

# WHAT GOES INTO A PERFORMANCE EVALUATION



## Surveys

Surveys are collected from court users.

### Surveys ask question about

- Integrity
- Legal Knowledge
- Communication
- Temperament
- Administration
- Service to the Public



## Observations

Commissioners observe the judge in their courtroom and review their performance

### Commissioners look for

- Voice
- Neutrality
- Respect
- Fairness
- Understandable
- Plain Language



## Opinion Review

Commissioner read decision or opinions issued by each judge.

### Review for

- Clearly states what the issue is.
- Basis for the decisions.
- How the judge got there.
- What is the outcome.

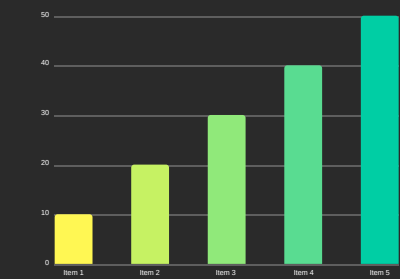


## Interviews

The Judge and other interested parties are interviewed by the Commission

### Discussion

Opportunity to discuss the Comissions' findings and what the Judge is doing to address issues identified in the evaluation.



## Commissions Findings

- Determination if the Judge "Meets" or "Does Not Meet" Performance Standards.
- Vote count for the decision.
- Narrative of the performance evaluation findings.