

## CO OJPE Attorney and Non-Attorney 2026 Cycle



**COLORADO**

**Office of Judicial  
Performance Evaluation**

### **INTRODUCTION**

Thank you again for your help by completing a performance evaluation survey of Colorado judges you have appeared before or have been affected by in a court hearing.

The combined results of this evaluation will be used by members of the Commissions on Judicial Performance in their evaluation of judges and in making retention recommendations for voters. Judges use survey results for performance feedback and professional development.

The survey is completely voluntary.

If you are having difficulty with the online survey, please email Xiaolei Pan at [xpan@marketdecisions.com](mailto:xpan@marketdecisions.com) for assistance accessing the survey.

**CLICK BUTTON TO CONTINUE**

## CONFIDENTIALITY

### Confidentiality

**Your honest, constructive, and accurate evaluations of judges are a crucial component of the Judicial Performance Evaluation program. For this reason, the evaluations you provide are confidential.**

All data is stored in a database on a secure server and will not be shared with the judge or judges you evaluate or any other Colorado official. A summary report of average ratings will be generated and will be shared with the judge/judges and the judicial performance commission.

Constructive written evaluation comments are extremely valuable to judges, as this type of feedback often provides richer information than may be gleaned from standardized ratings. Because the written comments you provide will be listed verbatim in the summary report the judge will receive, please use your best judgment when deciding what information to include. Please consider whether any **identifying details** you choose to volunteer are needed to describe the behaviors or skills you want to highlight for the commission and judge.

To preserve the confidentiality of this process, avoid providing details in your written comments that you believe would personally identify you to the judge. This includes, but may not be limited to, explicit references to a specific case or client.

**CLICK BUTTON TO CONTINUE**

## **LIST OF JUDGES**

Here is the list of Judges you will be asked to evaluate.

[Judge -----]

Before proceeding indicate if you have sufficient experience to feel qualified to evaluate the performance of each judge.

If we have made a mistake and you either were not in the judge's courtroom or you feel that you do not have sufficient experience with this judge to have an opinion on the judge's judicial performance, please respond "no" to the question below to stop any further requests to evaluate the judge.

Do you have sufficient experience to feel qualified to evaluate the performance of...

## **JUDGE EVALUATION START**

### **START OF SECTION FOR EACH JUDGE**

#### **Evaluation of [JUDGENAME]**

Your honest and accurate evaluations of [JUDGENAME] are a crucial component of the Judicial Performance Evaluation program. For this reason, the evaluations you provide are confidential.

Please answer a few questions about the nature and extent of your experience with [JUDGETITLE\_[\$ROW]] [JUDGEFULLNAME\_[\$ROW]]. Your responses on this page are confidential and will not be shared with the judge as part of the evaluation results.

### **STRENGTHS AND WEAKNESSES**

#### **Remembering Examples of [JUDGENAME]'s Performance**

Research has shown that people make better evaluations of performance when they first take the time to recall specific examples of the judge's actions, behavior, and performance on the job. Rather than simply relying on general impressions of the judge, when a person instead takes a few minutes to recall specific behaviors they have seen a judge engage in, their appraisals of the judge's performance are more likely to be accurate. Before you proceed with [JUDGENAME]'s evaluation, please respond to the following:

#### **STRENGTH**

What would you say are this judge's strengths?

#### **WEAKNESS**

What would you say are this judge's weaknesses?

## **EVALUATION INSTRUCTIONS**

Show the full set of instructions once and then shortened set of instructions for each subsequent judge.

### **FIRST TIME**

#### **Judicial Performance Evaluation Instructions**

#### **Evaluation of [JUDGENAME]**

In the following six sections, you will be asked a series of questions about [JUDGENAME]'s performance. Please give careful thought to each item. Base your evaluations on your personal experiences with the judge in the past 24 months, and not on how the judge behaved several years ago, how you think the judge behaves in other proceedings, or the judge's reputation.

To answer each item, please consider the context in which you have directly worked with [JUDGENAME]. For those items that you are able to evaluate based on your personal experience with [JUDGENAME], please indicate how well the judge performed on the described behavior.

Please answer using a five-point scale where **one** is "**Inadequate performance**" and **five** is "**Outstanding performance**." A three on the scale would indicate "adequate performance." You can select any number between one and five.

Some of the items in this evaluation refer to specific circumstances that only occasionally arise for a judge on the job. Your evaluation ratings should be based only on the judge's behavior when the described circumstances actually arose.

Please use the **N/A** response option instead the above rating scale when: (a) the circumstances under which the described judicial behavior might arise never actually occurred in your experiences with the judge, and/or (b) you do not possess the technical knowledge necessary to evaluate the judge on a particular item.

## **SUBSEQUENT TIMES**

### **Evaluation of [JUDGENAME]**

**For the following six sections, please evaluate [JUDGENAME] based on your experience with cases that [JUDGENAME] has presided over.**

**Again, please indicate how well the judge performed on the described behavior.**

**Answer using a five-point scale where **one** is “Inadequate performance” and **five** is “Outstanding performance.” A three on the scale would indicate “adequate performance.” You can select any number between one and five.**

Or select **N/A** if the circumstances under which the described judicial behavior might arise never actually occurred in your experiences with [JUDGENAME], and/or you do not possess the technical knowledge necessary to evaluate the judge on a particular item.

**If you would like to review the full set of evaluation instructions, click here.**

## Case Management

[JUDGENAME]...

(Select your response for each).

### Attorney questions

On a scale from one to five, the performance of the judge on this behavior was...

	Inadequate performance	2	Adequate performance	4	Outstanding performance	N/A
<b>CM01:</b> Promptly issues a decision on the case after trial.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>CM02:</b> Maintains appropriate control over proceedings.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>CM03:</b> Promptly rules on pre-trial motions.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>CM04:</b> Sets reasonable schedules for cases.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>CM05 (new):</b> Provides an alternative to in- person hearings when appropriate.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Non-attorney questions:**

**On a scale from one to five, the performance of the judge on this behavior was...**

	Inadequate performance	2	Adequate performance	4	Outstanding performance	N/A
<b>CM01:</b> Promptly issues a decision on the case after trial.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>CM02:</b> Maintains appropriate control over proceedings	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>CM03:</b> Promptly rules on pre-trial motions.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>CM04:</b> Sets reasonable schedules for cases.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>CM05 (new):</b> Provides an alternative to in- person hearings when appropriate	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



**Attorney only**

If you have any comments/observations about this judge's case management, you may provide additional constructive feedback in the comment field below.

Note: [JudgeName] will receive a copy of any comments you submit in the box below. Please do not enter specific details (e.g. about a particular case or client) that you think could identify you to the judge.

## Application and Knowledge of Law

**[JUDGENAME]...**

(Select your response for each).

### Attorney questions

**One a scale from one to five, the performance of the judge on this behavior was...**

	Inadequate performance	2	Adequate performance	4	Outstanding performance	N/A
<b>AKL01:</b> Is able to identify and analyze relevant facts.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>AKL02:</b> Bases decisions on evidence and arguments.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>AKL03:</b> Issues consistent decisions when the circumstances are similar.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>AKL09 (new):</b> Rulings cite the applicable substantive law.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>AKL05:</b> Consistently applies laws and rules.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Non-attorney questions:**

**One a scale from one to five, the performance of the judge on this behavior was...**

	Inadequate performance	2	Adequate performance	4	Outstanding performance	N/A
<b>AKL01:</b> Is able to identify and analyze relevant facts.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>AKL10):</b> Gives reasons for rulings.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>AKL07:</b> Willing to make decision without regard to possible outside pressure.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Attorney only**

If you have any comments/observations about this judge's application and knowledge of law, you may provide additional constructive feedback in the comment field below.

Note: [JudgeName] will receive a copy of any comments you submit in the box below. Please do not enter specific details (e.g. about a particular case or client) that you think could identify you to the judge.

## Communications

[JUDGENAME]...

(Select your response for each).

### Attorney questions

One a scale from one to five, the performance of the judge on this behavior was...

	Inadequate performance	2	Adequate performance	4	Outstanding performance	N/A
<b>COM01:</b> Makes sure all participants understand the proceedings. (1)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>COM02:</b> When issuing a ruling, the judge provides an explanation for the decision.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>COM05 (new)</b> Provides written communications that are clear, thorough, and well- reasoned.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>COM06 (new)</b> Listens carefully during court proceedings.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Non-attorney questions:**

**One a scale from one to five, the performance of the judge on this behavior was...**

	Inadequate performance	2	Adequate performance	4	Outstanding performance	N/A
<b>COM01:</b> Makes sure all participants understand the proceedings.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>COM03:</b> Uses language that everyone can understand.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>COM04:</b> Speaks clearly so everyone in the courtroom can understand what's being said.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>COM07 (new)</b> Gives reasons for a ruling when needed.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Attorney only**

If you have any comments/observations about this judge's communication, you may provide additional constructive feedback in the comment field below. You may use the space to identify additional strengths or weaknesses, or to clarify your response(s) to any item in this section. (*Optional*)

Note: [JudgeName] will receive a copy of any comments you submit in the box below. Please do not enter specific details (e.g. about a particular case or client) that you think could identify you to the judge.

## Demeanor

[JUDGENAME]...

(Select your response for each).

### Attorney questions

One a scale from one to five, the performance of the judge on this behavior was...

	Inadequate performance	2	Adequate performance	4	Outstanding performance	N/A
<b>DM01:</b> Gives proceedings a sense of dignity.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>DM02:</b> Treats participants with respect.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>DM04 (new):</b> Reacts to an incident(s) in the courtroom appropriately.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>DM05 (new)</b> Addresses individuals (e.g. attorneys, court staff, litigants, public witnesses) respectfully in the courtroom.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>DM06 (new):</b> Maintains a professional demeanor in the courtroom.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



## Non-attorney questions

One a scale from one to five, the performance of the judge on this behavior was...

	Inadequate performance	2	Adequate performance	4	Outstanding performance	N/A
<b>DM01:</b> Gives proceedings a sense of dignity.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>DM02:</b> Treats participants with respect.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>DM03:</b> Has a sense of compassion and human understanding for those who appear in court.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Attorney only**

If you have any comments/observations about this judge's demeanor, you may provide additional constructive feedback in the comment field below. You may use the space to identify additional strengths or weaknesses, or to clarify your response(s) to any item in this section. (*Optional*)

Note: [JudgeName] will receive a copy of any comments you submit in the box below. Please do not enter specific details (e.g. about a particular case or client) that you think could identify you to the judge.

## Diligence

[JUDGENAME]...

(Select your response for each).

### Attorney questions

One a scale from one to five, the performance of the judge on this behavior was...

	Inadequate performance	2	Adequate performance	4	Outstanding performance	N/A
<b>DIL01:</b> Uses good judgment in application of relevant law and rules.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>DIL02:</b> Is willing to handle cases on the docket even when they are complicated and time consuming.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>DIL03:</b> Does the necessary "homework" and is prepared for cases.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Non-attorney questions:**

**One a scale from one to five, the performance of the judge on this behavior was...**

	Inadequate performance	2	Adequate performance	4	Outstanding performance	N/A
<b>DIL04:</b> Begins court on time.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>DIL05:</b> Maintains appropriate control over proceedings.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>DIL06:</b> Sets reasonable schedules for cases.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>DIL07:</b> Is prepared for cases.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>DIL08:</b> Manages court proceedings so there is little wasted time.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Attorney only**

**If you have any comments/observations about this judge's diligence, you may provide additional constructive feedback in the comment field below. You may use the space to identify additional strengths or weaknesses, or to clarify your response(s) to any item in this section. (*Optional*)**

**Note: [JudgeName] will receive a copy of any comments you submit in the box below. Please do not enter specific details (e.g. about a particular case or client) that you think could identify you to the judge.**

## Fairness

[JUDGENAME]...

(Select your response for each).

### Attorney questions

One a scale from one to five, the performance of the judge on this behavior was...

	Inadequate performance	2	Adequate performance	4	Outstanding performance	N/A
<b>FAIR05:</b> Conducts their courtroom in a neutral manner.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>FAIR06:</b> Is fair and impartial to both sides.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>FAIR07 (new)</b> Appears to decide the outcome of the case before all evidence is presented.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>FAIR08 (new)</b> Gives each side enough time to present their case.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Non-attorney questions:**

**One a scale from one to five, the performance of the judge on this behavior was...**

	Inadequate performance	2	Adequate performance	4	Outstanding performance	N/A
<b>FAIR01:</b> Gives participants an opportunity to be heard.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>FAIR02:</b> Treats those involved in the case without bias.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>FAIR03:</b> Treats people fairly who represent themselves.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>FAIR04:</b> Gives each side enough time to present their case	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Attorney only**

If you have any comments/observations about this judge's fairness, you may provide additional constructive feedback in the comment field below. You may use the space to identify additional strengths or weaknesses, or to clarify your response(s) to any item in this section. (*Optional*)

Note: [JudgeName] will receive a copy of any comments you submit in the box below. Please do not enter specific details (e.g. about a particular case or client) that you think could identify you to the judge.



# Retention

## RETENTION

Based on your responses to the previous questions related to the performance evaluation criteria, do you think [JUDGENAME] meets judicial performance standards?

- Yes, meets performance standards (1)
- No, does not meet performance standards (2)
- No opinion (3)

## Final Comments

### FCOMMENTS

If you have any further comments about this judge, please enter them in the box below. Note: [JudgeName] will receive a copy of any comments you submit in the box below. Please do not enter specific details (e.g. about a particular case or client) that you think could identify you to the judge.

**JUDGE EVALUATION START TO FINAL COMMENTS SECTIONS REPEAT**  
**FOR EACH JUDGE SELECTED TO EVALUATE**

## **EVALUATING ADDITIONAL JUDGES**

### **OTHER JUDGE**

This is your opportunity to evaluate other judges that were not included on the prior list.

You may evaluate up to ten additional judges.

Is there any other judge with whom you have sufficient experience with that you would like to evaluate?

Yes – go to **EVALJD**

No – go to **JDEMO**

### **EVALJD**

Select the judicial district in which the judge presides from the dropdown menu.

### **EVALJNM**

Select the judge to evaluate from the drop-down menu

***Include an option for selected wrong district to allow them to return and select the district again.***

**JUDGE EVALUATION START TO FINAL COMMENTS SECTIONS REPEAT  
FOR EACH JUDGE**

**OTHJDUGE1**

Is there another judge with whom you have sufficient experience with that you would like to evaluate?

Yes – go to section to select judge and repeat questions

No – go to the demographics

***If they reach 10 skip to JDEMO after #10***

## **DEMOGRAPHICS (ATTORNEY ONLY)**

### **JDEMO**

These questions are for classification purposes only. This information will not be shared with the judge or judges you evaluated.

### **TYPE**

**What best describes your practice?**

1. Private, Solo
2. Private, 2-5 attorneys
3. Private 6 or more attorneys
4. Private, corporate employee
5. Judge or judicial officer
6. Government
7. Public service agency or organization
8. Retired
9. Other

### **LENGTH**

Length of practice

1. 5 years or fewer
2. 6 to 10 years
3. 11 to 15 years
4. 16 to 20 years
5. 20 or more years

### **TCASES**

Types of cases

1. Appellate
2. Criminal Prosecution
3. Criminal Defense
4. Mixed criminal and civil
5. Civil defense
6. Civil plaintiff
7. Probate
8. Other

**LCASES**

Location of practice

Include list of CO judicial districts and option for Statewide (or allow multiple districts to be selected.)



**SURVEY IMPROVEMENT**  
**(Attorney and Non-attorney)**

**SURIMP**

Help Us Improve This Survey (optional)

Please use the space below to share any feedback you may have about this evaluation survey, including specific suggestions for how it may be improved. (*Optional*)