

### Survey Questions: Appellate Court Staff

Minimum performance standards for judicial performance are established by state statute and administrative rule. JPEC evaluates the following performance standards: Legal Ability, Integrity / Judicial Temperament, Administrative Skills, and Procedural Fairness.

- ✓ For Legal Ability, the judge must receive an overall average score of 3.6 out of a possible 5.0 in order to pass the minimum performance standard set by statute. Only attorneys may evaluate Legal Ability.
- ✓ For Integrity / Judicial Temperament, the judge must receive an overall average score of 3.6 out of a possible 5.0 in order to pass the minimum performance standard set by statute.
- ✓ For Administrative Skills, the judge must receive an overall average score of 3.6 out of a possible 5.0 in order to pass the minimum performance standard set by statute.
- ✓ For Procedural Fairness, the judge must demonstrate by a totality of the circumstances that the judge’s conduct in court promotes procedural fairness for court participants. Commissioners consider only data collected as part of the judge’s performance evaluation. The minimum performance standard, as established by administrative rule, is commensurate with the scored standards set by statute (e.g., Legal Ability).

Please rate the judge on each of the following statements, ranging from 1 (Low) to 5 (High).

<b>Integrity / Judicial Temperament</b>	Low=1 High=5	Not enough experience to rate
The judge paid attention to what went on in court.	1 2 3 4 5	<input type="checkbox"/>
The judge’s personal life or beliefs did not impair his or her judicial performance.	1 2 3 4 5	<input type="checkbox"/>
The judge considered arguments from all sides before ruling.	1 2 3 4 5	<input type="checkbox"/>
The judge demonstrated diligent work habits.	1 2 3 4 5	<input type="checkbox"/>
The judge maintained a professional demeanor in the courtroom.	1 2 3 4 5	<input type="checkbox"/>

<b>Administrative Skills</b>	Low=1 High=5	Not enough experience to rate
The judge was prepared for court proceedings.	1 2 3 4 5	<input type="checkbox"/>
The judge’s interactions with courtroom participants and staff were professional and constructive.	1 2 3 4 5	<input type="checkbox"/>
The judge ruled in a timely fashion.	1 2 3 4 5	<input type="checkbox"/>
The judge communicated clearly.	1 2 3 4 5	<input type="checkbox"/>



<b>Procedural Fairness</b>	Low=1 High=5	Not enough experience to rate
The judge treated all courtroom participants with equal respect.	1 2 3 4 5	<input type="checkbox"/>
The judge performed his or her duties fairly and impartially.	1 2 3 4 5	<input type="checkbox"/>
The judge promoted public trust and confidence in the courts through his or her conduct.	1 2 3 4 5	<input type="checkbox"/>
The judge provided the court participants with a meaningful opportunity to be heard.	1 2 3 4 5	<input type="checkbox"/>

Below you will find a list of positive and negative adjectives designed to prompt you to think about specific behaviors of the judge. How well would you say the following adjectives describe the judge? Choose from 1 (Does Not Describe at All) to 5 (Describes Very Well).

<b>Adjective</b>	Does Not Describe at All=1 Describes Very Well=5	Not enough experience to rate
Knowledgeable	1 2 3 4 5	<input type="checkbox"/>
Impatient	1 2 3 4 5	<input type="checkbox"/>
Attentive	1 2 3 4 5	<input type="checkbox"/>
Disrespectful	1 2 3 4 5	<input type="checkbox"/>
Indecisive	1 2 3 4 5	<input type="checkbox"/>
Open-minded	1 2 3 4 5	<input type="checkbox"/>
Unprepared	1 2 3 4 5	<input type="checkbox"/>
Capable	1 2 3 4 5	<input type="checkbox"/>
Impartial	1 2 3 4 5	<input type="checkbox"/>
Ethical	1 2 3 4 5	<input type="checkbox"/>

### Comments

Judges find constructive comments very helpful to improving their performance. Please enter any comments you have about the judge's Integrity and Judicial Temperament, Administrative Skills, or Procedural Fairness. (Remember to comment in a way that does not reveal anyone's identity.)

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**Midterm Training Question**  
**(For the midterm survey only)**

Midterm evaluations of judges are for the purpose of judicial self-improvement. If you think that the judge would benefit from additional training or education, please offer your suggestions below. Otherwise, leave this section blank and proceed to the next question.

**Retention**  
**(For the retention survey only)**

Considering the judge's overall performance, would you recommend that this judge be retained?

- Yes  
 No

Please explain why or why not (optional).

**Additional Comments**

Is there anything else you would like to tell us about the judge?