

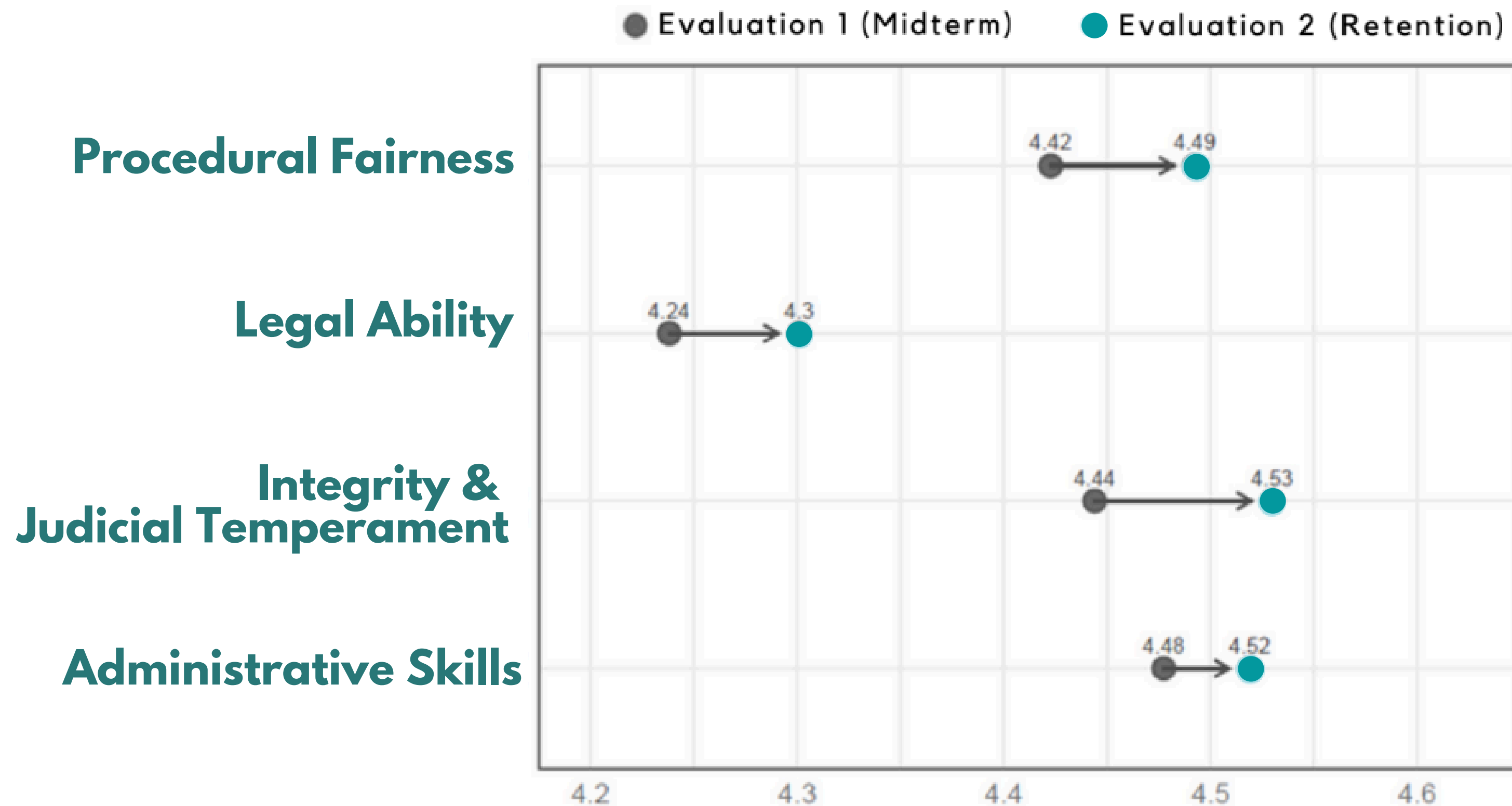
JUDICIAL PERFORMANCE EVALUATION (JPE)

THE UTAH EXPERIENCE

JULY 15, 2024



Impact: Why Evaluate Judges?



JPEC Mission

- Collect valid information to provide to voters
- Provide feedback for judges to improve performance over time
- Promote public accountability of the judiciary



Utah's Minimum Performance Standards:

- Legal Ability
- Integrity / Judicial Temperament
- Administrative Skills
- Procedural Fairness
- Judicial Discipline
- Judicial Council certification (time standard, continuing education, fitness)



What makes a good judge?



What is Procedural Fairness?

Procedural fairness is a set of criteria that people use when they evaluate their experiences with authorities (decision-makers).

Professional fairness judgments have an impact on whether people accept and abide by the decisions made by the courts, both immediately and over time.



The judge treated all court participants with equal respect.



The judge performed his or her duties fairly and impartially.



The judge promoted public trust and confidence in the courts through his or her conduct.



The judge provided the court participants with a meaningful opportunity to be heard.

Examples of Procedural Fairness

Potential Measurement Tools

Public Comment



Surveys



- Attorneys
- Court staff
- Allied professionals
- Jurors
- Self-represented litigant pilot

Courtroom Observers



- Trained, citizen observers
- Limited to procedural fairness evaluation
- Qualitative data

Objective Standards

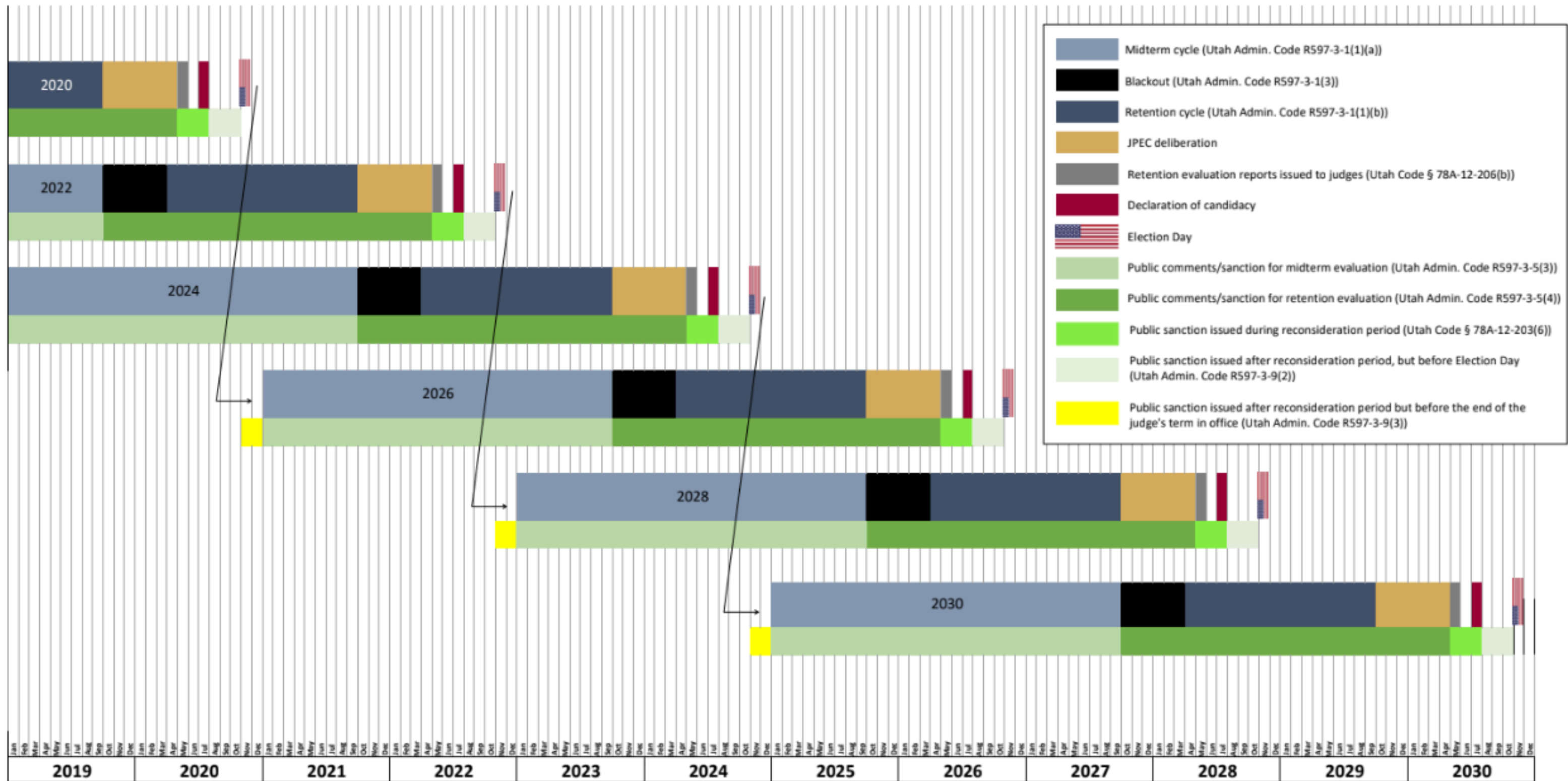


- Judicial discipline
- Time standard
- Continuing education
- Fitness for office

Litigant Interviews



Evaluation Mechanics: What does an evaluation process look like?



Additional Mechanics

Midterm (confidential, performance improvement)

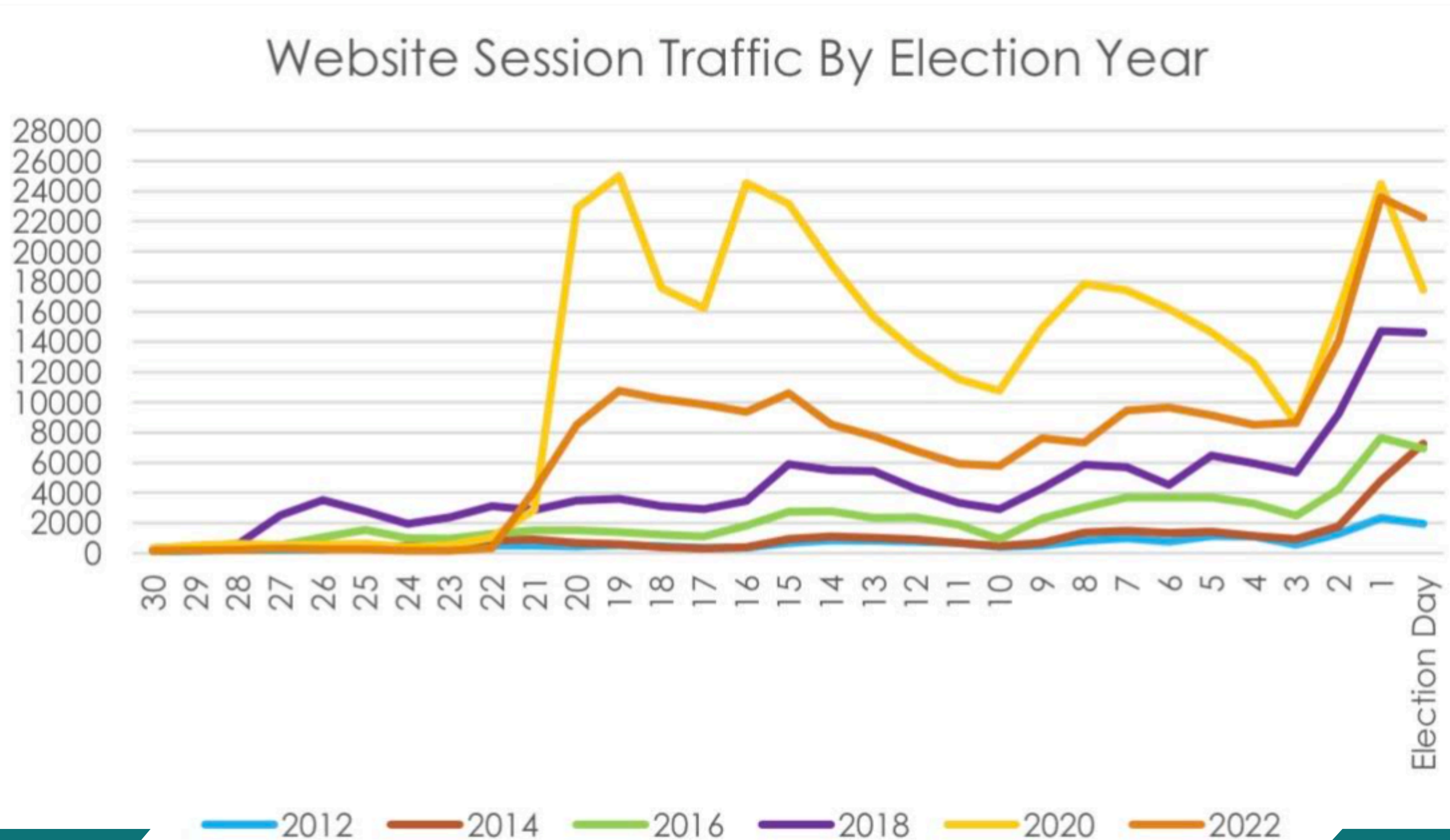
Retention (for elections)

2/3 of judges under evaluation at one time

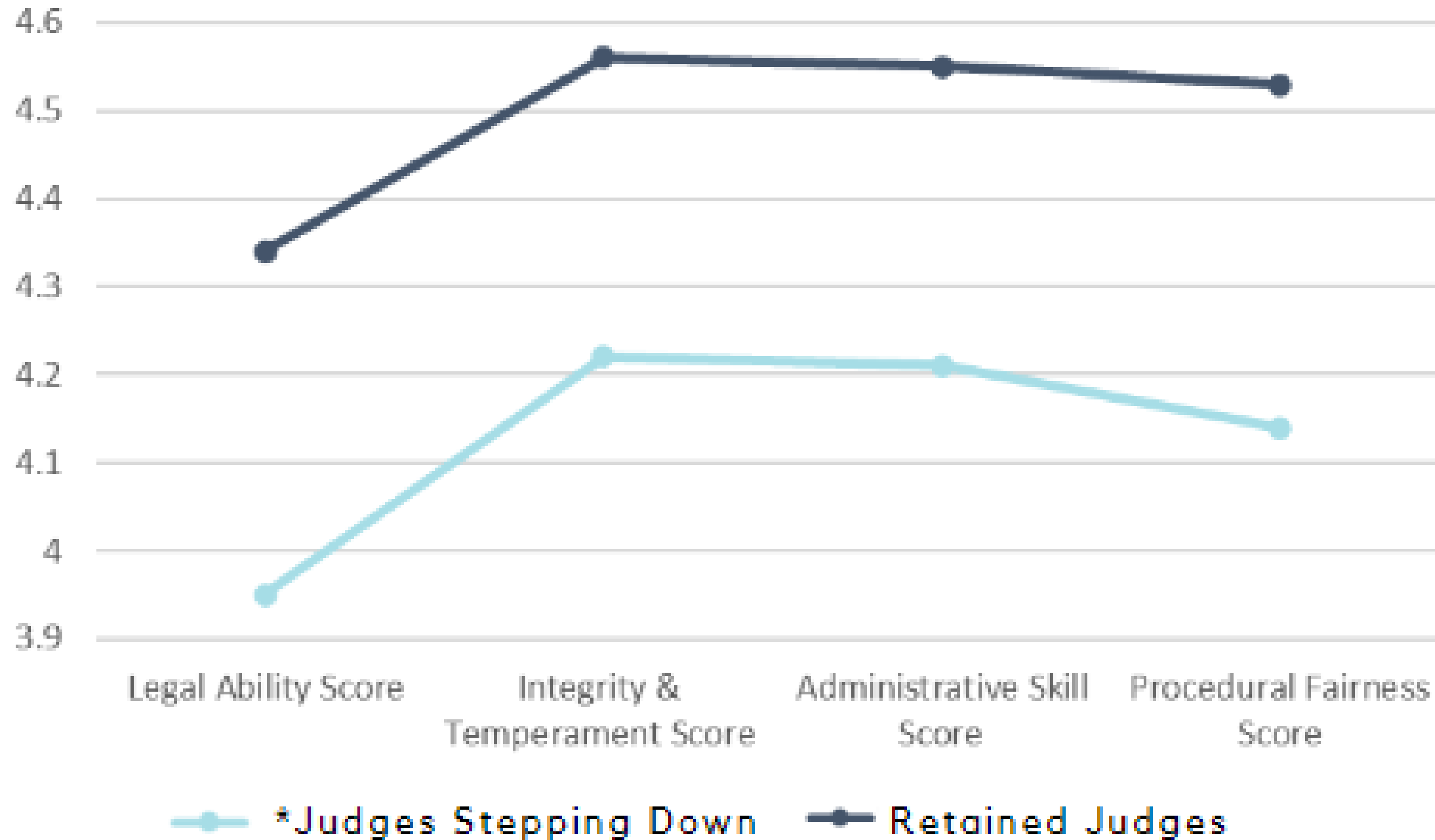
Evaluation cycles determined by election schedule

Determine when someone is eligible to answer a survey

Evaluation Outcomes: How does this really work?



Retirements vs. Decision Not to Retain



**THANK
YOU**

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JPEEC
UTAH JUDICIAL PERFORMANCE
EVALUATION COMMISSION