ADMINISTRATION

Employee Performance Review

EMPLOYEE INFORMATION



Name Vernou //	orris		Employee ID		
Name Vernou Job Title For The Formula And Andrew Period Review Period Name Vernou Review Period Name Name	r/For	ilitato	Date Tu	ne 16	117
Department R 7	- //		Manager		
Review Period May 25,8	016	40 V	un 16,2	017.	
RATINGS					
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Job Knowledge		, 🗆			K
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Employee Signature	rut		Date J	ine 16	117.
Manager Signature	here		Date		

ADMINISTRATION



EMPLOYEE INFORMATION							
Name Vecnon Mom	Name Vernon Morris				Employee ID		
Job Title RJ Manager/Faglitator			Date 16 J	Date 16 June 2017			
Department Restorative Justice			Manager				
Review Period 25 May 2016 to 16 Jun 2017							
RATINGS	1 Dans	2 = Fair	3 = Satisfactory	4 = Good	5 = Excellent		
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VERIFICATION OF REVIEW	
By signing this form, you confirm that you have discussed this revieundicate that you agree with this evaluation.	w in detail with your supervisor. Signing this form does not necessarily
Employee Signature	Date
Manager Signature	Date 16 Jun 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

Self-Evaluation Form Page 3



EMPLOYEE INFORMATION					
Name Vernon	Vorsis		Employee ID		
Job Title			Date	lay 25/	16
Department			Manager Ca	elina Tei	1/6 theger
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Employee Signature	nus		Date M	ay 25/16	0
Manager Signature Celena	Leithe	gen	Date W	ay 25	1/6.
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Self-Evaluation Form

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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 CTII 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.

Self-Evaluation Form Page 1

- 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 RI YI 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

Self-Evaluation Form

Wilderness First Aid
Strategic planning with all RJ YJ YI staff personal health of staff
- frequent check ins
- dear plan how to approach
challeyes individual staff

Page 3

Employee Performance Review

Manager Signature



EMPLOYEE INFORMATION	~		Employee ID		
Name Vernon Ma	0			28/11	
Title RT Co West		Date May 28/16 Manager Celina Resthery			
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Review Period Mac Q	- May of	5/16			
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Employee Signature			Date		

Date May 25/16



EMPLOYEE INFORMATION					
Name Vernon W/or	ris.		Employee ID		•
Job Title RIM NAN West Date Mar. 9/15.					
Department Kestorat	-ile Ju	Hece		efna X	eitherger
Review Period War 22	113 40	March	9/18		
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Dependability					K
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VERIFICATION OF REVIEW					
By signing this form, you confirm that you hindicate that you agree with this evaluation.	ave discussed this	s review in detail wit	h your supervisor. Sig	gning this form d	oes not necessarily
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Employee Signature	10.		Date	aux 11	111
Manager Signature	11		Dutc (VAA. T	

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 - Email to those who took part in Sioux Lookout Office Training and follow up regarding pre-charge diversion	 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	 Head Office to do confirmation letters immediately C.C. Vernon Morris who will take it from there JENA to be determined Windigo August 9-11 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	 Initial meeting, week August 2-5 If need exists-develop a protocol

Development Desired	Plan for Development (Include Timelines)
More youth diversions from Mishkeegogamang and Cat Lake	 Mishkeegogamang-August 4-5 (overnight) Cat Lake August 22-23, go to advance day-tent. Pending discussion with Bobby Binguis (this week)

If you need more room, please attach

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
Honnie Beavery Vern Morris to make pres. to Tik. A.G.M.	- defermene the date - get on agenda - develop presentation (use our video).	August.
Cat Lake - diversions	Dill is scholuly Alle.	-June 26/2012
		©
re Y.I have community specific grag. Facts	- defer, community issues - defermine the community resources are begin to ework with confact, them	
Vernon Morris – Evaluation Date June 20, 2012 - P	Community profiles share	whead office
	<i>t</i> •	

	Plan for Dovelonment	Timeline
Development Desired - implement the new database	Plan for Development - work w Jim Cankell - look at a frackery suptem to definine Development Development Development	by end of
- travel with workers	-go to workers communities + meet w. NAPS, Health, # st viset - 2nd Chief+ Council + Sec. - 2nd Chief+ Council + Sec.	over course of this year je to War 31/12.
to do workshops: on AJALSC services! Training for Vernon.	- 2 Nd Chief + Council + Sec., - would like to do management training	7 June 26/2012.
		_ASAP
- balance field work+ management deities	replace KK - de a worthplan.	Stress Managemen Sth July.

Development Desired	Plan for Development	Timeline
-East/West Coord.	- Forge to so to one of Vernon's circles (Whith) - shared respireally works.	ASAP.
-EAP	- touch base with Gerry Warter	-as required
Technology	· Computer Fraining) 1-807-768-1026	Spaperbase staff organg

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.

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 - 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.

Self-Evaluation Form Page 1

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?

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 JUNE 20, 2012

EVALUATION DATE:

Celina Reitberger, Executive Director

NAME OF REVIEWER(S):

Development Desired	Plan for Development	Timeline
Ronnie Beaver and Vernon Morris to make presentation to Tikinagan AGM.	 Determine the date. Get on agenda. Develop presentation (use our video) 	August 2012
Cat Lake – diversions	Bill is scheduling Cat Lake	June 26, 2012
RE: Youth Intervention Have community specific program tasks	 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 Implement the new database	 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	 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

Development Desired	Plan for Development	Timeline
Training for Vernon	Would like to do management training	• June 26, 2012
Balance field work and management duties	 Hire a new RJ to replace KK. Do a workplan 	 ASAP Ongoing Stress Management – July 5th
East/West Coordination	Joyce to go to one of Vernon's circles (Mishkeegogamang). Shared responsibility really works.	ASAP Ongoing
EAP	Touch base with Gerry Martin – 768-1026	As required
Technology	Computer training	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 F	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)

Page 2 of 2 Restorative Justice Vernon Eval - dual role - Auth to authoring adminstate - ment meetings Todo-get a job description-Vernont Toyce tedo!
Tode - find a training session Toyce tedo! - Marilyn-Trendline - Work, plan. (Mgmt. Rotacat) - Eval. - 3014 6 worky on others are long from Strongths V5 Challenges - program enhancement. - last Haining Session - new level Eval. seconsmond. - put in extrageme - make sure the days goals are met, - interteve - withen job parameters. - todo - A. J. Fraining for Cat Fate - Wish. - Karent. - buy to council table - very positive comments from the Crowns office the system http://nandata.ca/RJ/reportyido.php 3/22/2013

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

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To Do

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Restorative Justice Page 2 of 2 Total Offenders: 14 Vernon Eval, - dual role - Auth to authoring administate - ment meetings. Todo-get a job description-Version! Tode-find a training session Toyce todo! - Marilyn-Trendline - Workplan. (Mgmt. Retarat) -Eval. - 3014 & worky on others are long from. Strengths vs Challenger - program enhancement - last Haining Session - reviewed Eval. secommend. - pret in oxtrageme - make seere - interteve - withen job parameters. - todo - R. J. Haining for Cat Lake - Wish. - Karent. - buy to council table - very positive comments from the Crowns office the system http://nandata.ca/Rd/repol_do.php 3/22/2013

Page 2 of 2 Restorative Justice - Hory of Kachers can being dæmoged - reed community based workers. - not everything needs to go to IDEA - new video based on Car dawage case

Indo-finish of database by

thedresday. Worch 27/13 Carol-set aside a couple of Admin, Days - set aside workplans for each individual Training + TRAVEL Pairing Workers Tog Team in Heir communities What do do in the dry times. Dream Catcher could be the 5 ymbol http://nandata.ca/RJ/repordo.php Ho Workplato.

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

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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





me Vernon Mor	ris			Employee ID			
b Title R J Manager West			Date Mar	Date March 22, 2013			
epartment RJFic	eld Worker			Manager	Dual Role		
eview Period	March 5	/ 2012 to March	22/2013				
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ob Knowledge		Land					
Comments							
Vork Quality					√ 4.5		
Comments - mor	e work needs to be	done with YI and	workers to inci	ease effectivenes	s in communities		
Attendance/Punct	uality					√ 5	
	it as very important		are evnected -	expect it of those	who work with me	e.	
Comments I see	it as very important	: – want to be wh	ere expected –	expect it of those		learning.	
Initiative					√ 4.5		
Comments - ma	kes sure the day's go the extra mile to con	oals are met nplete the work					
Communication/L	stening Skills					√ 5	
	circle where son dan	naged teacher's c	ar				
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Dependability					√ 4.5	leased.	
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Overall Rating (av	erage the rating number	ers above) 28/30)				
EVALUATION					agest challenge is	stability funding	
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GOALS		ent training and r	eview strategy	planning			
(as agreed upon by employee and mana	ager) - work plan	(mgmt. retreat)					
	- program e						
		RJ service Repo					
	Database- s	uggest – set asid	e Administratio	n days.			
	period transfer and participation of						
	OF REVIEW	have discussed thi	s review in detail	with your supervisor.	Signing this form do	nes not necessarily	
VERIFICATION	i, you confirm that you aree with this evaluatio	nave discussed this N.	J. Chornin detail	Course Course Van Marie			
By signing this form indicate that you as	are men ene eneme			1 - 22000 people			
By signing this form	01		2	Date			



EMPLOYEE INFORMATION					
Name VEINON Me	orris	n· 1	Employee ID		
Job Title PT Mana	cer u	lest	Date /\(\)	ar, 22	//3
Department R.J.	Field We	rker.	Manager (val Kole	
Review Period War 5/2			22,20	13	
11/60.	•		,		
RATINGS		120 12-11-27		4 - Cood	5 = Excellent
	1 = Poor	2 = Fair	3 = Satisfactory	4 = Good ☐ 4, 5	
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Comments					_
Work Quality				□ 4.5	
comments + workers to inc	needs to	fective.	with 91	mmanitie	2
Attendance/Punctuality					×
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- expect of	DI Truss	e who is		D 73	
comments - makes sere of - so the out					V
-so the oxte	a mile	to ce	impliate the	П	×
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Dependability				□ 7.5	f. Ц
comments a pleasure	to wo	rK wi	the		
Overall Rating (average the rating numbers	above)				
EVALUATION				1 1 1	1
ADDITIONAL COMMENTS - X, V. & Bissort challenge is need multi-gear for	staliel	ty fee	rding so	nes -	pacely
GOALS - prant (as agreed upon by employee and manager) - coord	aglment 2p/an	(mgn	ing - revealed tretrea	t) Pla	nning)
-progr	am ex	panse	Jon L	Hoconmen	nd.
- cyple	ment &	of Serve	asial s An	Iministrat	all Mus
VERTEICATION OF REVIEW	2053681	- 321	-3/-		
By signing this form, you confirm that you ha	ive discussed this	review in detail w	ith your supervisor. Sig	ning this form does	not necessarily
indicate that you agree with this evaluation.			Date		
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Employee Signature Manager Signature Colonia From last eval.	perthey	191 FX	Date / (ar axy	/) .
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there with RT	- y Jus	it i Wer	rens te	1 1 4 0	1
100 Roth	y Ande	CCON.	to (A)	LAKE)



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 Fook Forence letters immediately - C.C. Vernon Morris who will take it from there

Development Desired	Plan for Development (Include Timelines)
Liaise with Eartha Davidson in Tikinagan and	- Initial meeting, week August 2-5
to determine the need for the Restorative	- If need exists-develop a protocol
Justice with Foster Care Youth	End of August
Sioux Lookout Office/Protocol	- Receive diversion-ASAP
Sioux Lookout Office/Protocol - did presentation - gives T.K. Support	End of August - Receive diversion-ASAP formulary - way be impact formulary - NO diversion ASAP formulary - NO diversion ASAP formulary - NO diversion ASAP formulary
-gives 1. K	- No displaced - A.J. (as - working model - T.T. res
- More youth diversions from	✓ - Mishkeegogamang-August 4-5 (overnight)
Mishkeegogamang and Cat Lake	- Cat Lake August 22-23, go to advance day-tent.
	Pending discussion with Bobby
	(to be determine)
	Soke - asked Dill to
	pp

If you need more room, please attach.

hears good things about NALSC glad to be a part of t.

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:

EVALUATION DATE:

July 25, 2011

NAME OF REVIEWER(S):

JUNE 20, 2012
Celina Reitberger, Executive Director

Development Desired	Plan for Development	Timeline
Ronnie Beaver and Vernon Morris to make presentation to Tikinagan AGM.	 Determine the date. Get on agenda. Develop presentation (use our video) 	August 2012
Cat Lake – diversions	Bill is scheduling Cat Lake	June 26, 2012 War 22/2013 everytheyabout commune everytheyabout commune
RE: Youth Intervention Have community specific program tasks	 Determine community issues Determine what the community resources are Begin to work with them. Contact band manager for community profiles – share with head office 	think o/s the box.
Restorative Justice and Community Youth Justice Workers Implement the new database	 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	 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

Development Desired	Plan for Development	Timeline
Training for Vernon	Would like to do management training	• June 26, 2012
Balance field work and management duties	 Hire a new RJ to replace KK. Do a workplan 	 ASAP Ongoing Stress Management July 5th
East/West Coordination	Joyce to go to one of Vernon's circles (Mishkeegogamang). Shared responsibility really works.	ASAP Ongoing
EAP	Touch base with Gerry Martin - 768-1026 other elder eig Alaw Boardy	As required
Technology	Computer training	Paperless for his whole staff Ongoing

GOALS & OBJECTIVES STATEMENT:

VERNON MORRIS, RESTORATIVE JUSTICE MANAGER WEST

Start Date March 5, 2012 as RJM.

Start Date September 21, 2009 as RJW.

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EAP	Touch base with Gerry Martin – 768-1026	• As required Spoke to alder Beardy
Technology	Computer training	Paperless for his whole staff Ongoing

Employee Performance Review



Name Vernon Morris Job Title Restorative Justice Manager West Department Restorative Justice Review Period March 12/2012 to March 22/2013 RATINGS 1 = Poor 2 = Fair Job Knowledge - engaged with employees; works toward enhancing NAL - number of duties, unique management/admin., takes h - works with staff and NALSC — west youth initiative/ resincluding financial responsibilities, implementing corpora Work Quality Comments - demonstrates good work ethic and completes work task Attendance/Punctuality - very conscientious about attendance, punctuality and descriptions.	Employee ID Date Mar Manager	ch 22, 2013 Celina Reitberge	er.
Department Restorative Justice Review Period March 12/2012 to March 22/2013 RATINGS 1 = Poor 2 = Fair Job Knowledge		Vote: Nacri Vote: 144042	er
RATINGS 1 = Poor 2 = Fair Job Knowledge - engaged with employees; works toward enhancing NAL - number of duties, unique management/admin., takes h - works with staff and NALSC — west youth initiative/ resincluding financial responsibilities, implementing corpora Work Quality Comments - demonstrates good work ethic and completes work task Attendance/Punctuality - very conscientious about attendance, punctuality and descriptions.	Manager	Celina Reitberge	er
RATINGS 1 = Poor 2 = Fair Job Knowledge - engaged with employees; works toward enhancing NAL - number of duties, unique management/admin., takes h - works with staff and NALSC — west youth initiative/ resincluding financial responsibilities, implementing corporate Work Quality Comments - demonstrates good work ethic and completes work task Attendance/Punctuality - very conscientious about attendance, punctuality and descriptions.			
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- number of duties, unique management/admin., takes h - works with staff and NALSC – west youth initiative/ res including financial responsibilities, implementing corpora Work Quality - demonstrates good work ethic and completes work task Attendance/Punctuality - very conscientious about attendance, punctuality and d		√ 4.5	
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Attendance/Punctuality Comments - very conscientious about attendance, punctuality and d		√ 4.5	
Comments - very conscientious about attendance, punctuality and d	ks consistently		
			√ 5
Tuikinkiya	lependability		
Initiative		√ 4.5	
- very respectful and understands his role in the work the goals of the program	at he does and co	nsistent in workin	g towards the
Communication/Listening Skills			√ 5
Comments - engages with all staff in a positive manner and ensures	a good working I	elationship	
Dependability		√ 4.5	
Comments Reliability and commitment have been demonstrated by	Vernon in his wo	·k as a RJ manage	ır.
Overall Rating (average the rating numbers above) 28/30 93%			
EVALUATION			
ADDITIONAL COMMENTS			
Vernon is a committed worker who demonstrates passion and knowle Due to development of position at the time of hiring he has learned ar more training in the management area.	edge in his positio nd developed goo	n as a RJ worker a d skills and is ope	and manager. n to gaining
GOALS - management training - report recommer (as agreed upon by employee and manager) - work plan - strategic plan -			
- program expansion - to do list			
- enhancement challenges - job description			
(implementation) - admin days			
VERIFICATION OF REVIEW			
By signing this form, you confirm that you have discussed this review in detail a necessarily indicate that you agree with this evaluation.	with your supervisor	Signing this form	does not
Employee Signature		. Jigiiilig tilis loilli t	
Manager Signature	Date	. Jigiiiig alis loi II C	

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

Employee Performance Review

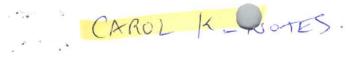
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Name Vernon Mon	ris		Employee ID		
Job Title Restorative Jus		iger West	Date Ma	uch 22/	13
Department Restorative		0	Manager	/	
Review Period Mar 12/12		02/13			
RATINGS					
	1 = Poor	2 = Fair	3 = Satisfactory	4 = Good	5 = Excellent
Job Knowledge			-/ 4: ta	W 4.5	6.44 Lugter
- humber of duties - unique, Comments - were staff . NASLC - emoling forancial response	west jouth in white, imple	admin, to	estorlatiste jus.	state of me	dia dia
Work Quality				W 4.5	5 🗆
Work Quality - Remonstrates go Comments Consistenty	nod work	ethic a	od romple	tes task	0
Attendance/Punctuality					
Comments Very conscient and dependa	strows al	bout alter	ndance joro	d pureti	ality
Initiative	bilety			F 4.5	
Comments that he does a	Vanclus	rdestane	shis w	le in the	e work
Comments that he does	and is w	moistent	in working	of the	be the good
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and ensures a	good with	ing relat	ionship		
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EMPLOYEE INFORMATION					g di in
Name Verson Ma	ornis		Employee ID		
Job Title Restoration	re Justice	Madage	nw. Date		
Department Restorative	Justice		Manager		
Review Period 22 March	2013 to C	a May	ch 2015		
RATINGS					
	1 = Poor	2 = Fair	3 = Satisfactory	4 = Good	5 = Excellent
Job Knowledge					×
Comments	Very knowledge	egable o	aborio	ginas cul	fure
Work Quality					×
Comments	Good feedb	ack from	n justice (participa pility	ants
Attendance/Punctuality					×
Comments					
Initiative					
Comments					
Communication/Listening Skills					1XI
Comments					
Dependability					M
Comments					
Overall Rating (average the rating n	umbers above)				
EVALUATION					
ADDITIONAL COMMENTS					
GOALS	ala I sand'a	12146	21. G d a.	a tech l	soveplan
GOALS (as agreed upon by employee and manager) Wilderness Surri	ial train	y wy Sta	AF		1
Interim audits					
VERIFICATION OF REVIEW					
By signing this form, you confirm that indicate that you agree with this evalu	t you have discussed this i	review in detail w	2/		
Employee Signature	n Mono		Date ///	March	9/15'
Manager Signature Way	Budd		Date G	March	2013





EMPLOYEE INFORMA	MION		Empley ID		
Name Vernon Morris			Employee ID		
ob Title Restorative J	ustice Manager West		Date Marc	th 22, 2013	
epartment Restorativ	ve Justice		Manager	Celina Reitberg	er
Review Period	March 12/2012 to Mar	ch 22/2013			
ATINGS					
	1 = Poor	2 = Fair	3 = Satisfactory	4 = Good	5 = Excellent
ob Knowledge				√ 4.5	
Comments - number	l with employees; works tow of duties, unique manageme vith staff and NALSC – west y financial responsibilities, im	ent/admin., takes hi outh initiative/ rest	m with the field o corative justice ta	ke over responsil	rogram pilities,
Work Quality				√ 4.5	
Comments - demons	trates good work ethic and c	ompletes work task	s consistently		
Attendance/Punctualit	у				√ 5
Comments - very cor	nscientious about attendance	e, punctuality and de	ependability		
			П	√ 4.5	П
nitiative		L			hand
	pectful and understands his he program	role in the work tha	t he does and cor	nsistent in workir	g towards the
Communication/Listen	ing Skills				√ 5
Comments - engages	s with all staff in a positive n	nanner and ensures	a good working r	elationship	
Dependability				√ 4.5	
	y and commitment have bee		ernon in his wor	k as a RJ manage	r.
Overall Rating (average	the rating numbers above)	28/30 93%			
EVALUATION					
ADDITIONAL COMMENTS					
Vernon is a committed Due to development of more training in the m	worker who demonstrates prosition at the time of hirin anagement area.	passion and knowled g he has learned and	lge in his positior d developed good	as a RJ worker a	ind manager. In to gaining
GOALS 'as agreed upon by	- management training	- report recommer			
employee and manager)	- work plan	- strategic plan - ı	review		
	- program expansion	- to do list			
(implementation)	enhancement challengesadmin days	- job description			
/ERIFICATION OF R	FVIFW				
By sianina this form, you	confirm that you have discussed ou agree with this evaluation.	this review in detail w	ith your supervisor.	Signing this form o	loes not
Employee Signature			Date		
Manager Signature			Date		
Challenges: Mission Resources and stabi	lity re: Multiyear funding services; need to increase ca	pacity (community v	vorkers)		



ame Vernon Mo					
	vis		Employee ID		
bb Title Restorative Suc		ger West	Date Ma	uch 22/1	3
epartment Restorative		0	Manager		
eview Period Mar 12/12		12/13			
ATINGS					
	1 = Poor	2 = Fair	3 = Satisfactory	4 = Good	5 = Excellent
ob Knowledge			ah ahim na ta	te tield of the	the fustice of
humber of detais - unique. Comments - when staff wasse a wedy forancial response	, management west jouth is believe, impla	dilestre/	stortative jus	matter of Men	dia ou
Vork Quality				to tack) <u> </u>
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Attendance/Punctuality				Ш	
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Initiative				4.5	- U
comments that he does	land is w	nsisten	to his no	le in the	work
Communication/Listening Skills Comments Engages with	Lall sto	ff in a f	positive 4	nanner	
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Comments Depends Relia	belity and	I romain	ment have	Jaeorker +	eger
Dependability Comments Depends Relia Demonstrated Overall Rating (average the rating number)	0	nominico de la como de	duent have wrk as R	Tworker +	e egee
Overall Rating (average the rating number section) EVALUATION	bers above)	monted (vorker who	denwest	rots
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EVALUATION ADDITIONAL COMMENTS - Vern passion and prow manager, Due to le las learned + de GOALS - Mans (as agreed upon by employee and manager) - Work [m plementation] - enh - adm	bers above) on is a con ledge in leveloped goingement Tra explan com of pan ancerent ch in day; u have discussed this	monthed whis pos of skills to serving -	worker who ition as a rition at the second record Report Record For Do Linds Job descri	denwest RT worker to time of vining more ommendate Van - remi	rots and hiring training manageri
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EMPLOYEE INFORMATION	Maria T		11811		
Name Vernon Me	orvis		Employee ID		
Job Title PJ Mana		lest	Date M	ar, 22	113
Department R.J.			Manager	2 1 2.	
Review Period War 5/2	2012 -	War.	22,20	13	
			,		
RATINGS	1 = Poor	2 = Fair	3 = Satisfactory	4 = Good 5	5 = Excellent
Job Knowledge	T = F001	2 – Tali		U 4.5	
300 Mioricage	bossel			3	
Comments					
Work Quality				04.5	
comments + workers to inco	reeds to,	be done	with YI	. /.	
	rease ef	tective	was in co	ommunitre	
Attendance/Punctuality					×
comments I see it as ver	y importa	sit -wa	nt to be a	Here expe	ited
Initiative	0/ Those	who we	D WITH	□ 45	
	<i>y</i>	Goals	. 1	,	
comments - makes seeme the	e clays	to cer	uplate the	work	
Communication/Listening Skills					×
comments 2 auch where se	n dama	god year	her's con		
Dependability				D 4.5	
comments a pleasure	to wor	Kwit	th		
Overall Rating (average the rating numbers a	above)				
EVALUATION	17 15 1		777772		\$ \$ \$ P
ADDITIONAL COMMENTS - R.J. VI	sining o	et Cat	Logle new	lo to be	done
Biggest challenge is need multi-gear for	stability	by , he had to	expand for	ves - crease Cap	pacefy
60416	1 24 - 7	1 1 2 212	-10 - NOI	Xeconsien	Pris
- progra	am exp	ansec		2017	1.
- implen	rent A	VServe	ce tepert	Acanmen.	d.
VERIFICATION OF REVIEW	usgest -	- Set a	side Ao	lministratio	N Days
By signing this form, you confirm that you have indicate that you agree with this evaluation.	e discussed this rev	iew in detail witi	h your supervisor. Sig	ning this form does no	ot necessarily
Employee Signature	7		Date		
Manager Signature Colona A. -from last eval, 2	either	r EX) Date	ar, 22/1	3.
-from last eval 2	Vune 20	1/2-	needs	40	1/.
travel with RT.	- Y Just	i word	tens to	commun	nities
(e.g. w Betty	Anders	ion v	6 CAT	LAKE).

Employee Performance Review



Name Vernon Morris			Employee ID		
Job Title R J Manager West			Date Marc	1 22, 2013	
Department R J Field Worker			Manager	Dual Role	
Review Period Mar	ch 5/ 2012 to March	22/2013			
RATINGS					
	1 = Poor	2 = Fair	3 = Satisfactory	4 = Good	5 = Excellent
Job Knowledge				√ 4.5	
Comments					
Work Quality				√ 4.5	
Comments - more work needs to	be done with YI and	workers to inc	rease effectiveness i	n communities	
Attendance/Punctuality					√ 5
	tout wout to be wh	oro ovnostod –	expect it of those w	o work with me	X 9
Comments I see it as very impor	tant – want to be wil	ere expected –	expect it of those wi		
Initiative				√ 4.5	
- makes sure the day - go the extra mile to	s goals are met complete the work				
Communication/Listening Skills					√ 5
Comments e.g. circle where son	damaged teacher's c	ar			
Dependability				√ 4.5	
Comments - a pleasure to work v	with				
Overall Rating (average the rating nu	imbers above) 28/30				
EVALUATION					
	ing at Cat Lake need need multi-year fund				stability fundir
	amout training and ro	wiow stratogy	nlanning		
(as agreed upon by	ement training and re an (mgmt. retreat)	view strategy	planning		
employee and managery	n expansion				
	ent RJ service Repor	t recommend			
- implem	e- suggest – set aside	Administration	n days.		
ancier •oscar-scoo					
Database					
VERIFICATION OF REVIEW By signing this form, you confirm that the significant in the sig	you have discussed this	review in detail v	vith your supervisor. Sig	aning this form doe	es not necessaril
Database VERIFICATION OF REVIEW	you have discussed this ation.	review in detail v	vith your supervisor. Sig	nning this form doe	es not necessaril,

- 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)

