



RESTORATIVE JUSTICE

Employee Performance Review

EMPLOYEE INFORMATION	
Name <i>Leahann Parrott</i>	Employee ID
Job Title <i>RSW</i>	Date <i>Oct 23/18</i>
Department <i>DOJ</i>	Manager <i>Chantelle Isaac</i>
Review Period	

RATINGS

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

Job Knowledge

Comments *With over 18 years experience in the RJ Program Leahann has more than an understanding of her job and duties. She has been instrumental in the evolution of the program.*

Work Quality

Comments *Leahann always gives her all. Her quality of work is amazing. I myself have used much of her work as a teaching tool for others.*

Attendance/Punctuality

Comments *Great.*

Initiative

Comments *Leahann always goes above and beyond. Please refer to her self-evaluation. She has been an integral part in the evolution in the RJ Program a definite asset.*

Communication/Listening Skills

Comments *Leahann communicates w management via telephone/email frequently. She always calls for clarification when uncertain.*

Dependability

Comments *Leahann is someone who I can rely on to assist whenever asked.*

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

EVALUATION

ADDITIONAL COMMENTS

GOALS (as agreed upon by employee and manager) *Please see self-evaluation*
Trainer 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 *[Signature]* Date *Oct 23/18*

Self-Evaluation Form

Employee Name: Leahan Parrott	Job Title: Restorative Justice Facilitator
Date: October 19, 2018	Supervisor: Vernon Morris/Chantelle Johnson

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?

-Ensuring a successful Restorative Justice Process and outcome. It's important to me that all participants feel a sense of satisfaction from their circle as well as have a positive experience. To do this, I need to establish trust, show respect, explain the circle process clearly, be a good and empathetic listener, be patient, ability to identify the underlying issues and anticipate possible resources and solutions, be flexible, and available.

-To establish and maintain productive and respectful working relationships with all key players involved in the circle process. I have established trust and confidence of the local Crown Attorneys, established a reliable relationship with other court personnel; including, the crown office receptionists, duty counsel, court workers, probation officers and other relevant community front line workers.

-Upholding the integrity of NALSC. My long term commitment to NALSC (16 + years) indicates my dedication to the program and to the corporation. I contribute to the Corporation's good reputation by doing my best to provide a reliable service to our NAN members. I do this by respecting all relationships and by honoring the core values and principles of RJ. I conduct myself in a professional manner and take pride in my work with clients and all other relationships involved in the process.

-To keep my manager informed of cases and their progress. To ask for help and guidance when necessary.

-To continuously learn and keep up to date on various relevant facilitation skills and Restorative Justice Practices. To continuously network and develop working relationships, to promote the RJ program and other services offered by NALSC.

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

Since my last review May 2017, I have participated as a committee member on the Circle of Services Committee. It is a committee made up of local resources and we work together to provide services to all clients. We met in June, Oct, Nov and Dec 2017 and August 2018 I provided a community presentation to Maniwaki First Nation on Restorative Justice in July 2017 and a community presentation to Matachewan First Nation in June 2018 on all of the services offered by NALSC. In Feb 2018, I attended the NALSC By-law conference in Timmins and an open house in Mattagami First Nation In May 2018. I also attended a Bridges to Poverty Training in April 2018.

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

I should work on maintaining focus at work. I can do this by making a self-care plan that involves more rest, exercise, taking walks, etc.

To communicate more effectively specifically at various committee meetings. I think something like assertiveness training might help as I feel I am not assertive or perhaps confident enough to ensure my contributions are heard at meetings.

7. Please complete the following. *I believe my goals and objectives for the coming year should be:*

-To continue working on the Facilitating Circles Training and present the program to the Executive Director. I believe Nan Legal could benefit from providing such a program to its employees, to NAN members, communities, committees, and outside agencies as there does not seem to be many resources available.

-To make an effort to visit communities and local courts. I have not been visible in communities or courts in a few years.

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

Assertiveness training (committee meetings)

Trauma healing (benefit facilitation skills and assist clients)

Restorative justice Conference (to ensure ongoing and up to date training)

Gladue Writing Training (short staffed and could be beneficial to Corp.)

Self-Evaluation Form

Employee Name: Leahan Parrott	Job Title: Restorative Justice Facilitator
Date: October 19, 2018	Supervisor: Vernon Morris/Chantelle Johnson

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?

-Ensuring a successful Restorative Justice Process and outcome. It's important to me that all participants feel a sense of satisfaction from their circle as well as have a positive experience. To do this, I need to establish trust, show respect, explain the circle process clearly, be a good and empathetic listener, be patient, ability to identify the underlying issues and anticipate possible resources and solutions, be flexible, and available.

-To establish and maintain productive and respectful working relationships with all key players involved in the circle process. I have established trust and confidence of the local Crown Attorneys, established a reliable relationship with other court personnel; including, the crown office receptionists, duty counsel, court workers, probation officers and other relevant community front line workers.

-Upholding the integrity of NALSC. My long term commitment to NALSC (16 + years) indicates my dedication to the program and to the corporation. I contribute to the Corporation's good reputation by doing my best to provide a reliable service to our NAN members. I do this by respecting all relationships and by honoring the core values and principles of RJ. I conduct myself in a professional manner and take pride in my work with clients and all other relationships involved in the process.

-To keep my manager informed of cases and their progress. To ask for help and guidance when necessary.

-To continuously learn and keep up to date on various relevant facilitation skills and Restorative Justice Practices. To continuously network and develop working relationships, to promote the RJ program and other services offered by NALSC.

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

Since my last review May 2017, I have participated as a committee member on the Circle of Services Committee. It is a committee made up of local resources and we work together to provide services to all clients. We met in June, Oct, Nov and Dec 2017 and August 2018 I provided a community presentation to Maniwaki First Nation on Restorative Justice in July 2017 and a community presentation to Matachewan First Nation in June 2018 on all of the services offered by NALSC. In Feb 2018, I attended the NALSC By-law conference in Timmins and an open house in Mattagami First Nation In May 2018. I also attended a Bridges to Poverty Training in April 2018.

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

I should work on maintaining focus at work. I can do this by making a self-care plan that involves more rest, exercise, taking walks, etc.

To communicate more effectively specifically at various committee meetings. I think something like assertiveness training might help as I feel I am not assertive or perhaps confident enough to ensure my contributions are heard at meetings.

7. Please complete the following. *I believe my goals and objectives for the coming year should be:*

-To continue working on the Facilitating Circles Training and present the program to the Executive Director. I believe Nan Legal could benefit from providing such a program to its employees, to NAN members, communities, committees, and outside agencies as there does not seem to be many resources available.

-To make an effort to visit communities and local courts. I have not been visible in communities or courts in a few years.

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

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Trauma healing (benefit facilitation skills and assist clients)

Restorative justice Conference (to ensure ongoing and up to date training)

Gladue Writing Training (short staffed and could be beneficial to Corp.)



RESTORATIVE JUSTICE

Employee Performance Review

EMPLOYEE INFORMATION

Name Leahon Parrott
Job Title RSW
Department DoJ
Review Period

Employee ID
Date Oct 23/18
Manager Chantelle Isaac

RATINGS

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

Job Knowledge
Comments Leahon has over 18 years experience in the RJ program. She has been instrumental in the evolution of the program. Leahon has more than an understanding of her job and duties.

Work Quality
Comments Leahon always gives her all. Her quality of work is amazing. I myself have used much of her work as a teaching tool for others.

Attendance/Punctuality
Comments Great.

Initiative
Comments Leahon always goes above and beyond. Please refer to her self-evaluation. She has been an integral part in the evolution in the RJ program a definite asset.

Communication/Listening Skills
Comments Leahon communicates w management via telephone/email frequently. She always calls for clarification when uncertain.

Dependability
Comments Leahon is someone who I can rely on to assist whenever asked.

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

EVALUATION

ADDITIONAL COMMENTS

GOALS
(as agreed upon by employee and manager)
Please see self evaluation
Trainer 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
Manager Signature

Date
Date Oct 23/18



RESTORATIVE JUSTICE

Employee Performance Review

EMPLOYEE INFORMATION	
Name	Cetin Leahan Parrot
Job Title	R.J. Facilitator
Department	
Review Period	May - Apr. 28/17 to May 25/17
Employee ID	
Date	May 25
Manager	Cherthegen

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					
Work Quality	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Comments	data entry improved				
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	- share training program - assertiveness training - target communities + local courts have not been to lately.
GOALS (as agreed upon by employee and manager)	- trauma training - keep in loop re R.J. training (I will talk to Chantelle J.) - look into facilitation training - tips - SA/RT - K. Sheti.

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
Cherthegen	May 25/17

RESTORATIVE JUSTICE
Employee Performance Review



EMPLOYEE INFORMATION

Name: *Christy Lee Barrett*
 Job Title: *R.I. Facilitator*
 Department: *Restorative Justice*
 Review Period: *May - Apr. 28/17 to May 25/17*
 Date: *May 25*
 Employee ID: *Justin Barrett*
 Manager: *Justin Barrett*

RATINGS

Job Knowledge	Work Quality	Attendance/Punctuality	Initiative	Communication/Listening Skills	Dependability	Comments
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<i>data entry improved</i>

Overall Rating (average the rating numbers above)

EVALUATION

ADDITIONAL COMMENTS

- Skill Training Program
- awareness training & local courts
- forget comments & local courts
- have not been to facility.
- Home Training
- keep in loop w/ R.I. program
- & will talk to Charlotte J.
- look into your doctor training - tips - R.I. *SA/*

GOALS
(as agreed upon by employee and manager)

Self-Evaluation Form

Employee Name: Leahan Parrott	Job Title: Restorative Justice Facilitator
Date: May 23, 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?

-Ensuring a successful Restorative Justice Process and outcome. It's important to me that all participants feel a sense of satisfaction from their circle as well as have a positive experience. To do this, I need to establish trust, show respect, explain the circle process clearly, be a good and empathetic listener, be patient, ability to identify the underlying issues and anticipate possible resources and solutions, be flexible, and available.

-To establish and maintain productive and respectful working relationships with all key players involved in the circle process. I have established trust and confidence of the local Crown Attorneys, established a reliable relationship with other court personnel; including, the crown office receptionists, duty counsel, court workers, probation officers and other relevant community front line workers.

-Upholding the integrity of NALSC. My long term commitment to NALSC (16 + years) indicates my dedication to the program and to the corporation. I contribute to the Corporation's good reputation by doing my best to provide a reliable service to our NAN members. I do this by respecting all relationships and by honoring the core values and principles of RJ. I conduct myself in a professional manner and take pride in my work with clients and all other relationships involved in the process.

-To keep my manager informed of cases and their progress. To ask for help and guidance when necessary.

-To continuously learn and keep up to date on various relevant facilitation skills and Restorative Justice Practices. To continuously network and develop working relationships, to promote the RJ program and other services offered by NALSC.

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 participated in the NAN Legal team building workshop last fall and at the NAN wide Justice Summit in Timmins last spring. I also attended an introductory Trauma Healing Workshop in June 2016.

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

I should work on maintaining focus at work. I can do this by making a self-care plan that involves more rest, exercise, taking walks, etc.

To communicate more effectively specifically at various committee meetings. I think something like assertiveness training might help as I feel I am not assertive or perhaps confident enough to ensure my contributions are heard at meetings.

7. Please complete the following. *I believe my goals and objectives for the coming year should be:*

-To continue working on the Facilitating Circles Training and present the program to the Executive Director. I believe Nan Legal could benefit from providing such a program to its employees, to NAN members, communities, committees, and outside agencies as there does not seem to be many resources available.

-To make an effort to visit communities and local courts this summer. I have not been visible in communities or courts in a few years.

target.

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

Assertiveness training (committee meetings)

Trauma healing (benefit facilitation skills and assist clients)

Restorative justice Conference (to ensure ongoing and up to date training)

Gladue Writing Training (short staffed and could be beneficial to Corp.)



RESTORATIVE JUSTICE

Employee Performance Review

EMPLOYEE INFORMATION	
Name	Celina Reitberger
Employee ID	
Job Title	Restorative Justice Worker
Date	Apr. 28/16
Department	
Manager	Celina Reitberger
Review Period	Mar 1/15 - Apr. 28/16

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					
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					
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	- going to the coast to do circles				
Overall Rating (average the rating numbers above)					

EVALUATION	
ADDITIONAL COMMENTS	<ul style="list-style-type: none"> - do data entry more frequently - liaise with CLW's fba referrals (no probation) + circle follow up. - in probation - pass name of lawyer on to Mary - review job description re changes.
GOALS (as agreed upon by employee and manager)	<ul style="list-style-type: none"> - more R.J. training - (paraphrasing, reframing + validating) - Gladue report writing - Mental Health issues for children + youth. - Good Grief & Edu Therapy - Mike Kostashin supervision in or Train the trainer courses / my absence acting ED / or Vernon.

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	Leahann Parrott
Date	April 28, 2016
Manager Signature	Celina Reitberger
Date	Apr. 28, 2016



RESTORATIVE JUSTICE

Employee Performance Review

EMPLOYEE INFORMATION	
Name Leahan Parrott	Employee ID
Job Title Restorative Justice Worker	Date 28 April 2016
Department DOJ	Manager Celina Reithinger
Review Period 12 March 2015 - 28 April 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"/>
<i>Comments</i>					
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>					
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
<p>ADDITIONAL COMMENTS</p> <ul style="list-style-type: none"> - Review job description - do stats right away - liaise more with CLWs re referrals/no probation & circle follow up - in probation cases pass info to Mary Bird name of lawyer <p>GOALS (as agreed upon by employee and manager)</p> <ul style="list-style-type: none"> Training - Paraphrasing, reframing, validating - Gladue & mental health issues - train the trainers - Mike Koostachin or other - In Celina's absence report to acting ED or Vernon

VERIFICATION OF REVIEW	
<p>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.</p>	
Employee Signature	Date
Manager Signature	Date



RESTORATIVE JUSTICE

Employee Performance Review

EMPLOYEE INFORMATION	
Name	Leahann Parrott
Employee ID	
Job Title	Restorative Justice Worker
Date	
Department	POJ
Manager	Celina Reitterberger
Review Period	Fall 2013

RATINGS	1 = Poor	2 = Fair	3 = Satisfactory	4 = Good	5 = Excellent
Job Knowledge Resp. & Prior.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Comments	knows what her responsibilities are				
Work Quality	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Comments	She has done some extremely complicated circles reports, communication available expertly. (circle, reports, communication, respond timely to clients - avail)				
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	takes on tasks when time permits, offer suggestions regarding referral form.				
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	takes pride in work; responds to requests updates to managers. (takes pride, responds to requests, follow up, provide reports)				
Overall Rating (average the rating numbers above)					

EVALUATION	
ADDITIONAL COMMENTS	- Leahann will do updates to referral form + share with colleagues for feedback.
GOALS (as agreed upon by employee and manager)	- do a work plan - by March 31/15 - ongoing -

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

01111111

Self-Evaluation Form

Employee Name: Leahan Parrott	Job Title: Restorative Justice Facilitator
Date: April 26, 2016	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?

- To understand the philosophy and process of Restorative Justice.
- To ensure all parties are prepared and have a good understanding of the process and expectations.
- Upon thorough preparation of all parties, trust in their ability to work through the circle process and address the issues in ways that are meaningful to them.
- To guide the process, remain neutral, and listen.
- To ensure the principles of Restorative Justice are met.

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 feel my greatest accomplishment is the professional and skillful reputation I have earned among various community leaders, members, frontline workers, crown attorneys and lawyers. I have received several emails, calls and face to face approval.

3. Complete the following sentence. *I believe that my greatest contribution to Nishnawbe-Aski Legal Services Corporation is:*

I feel my greatest contribution to the Corporation is my demonstrated commitment to the program and connection to the communities. I feel this quality reputation is a positive reflection on Nishnawbe-Aski Legal Services and the credibility of the Restorative Justice program in my area.

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

I would like to receive ongoing facilitation training to enhance my skills (paraphrasing, validating, reframing, etc). Perhaps motivation training could be included to better prepare clients. I would like to know more about Gladue report writing and Mental Health issues.

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

-I took the Native Awareness Training offered by North Family Violence Network in Kapuskasing on January 27 and Jan 28, 2015

-I did a Restorative Justice presentation on March 24, 2015 at the Domestic Violence from a First Nations & Metis Context conference.

-I attended, presented and facilitated at the NAN East Justice Summit in Moose Factory on March 11 and 12, 2015

- On June 10, 2015 I did a Restorative Justice presentation to Chapleau Cree First Nation

-Presented Restorative Justice to the Domestic Violence Coalition Committee on June 26, 2015

-On July 30, I did a Restorative justice presentation to Aboriginal Women In Mining group in Kirkland Lake.

-Participated at the Northern College H.E.L.P Day on September 23rd, 2015. (set up booth re: services offered to aboriginal students)

-I attended a Cyber bullying workshop in Timmins on October 21, 2015

-On November 17-20, 2016 I received Restorative Justice Facilitating Training in Ottawa

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

I could be more organized with the NAN Data entries. I find that I wait for a few weeks before inputting data and that has proven to be stressful at times. I am really good at prioritizing my job duties and will make a commitment to include this as one of my assigned tasks.

7. Please complete the following. *I believe my goals and objectives for the coming year should be:*

My goals and objectives are always the same; to do my job effectively and efficiently as well as to uphold the integrity of the Corporation. I think obtaining a more clear understanding of the Corporations vision for the Restorative Justice Program may help me identify what other goals I am expected to achieve. Perhaps participating in staff meetings would help.

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

-I would like to take a Train the Trainers course. Increase my very basic knowledge of teaching fundamentals and skills. This would also increase my confidence when providing presentations to other organizations and communities.

-I would like to receive ongoing facilitation training to enhance my skills (paraphrasing, validating, reframing, etc).

- I would like to know more about Gladue report writing

-I would like to learn about Mental Health issues especially in teens and young adults.

*Dale Cox - no protocol - paperwork for
nothing - it will get to you
- no referrals from Cresco.*

NISHNAWBE-ASKI LEGAL SERVICES

RESTORATIVE JUSTICE PROGRAM WORK PLAN – 2015

Specific Goal	ACTIVITIES
Deliver restorative justice program for all Communities in Zone 1	<ul style="list-style-type: none">- Continue Facilitation of Justice Circles in each of the Communities- Provide Follow-up- Report Results
Increase participation of community members in the Restorative Justice Process	<ul style="list-style-type: none">- Raise Awareness in communities through local media, community visit and public info sessions on Restorative Justice- Solicit involvement of community members/front-line staff and Elders to participate in circles and training.
Work with manager for the continued development of the RJP	Participate in conference calls
Strengthen relations and confidence with Key Stakeholders	Meet with Judges, Crown Attorneys, Defense Counsel, Chief and Council during or after court.
Educate First Nation Leadership in each of the Communities Serviced	Hold information sessions with Chief and Council when possible.
Maintain Statistics and Analysis of Program's Effectiveness and Efficiency	<ul style="list-style-type: none">- regular data input

Leahan Parrot
Restorative Justice Worker
Matachewan First Nation
NALSC

Dear Leahan;

Re: Outside Employment

Further to your letter of March 7 2014 I would note the following:

Your letter is confusing. You say you were elected March 23, 2013 but asked for permission in April. So I will assume you were elected in May. Joyce said during the telephone conversation on February 6th that you contacted her after the fact.

Despite this discrepancy it doesn't matter because the policy mandates that you must ^{seek} have the approval of the Executive Director. This was not done.

With respect to conflict of interest it clearly exists. You have potential power over our Board representatives. He will not get involved in any discussions regarding you because he fears repercussion. *When asked to be involved in an issue regarding yourself he declined because of pot. repercussions*
I have come to the conclusion that your work performance with Nishnawbe-Aski Legal Services has been jeopardized. For example, the day we called to speak to you, February 6, ²⁰¹⁴ you were in a meeting. Since no explanation was forthcoming I have to assume it was Band business. It is far too easy when in the band office to be involved in band ~~polities~~ *affairs*.

It is necessary to treat all employees the same. Betty received a similar letter and she is opting to take a leave.

Finally, the Board felt strongly enough about this situation to pass the amendment. *on _____,*

Outside Employ.

'They take a leave of absence of up to 2 years or resign if they choose to run for Chief and Councillor.'

It is a clear indication of their position re: conflict and job performance.

I am sorry that we cannot accommodate this laudable ambition but for the reasons above I must deny your appeal.

Yours Truly,

Celina Reitberger,
Executive Director

Dated at Thunder Bay, March 25, 2014.

Managers will no longer need to answer letters over the phone but email the letters & then schedule a call to discuss.

Deborah & Joyce will go to a workshop together within the next

Deborah will choose a new manager to report to for a 3 month trial.

All participants will be read the four agreements

- Elden
- Wanda Baxter.
- Deborah Barnett
- Joyce Crawford
- Clare Kurlinger
- Participants
- Circle Agreement

