

# Judicial Excellence



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## RECRUITMENT

The recruitment and retention of highly-qualified judges is essential to the Court's constitutional mission to provide timely, fair, and impartial justice. Selecting the most qualified applicants for the bench starts with having a large number of exceptional choices.

## PERFORMANCE EVALUATION

A cornerstone of judicial service involves learning throughout a judge's time on the bench. Judges must stay current on changes to substantive law, procedures, and rules and also receive and reflect on feedback on their skills in fairness and impartial decision-making, legal skills, listening and communication skills, leadership and teamwork skills, and case management strategies. Since 2013, the Court and the Judicial Council have been working to strengthen the performance of Idaho's judges through evaluation and education. A major initiative to achieve judicial excellence has been the Judicial Performance Evaluation Program.

### Judicial Performance Evaluation Program

- Started in February 2017
- Monthly survey completed by attorneys and court professionals describing their experience working with judges over the past year
- Anonymous results reported to the judge to evaluate his or her need for self-improvement, education, and well-being

In FY2020, 46 judicial feedback surveys were sent to attorneys and court professionals over a 9 month\* period.

### In 2018, the Legislature funded the Facilitator Judge Program to enhance the Judicial Performance Evaluation Program.

Starting in January 2019, trained facilitator judges were paired with judges receiving an evaluation to discuss the results, engage in courtroom observation, and identify education resources.

\*Due to increasing workload as a result of the COVID-19 Pandemic, the Judicial Performance Evaluation was suspended for the last three months of the fiscal year.

