Self-Evaluation Form

Employee Name: Gillian Schaible Job Title: Program Manager, VWLP

Date: March 19, 021

**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?
2. Provide support and service to those who have been harmed
3. Mentor and support VWL team members
4. Advocate for those who have been harmed, to receive equitable and appropriate service from justice partners and other service agencies
5. To communicate and build relationships internally, and externally to NALSC
6. To work to reduce victimization and harm in NAN communities by way of interventions, support, and public legal education
7. What do you see as your greatest accomplishment or successful efforts since the beginning of your employment with Nishnawbe-Aski Legal Services Corporation?

We have a full team of dedicated and bright Victim Witness Liaison workers, who feel validated, valued and are contributing to the success of the program daily. There have also been a number of collaborations established, with Nishnawbe Aski Police services, we have partnered with their Survivor Assistance Program, as well as with Mushkegowuk Council’s victim services program. This ensures coordinated service delivery to victims in NAN communities, we do not wish to compete, rather enhance each other’s work.

Myself and the VWLP program has been selected, by the Ministry of the Attorney General, to be the administrator for the Victim Quick Response program for NAN communities. This will present an opportunity for our program to offer financial and practical support to those who have been harmed. To date, the program has been underutilized, due to a number of systemic issues with the program. It is the intent to continue to advocate for the removal of barriers so that this program can be fully utilized by those who have been harmed in NAN communities. This will commence on April 1, 2021.

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

Restorative Justice that offers healing, so that our program can participate and ensure healing and reintegration circles consider the needs of the victims.

1. What activities or trainings have you participated in to develop yourself professionally?

Conflict Management – Conrad Grebel Certificate Program

Human Trafficking

Domestic Violence

NAN Women’s Council Webinar Series – Ending Violence against Women

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

Better organize and delegate administrative duties, such as finance and payroll paperwork

Improve our database, to be user friendly, and collect necessary information for reporting to the Board and funders

Improve and update our VWLP Website

1. What are your primary *goals and objectives for your position and program as a Program Manager*

Keep a strong and healthy team of workers, who are knowledgeable, compassionate, and accessible.

Advocate to reduce barriers and fill gaps for those who have been harmed

Bring education and awareness of the rights and responsibilities of victims of crime

Develop a Partner Assault Response program that offers hope and healing, that is also recognized by the Courts, is community based and culturally appropriate.

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

Restorative Justice through the Duluth Model – scheduled for April

Family Mediation – to offer support and assistance to victims of domestic violence who wish to take formal steps regarding separation and child custody matters

1. Other Comments:

There is much work to do, to support and advocate for those who have been harmed, and to work to prevent violence and harm.

I will be ever mindful that my role is to support those involved in the Justice system to the best of my ability and to also work towards community based forms of healing, and support for those harmed.