES CORPORATION
EVALUATION FORM

GOALS & OBJECTIVES STATEMENT:

VERNON MORRIS, RESTORATIVE JUSTICE MANAGER WEST

Start Date March 5, 2012 as RJM.

Start Date September 21, 2009 as RJW.

LAST EVALUATION DATE:

July 25, 2011

EVALUATION DATE:

JUNE 20, 2012

NAME OF REVIEWER(S):

Celina Reitberger, Executive Director

Development Desired	Plan for Development	Timeline
Ronnie Beaver and Vernon Morris to make presentation to Tikinagan AGM.	<ul style="list-style-type: none"> Determine the date. Get on agenda. Develop presentation (use our video) 	August 2012
Cat Lake – diversions	<ul style="list-style-type: none"> Bill is scheduling Cat Lake 	June 26, 2012
RE: Youth Intervention Have community specific program tasks	<ul style="list-style-type: none"> Determine community issues <i>ChW Community mapping</i> Determine what the community resources are Begin to work with them. Contact band manager for community profiles – share with head office 	
Restorative Justice and Community Youth Justice Workers <ul style="list-style-type: none"> Implement the new database 	<ul style="list-style-type: none"> Work with Jim Cantrell Look at a tracking system to determine successes (Deb Cantrell) <i>in progress</i>	By the end of Quarter 2
Travel with RJW and CYJWs to the communities and to do workshops on NALSC services	<ul style="list-style-type: none"> Got to workers communities and meet with NAPS, Health, as first visit. Second visit Chief and Council and sec services. 	Over course of this year ie. to March 31, 2012 <i>in progress</i>

NISHNAWBE-ASKI LEGAL SERVICES CORPORATION
EVALUATION FORM

Development Desired	Plan for Development	Timeline
Training for Vernon	<ul style="list-style-type: none"> • Would like to do management training 	<ul style="list-style-type: none"> • June 26, 2012
Balance field work and management duties	<ul style="list-style-type: none"> • Hire a new RJ to replace KK. • Do a workplan 	<ul style="list-style-type: none"> • ASAP • Ongoing • Stress Management – July 5th
East/West Coordination	Joyce to go to one of Vernon's circles (Mishkeegogamang). Shared responsibility really works.	<ul style="list-style-type: none"> • ASAP • Ongoing ✓
EAP	Touch base with Gerry Martin – 768-1026	<ul style="list-style-type: none"> • As required <p style="margin-left: 20px;"><i>Spoke to eloleus Allen Beaudy</i></p>
Technology	Computer training	<ul style="list-style-type: none"> • Paperless for his whole staff • Ongoing ✓

33444



RESTORATIVE JUSTICE

Employee Performance Review

EMPLOYEE INFORMATION	
Name Vernon Morris	Employee ID
Job Title Restorative Justice Manager West	Date March 22, 2013
Department Restorative Justice	Manager Celina Reitberger
Review Period March 12/2012 to March 22/2013	

RATINGS	
	1 = Poor 2 = Fair 3 = Satisfactory 4 = Good 5 = Excellent
Job Knowledge	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input checked="" type="checkbox"/> 4 <input type="checkbox"/> 5 4.5
<i>Comments</i>	- engaged with employees; works toward enhancing NALSC - number of duties, unique management/admin., takes him with the field of Youth Justice Program - works with staff and NALSC – west youth initiative/ restorative justice take over responsibilities, including financial responsibilities, implementing corporation mandate; matters of media
Work Quality	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input checked="" type="checkbox"/> 4 <input type="checkbox"/> 5 4.5
<i>Comments</i>	- demonstrates good work ethic and completes work tasks consistently
Attendance/Punctuality	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input checked="" type="checkbox"/> 5 5
<i>Comments</i>	- very conscientious about attendance, punctuality and dependability
Initiative	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input checked="" type="checkbox"/> 4 <input type="checkbox"/> 5 4.5
<i>Comments</i>	- very respectful and understands his role in the work that he does and consistent in working towards the goals of the program
Communication/Listening Skills	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input checked="" type="checkbox"/> 5 5
<i>Comments</i>	- engages with all staff in a positive manner and ensures a good working relationship
Dependability	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input checked="" type="checkbox"/> 4 <input type="checkbox"/> 5 4.5
<i>Comments</i>	Reliability and commitment have been demonstrated by Vernon in his work as a RJ manager.
Overall Rating (average the rating numbers above)	28/30 93%

EVALUATION	
ADDITIONAL COMMENTS	
Vernon is a committed worker who demonstrates passion and knowledge in his position as a RJ worker and manager. Due to development of position at the time of hiring he has learned and developed good skills and is open to gaining more training in the management area.	
GOALS (as agreed upon by employee and manager)	<ul style="list-style-type: none"> - management training - work plan - program expansion - enhancement challenges - admin days
(implementation)	<ul style="list-style-type: none"> - report recommendation - strategic plan - review - to do list - job description

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	Date
Manager Signature	Date

Challenges: Mission and Vision
Resources and stability re: Multiyear funding
Field: Expansion of services; need to increase capacity (community workers)
Empowerment of community



RESTORATIVE JUSTICE

Employee Performance Review

EMPLOYEE INFORMATION	
Name <i>Vernon Morris</i>	Employee ID
Job Title <i>Restorative Justice Manager West</i>	Date <i>March 22/13</i>
Department <i>Restorative Justice</i>	Manager
Review Period <i>Mar 12/12 - Mar. 22/13</i>	

RATINGS	1 = Poor	2 = Fair	3 = Satisfactory	4 = Good	5 = Excellent
Job Knowledge	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/> 4.5	<input type="checkbox"/>
Comments - <i>number of duties - unique, management / admin; takes him in the field of youth justice Program - work - staff - NISC - west youth initiative / restorative justice; take over responsibilities including financial responsibilities, implementing Corp. mandate; matters of media</i>					
Work Quality	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/> 4.5	<input type="checkbox"/>
Comments - <i>Demonstrates good work ethic and completes tasks consistently.</i>					
Attendance/Punctuality	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Comments <i>Very conscientious about attendance, and punctuality and dependability</i>					
Initiative	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/> 4.5	<input type="checkbox"/>
Comments <i>Very respectful and understands his role in the work that he does and is consistent in working towards the goals of the program</i>					
Communication/Listening Skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Comments <i>Engages with all staff in a positive manner and ensures a good working relationship</i>					
Dependability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/> 4.5	<input type="checkbox"/>
Comments <i>Depends reliability and commitment have been demonstrated by Vernon in his work as RT worker + manager</i>					
Overall Rating (average the rating numbers above)					

EVALUATION	
ADDITIONAL COMMENTS - <i>Vernon is a committed worker who demonstrates passion and knowledge in his position as a RT worker and manager. Due to development of position at the time of hiring he has learned + developed good skills + is open to gaining more training in the management area</i>	
GOALS (as agreed upon by employee and manager) (Implementation)	<ul style="list-style-type: none"> - Management Training - Report Recommendations - Strategic Plan - review - To Do List - Job description - admin days - Work plan - program expansion - enhancement challenges

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	Date
Manager Signature	Date

*Challenges: Mission + Vision
 Resources + stability re: multi year funding
 Field: Expansion of services; need to increase capacity (community workers)
 Empowerment of community*



RESTORATIVE JUSTICE

Employee Performance Review

EMPLOYEE INFORMATION	
Name	Vernon Morris
Job Title	Restorative Justice Manager
Department	Restorative Justice
Review Period	22 March 2013 to 9 March 2015

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"/>
Comments	Very knowledgeable about aboriginal culture				
Work Quality	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Comments	Good feedback from justice participants Program being given credibility				
Attendance/Punctuality	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Comments					
Initiative	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Comments					
Communication/Listening Skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Comments					
Dependability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Comments					
Overall Rating (average the rating numbers above)					

EVALUATION	
ADDITIONAL COMMENTS	
<p>GOALS (as agreed upon by employee and manager)</p> <p>Quarterly meeting with staff & quarterly workplan Wilderness survival training w/ staff Interim audits</p>	

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	Vernon Morris
Manager Signature	Ray Buid
Date	March 9/15
Date	9 March 2015



RESTORATIVE JUSTICE

Employee Performance Review

EMPLOYEE INFORMATION	
Name Vernon Morris	Employee ID
Job Title Restorative Justice Manager West	Date March 22, 2013
Department Restorative Justice	Manager Celina Reitberger
Review Period March 12/2012 to March 22/2013	

RATINGS					
	1 = Poor	2 = Fair	3 = Satisfactory	4 = Good	5 = Excellent
Job Knowledge	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/> 4.5	<input type="checkbox"/>
<i>Comments</i>	- engaged with employees; works toward enhancing NALSC - number of duties, unique management/admin., takes him with the field of Youth Justice Program - works with staff and NALSC – west youth initiative/ restorative justice take over responsibilities, including financial responsibilities, implementing corporation mandate; matters of media				
Work Quality	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/> 4.5	<input type="checkbox"/>
<i>Comments</i>	- demonstrates good work ethic and completes work tasks consistently				
Attendance/Punctuality	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/> 5
<i>Comments</i>	- very conscientious about attendance, punctuality and dependability				
Initiative	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/> 4.5	<input type="checkbox"/>
<i>Comments</i>	- very respectful and understands his role in the work that he does and consistent in working towards the goals of the program				
Communication/Listening Skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/> 5
<i>Comments</i>	- engages with all staff in a positive manner and ensures a good working relationship				
Dependability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/> 4.5	<input type="checkbox"/>
<i>Comments</i>	Reliability and commitment have been demonstrated by Vernon in his work as a RJ manager.				
Overall Rating (average the rating numbers above)	28/30		93%		

EVALUATION	
ADDITIONAL COMMENTS	
Vernon is a committed worker who demonstrates passion and knowledge in his position as a RJ worker and manager. Due to development of position at the time of hiring he has learned and developed good skills and is open to gaining more training in the management area.	
GOALS (as agreed upon by employee and manager)	<ul style="list-style-type: none"> - management training - work plan - program expansion - enhancement challenges - admin days
(implementation)	<ul style="list-style-type: none"> - report recommendation - strategic plan - review - to do list - job description

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	Date
Manager Signature	Date

Challenges: Mission and Vision
Resources and stability re: Multiyear funding
Field: Expansion of services; need to increase capacity (community workers)
Empowerment of community



RESTORATIVE JUSTICE

Employee Performance Review

EMPLOYEE INFORMATION	
Name <i>Vernon Morris</i>	Employee ID
Job Title <i>Restorative Justice Manager West</i>	Date <i>March 22/13</i>
Department <i>Restorative Justice</i>	Manager
Review Period <i>Mar 12/12 - Mar. 22/13</i>	

RATINGS	1 = Poor	2 = Fair	3 = Satisfactory	4 = Good	5 = Excellent
Job Knowledge	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/> 4.5	<input type="checkbox"/>
Comments - <i>number of duties - unique, management / admin; takes him in the field of Youth Justice Program</i> <i>- work staff - NALC - west youth initiative / restorative justice, take over responsibilities</i> <i>including financial responsibilities, implementing Corp. mandate; Matter of Media</i>					
Work Quality	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/> 4.5	<input type="checkbox"/>
Comments - <i>Demonstrates good work ethic and completes tasks</i> <i>consistently.</i>					
Attendance/Punctuality	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Comments <i>Very conscientious about attendance, and punctuality</i> <i>and dependability</i>					
Initiative	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/> 4.5	<input type="checkbox"/>
Comments <i>Very respectful and understands his role in the work</i> <i>that he does and is consistent in working towards the goals</i> <i>of the program</i>					
Communication/Listening Skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Comments <i>Engages with all staff in a positive manner</i> <i>and ensures a good working relationship</i>					
Dependability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/> 4.5	<input type="checkbox"/>
Comments <i>Depends reliability and commitment have been</i> <i>demonstrated by Vernon in his work as RT worker +</i> <i>manager</i>					
Overall Rating (average the rating numbers above)					

EVALUATION
ADDITIONAL COMMENTS - <i>Vernon is a committed worker who demonstrates</i> <i>passion and knowledge in his position as a RT worker and</i> <i>manager. Due to development of position at the time of hiring</i> <i>he has learned + developed good skills + is open to gaining more training in the</i> <i>management area</i>
GOALS (as agreed upon by employee and manager) (Implementation) <ul style="list-style-type: none"> - Management Training - Report Recommendation - Work plan - Strategic Plan - review - program expansion - To Do List - enhancement challenges - Job description - admin day

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	Date
Manager Signature	Date

Challenges: *Mission + vision*
resources + stability re: multi year funding
Field: Expansion of services; need to increase capacity
(community workers)
Empowerment of community



RESTORATIVE JUSTICE

Employee Performance Review

EMPLOYEE INFORMATION	
Name	Vernon Morris
Job Title	RJ Manager West
Department	R.J. Field Worker
Review Period	Mar 5/2012 - Mar. 22, 2013
Employee ID	
Date	Mar. 22/13
Manager	Dual Role

RATINGS	1 = Poor	2 = Fair	3 = Satisfactory	4 = Good	5 = Excellent
Job Knowledge	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/> 4.5	<input type="checkbox"/>
Comments					
Work Quality	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/> 4.5	<input type="checkbox"/>
Comments	- more work needs to be done with YJ workers to increase effectiveness in communities				
Attendance/Punctuality	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Comments	I see it as very important - want to be where expected - expect it of those who work with me!				
Initiative	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/> 4.5	<input type="checkbox"/>
Comments	- makes sure the days ^{Goals} are met - so the extra mile to complete the work				
Communication/Listening Skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Comments	e.g. I recall where son damaged teacher's car				
Dependability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/> 4.5	<input type="checkbox"/>
Comments	a pleasure to work with				
Overall Rating (average the rating numbers above)					

EVALUATION	
ADDITIONAL COMMENTS	- R.J. training at Cat Lake needs to be done Biggest challenge is stability, funding issues - need multi-year funding - need to expand/increase capacity
GOALS (as agreed upon by employee and manager)	- management training - review Strategy Planning report - workplan (mgmt retreat) - program expansion - implement RJ Service Report recommend.

DATABASE - suggest - set aside Administration Days.

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	Date
Manager Signature	Date

- from last eval. June 20/12 - needs to travel with RJ - YJ workers to communities + do workshops (e.g. w. Betty Anderson to CAT LAKE).





RESTORATIVE JUSTICE

Employee Performance Review

EMPLOYEE INFORMATION	
Name Vernon Morris	Employee ID
Job Title R J Manager West	Date March 22, 2013
Department R J Field Worker	Manager Dual Role
Review Period	March 5/ 2012 to March 22/2013

RATINGS	1 = Poor	2 = Fair	3 = Satisfactory	4 = Good	5 = Excellent
Job Knowledge	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/> 4.5	<input type="checkbox"/>
<i>Comments</i>					
Work Quality	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/> 4.5	<input type="checkbox"/>
<i>Comments</i> - more work needs to be done with YI and workers to increase effectiveness in communities					
Attendance/Punctuality	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/> 5
<i>Comments</i> I see it as very important – want to be where expected – expect it of those who work with me.					
Initiative	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/> 4.5	<input type="checkbox"/>
<i>Comments</i> - makes sure the day's goals are met - go the extra mile to complete the work					
Communication/Listening Skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/> 5
<i>Comments</i> e.g. circle where son damaged teacher's car					
Dependability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/> 4.5	<input type="checkbox"/>
<i>Comments</i> - a pleasure to work with					
Overall Rating (average the rating numbers above) 28/30					

EVALUATION	
ADDITIONAL COMMENTS	- RJ training at Cat Lake needs to be done needs to be done, biggest challenge is stability funding issues – need multi-year funding – need to expand/increase capacity
GOALS <i>(as agreed upon by employee and manager)</i>	- management training and review strategy planning - work plan (mgmt. retreat) - program expansion - implement RJ service Report recommend Database- suggest – set aside Administration days.

VERIFICATION OF REVIEW	
<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 	Date
Manager Signature 	Date March 22, 2013

- from the last evaluation June 20, 2012 – needs to travel with RJ – Youth Justice workers to communities and do workshops (e.g. with Betty Anderson to Cat Lake)

03MAY12