

DACUM Skill Rating Scale

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COMMUNICATE A

Listen actively A1	Interpret non-verbal cues A2	Conduct presentations e.g. reports A3	Write proposals (e.g., grants, funding) A4	Listen for context A5	Write testimonials A6
1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4
1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4
Demonstrate assertiveness A7	Develop conflict resolution skills A8	Consult with team members (e.g. feedback, team building) A9	Speak to the level of the audience A10	Maintain records A11	
1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	
1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	

DEMONSTRATE PERSONAL COMPETENCIES B

Show respect B1	Demonstrate cultural sensitivity B2	Develop coping skills B3	Manage (own) emotions B4	Honour traditions B5	Commit to lifelong learning B6
1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4
1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4
Act as peacemaker B7	Mentor B8	Counsel B9	Coach B10	Motivate self and others B11	Provide support B12
1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4
1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4
Work independently B13	Demonstrate flexibility B14	Lead by example B15			
1 2 3 4	1 2 3 4	1 2 3 4			
1 2 3 4	1 2 3 4	1 2 3 4			

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DEMONSTRATE PROFESSIONAL COMPETENCIES C
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Maintain professional boundaries C1	Maintain confidentiality C2	Demonstrate empathy C3	Maintain integrity C4	Think critically C5	Make decisions C6
1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4
Follow safe work practices C7	Mediate C8	Manage time C9	Practise self-care C10	Write gladue reports C11	Use technologies (e.g., computer, software, etc.) C12
1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4
Examine own prejudices C13	Simplify legal terminology for client C14	Maintain a well-balanced perspective C15	Hold others accountable C16		
1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4		

PROMOTE CULTURALLY APPROPRIATE PROGRAMS AND SERVICES D

Discuss provincial Aboriginal justice strategy D1	Explore the effects of historical events on current Aboriginal culture and practices D2	Discuss issues impacting Aboriginal youth and families (e.g., gangs, poverty, etc.) D3	Discuss restorative justice. pre-colonization D4	Respect sacred spiritual teachings D5	Respect alternative approaches to healing D6
1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4
Discuss traditional ceremonies, sweat lodges, and healing circles D7	Explore the impact of intergenerational trauma D8	Create a safe environment for all involved D9	Discuss philosophy of restorative justice D10	Explore spirituality D11	
1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	

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IMPLEMENT
INTERVENTION
STRATEGIES
E

Provide intervention strategies E1	Provide options E2	Discuss accountability and responsibility of community E3	Discuss accountability and responsibility of offender E4	Discuss human rights victim/offender rights legislation E5	Work within provincial / federal / community policies / codes guidelines, legislation and regulations E6
1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4
Implement gang prevention strategies E7	Facilitate reconciliations E8	Perform needs assessments E9	Negotiate agreements E10	Facilitate anger management strategies E11	Collaborate with others E12
1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4
Manage personal safety E13					
1 2 3 4					

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IMPLEMENT PREVENTION STRATEGIES H
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Discuss addictive behaviours H1	Determine need for elder support H2	Determine professional community supports (e.g., clinical, medical, etc.) H3	Manage projects H4	Organize workshops H5	Advocate for resources (e.g., funding, facilities, travel) H6
1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4
Make referrals H7	Determine need for legal counsel H8				
1 2 3 4	1 2 3 4				

PLAN PROGRAMS I

Plan healing circle I1	Plan restitution strategies I2	Plan sentencing circle I3	Conduct interviews (e.g., community, volunteers, victim, offender, for employment, etc.) I4	Recruit volunteers I5	Manage volunteers I6
1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4
Create volunteer job opportunities I7	Select committee members I8	Plan a budget I9	Create a work plan I10		
1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4		

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 WORK WITH
 COMMUNITY ON
 PREVENTION /
 INTERVENTION
 STRATEGIES
 J

Consult Elders J1	Develop partnerships J2	Provide information on role of Community Justice worker J3	Share healing stories J4	Develop a community support network J5	Debrief critical incidents J6
1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4
Work with multidisciplinary teams J7	Identify community resources J8	Participate in Community Justice committees J9	Identify community's needs J10	Network with other professional organizations J11	
1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	

 EVALUATE PROGRAM
 K

Prepare reports K1	Collect data K2	Analyze data (e.g., statistics) K3	Provide recommendations K4	Implement recommendations K5
1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4