



YOUTH JUSTICE WORKER
Employee Performance Review

EMPLOYEE INFORMATION	
Name <i>Ken Sackaney</i>	Employee ID
Job Title <i>YOUTH JUSTICE / YOUTH INTER</i>	Date <i>OCT 22/18.</i>
Department <i>MCYS / YJ</i>	Manager <i>CHANTELLE JOHNSON</i>
Review Period	

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	<i>Ken knows community knowledge, court systems circle processes highly skilled in community youth programming</i>				
Work Quality	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Comments	<i>Great work, hard working team players.</i>				
Attendance/Punctuality	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Comments	<i>Work excess hours w/o asking to suit the needs of the community.</i>				
Initiative	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Comments	<i>Great initiative - Extra assignments Projects Extra assistance to other NARS programs</i>				
Communication/Listening Skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Comments	<i>good.</i>				
Dependability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Comments	<i>always there when anyone requires assistance on Fort Albany.</i>				
Overall Rating (average the rating numbers above)					

EVALUATION
ADDITIONAL COMMENTS <i>Debriefing Sessions Brainstorming. Conference calls.</i>
GOALS (as agreed upon by employee and manager) <i>getting a legit office.</i>
<i>Recommendation</i> <i>Flaise</i>

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 <i>[Signature]</i>	Date <i>OCT 22/18</i>

Self-Evaluation Form

Employee Name: Kenneth Sackaney Justice worker	Job Title: Youth Intervention Worker/Restorative
Date: October 22, 2018	Supervisor: 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?

As a youth intervention worker, first priority is the youth are on probation and meeting their conditions. Whether it be to arrange community service hours, to add activities that will help them grow as a person, or overall keep them busy and out of "trouble". The second priority is the prevention portion for youth not on probation. Reaching out to at risk youth who are struggling in school. As a RJ facilitator, its completing the circle agreements before the court deadline.

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

It is difficult to choose successful efforts as I am a new worker and I am not sure when the dividends will pay off, but the effort is bringing in free workshops at no cost to the band and NALSC. Groups, such as, ArtsCAN who bring in artists in different fields (photography, Music, Video) spend time with youth to express themselves. Fort Albany Basketball is another accomplishment as we continue to send out youth to different communities to compete for championships. Winning was never a priority but teaching discipline, and leadership is always the priority. If they can carry on what we teach to college or adulthood is our success.

3. Complete the following sentence. *I believe that my greatest contribution to Nishnawbe-Aski Legal Services Corporation is: Filling in communities where communities need to be covered without hesitation.*

4. In what area or areas would you like to gain more experience, training or education?
 - Debrief sessions
 - Mental Health First Aid
 - Counselling youth

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

Trauma Identification training
Restorative Justice Training
Youth Intervention Retreat

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

Acquire an office and have a space to interview youth who need to be seen in a confidential manner. Prioritize who to see first, at times youth who are at risk need more attention as the ones that are in my program are doing well.

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

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

ASIST training

First Aid Training

Ontario Coaches Certificate – Level 1 basketball