

APPENDIX B:
SUPREME COURT OF ILLINOIS
JUDICIAL PERFORMANCE
EVALUATION PROGRAM

SUPREME COURT OF ILLINOIS JUDICIAL PERFORMANCE EVALUATION PROGRAM EVALUATION FOR ATTORNEY

You have been nominated by Judge X to participate in his/her judicial performance evaluation. This evaluation form contains a series of multiple choice and open-ended questions about Judge X's behavior along 5 dimensions of judicial performance that should take no more than 20 minutes to complete.

If you have any questions about this evaluation form, please contact our Help Desk specialist, xxxxx, at xxxxx or xxxxx.

For more information about the Illinois Judicial Performance Evaluation Program, please contact the Illinois JPE program manager, xxxxx, at xxxxx or xxxxx.

YOUR APPEARANCES BEFORE JUDGE X

The following questions will help us understand the nature and extent of your experience with Judge X. Your responses are confidential and will not be used in any way that could identify you as a respondent.

Please estimate the number of your cases that Judge X has presided over in the past 12 months:

_____ cases

Please estimate the number of times you appeared in court before Judge X in the past 12 months:

_____ appearances*

***If you answered "0" to Question 2, STOP HERE** and return this evaluation form to xxxxx by email (xxxx) or fax (xxxx, ATTN: xxxxx).

Only those attorneys who have appeared before the evaluated judge within the past 12 months should continue to page 2 of this evaluation form.

Regarding your appearances before Judge X, what was the nature of the **majority** of those cases?

- ☐ Civil
- ☐ Criminal - Adult
- ☐ Criminal - Juvenile
- ☐ Other: _____

Regarding your appearances before Judge X, which party did you **most often** represent?

- ☐ Civil Plaintiff
- ☐ Civil Defendant
- ☐ Criminal Prosecution
- ☐ Criminal Defense
- ☐ Equal Mix

Overall, of your cases before Judge X that went to trial and decision, Judge X ruled...

- ☐ Primarily in your party's favor
- ☐ About equally in favor of and against your party
- ☐ Primarily against your party
- ☐ N/A

THE DIMENSIONS OF JUDICIAL PERFORMANCE

In the subsequent sections of this evaluation form, you will be asked to evaluate Judge X on each of the following five dimensions of judicial performance:

1. **Legal and reasoning ability.** This section asks behavior-based questions about the judge's demonstrated legal decision-making abilities, judgment, and other applied reasoning and analytical skills in court.
2. **Impartiality.** This section includes questions about whether or not the judge bases her or his decisions on complete arguments and evidence from both sides, and whether or not the judge conducts her or himself fairly and objectively, unbiased by outside influences or inherent prejudices.
3. **Professionalism.** This section includes questions about the judge's personal conduct on the bench and level of professionalism as a judge, including but not limited to her or his diligence and attentiveness to the work of the court, degree of preparedness for court, and composure on the bench.
4. **Communication skills.** This section examines the judge's ability to clearly, articulately, and concisely communicate with all participants (e.g., attorneys, litigants, court staff, witnesses, general public) in the courtroom, both orally and in writing.
5. **Management skills.** This section asks questions about the judge's time management skills, court staff management skills, ability to maintain control over the courtroom, and philosophy in handling any courtroom delays or continuances.

Research has shown that people make better and more accurate performance evaluations when they take a few minutes to think about specific behaviors they have seen the person engage in rather than simply relying on their general impressions of the person.

YOUR POSITIVE EXPERIENCES WITH JUDGE X

To help you make a better performance evaluation, please take a few moments to recall some **positive behaviors** you have seen Judge X exhibit. Try to remember some positive examples of Judge X's behavior along each of the five dimensions of judicial performance. In your direct experience(s) appearing before Judge X, what did s/he do well?

Refer to **The Dimensions of Judicial Performance** on page 2 for a description of the five dimensions of judicial performance.

After thinking about these examples of Judge X's behavior, please write down any three of the **positive** behaviors you recalled about Judge X. Your responses are confidential and will not be used in any way that could identify you as a respondent.

1. _____

2. _____

3. _____

YOUR NEGATIVE EXPERIENCES WITH JUDGE X

Now, please take a few moments to recall some **negative behaviors** you have seen Judge X exhibit. Try to remember some negative examples of Judge X's behavior along each of the five dimensions of judicial performance. In your direct experience(s) appearing before Judge X, what did s/he do poorly?

Refer to **The Dimensions of Judicial Performance** on page 2 for a description of the five dimensions of judicial performance.

After thinking about these examples of Judge X's behavior, please write down any three of the **negative** behaviors you recalled about Judge X. Your responses are confidential and will not be used in any way that could identify you as a respondent.

1. _____

2. _____

3. _____

JUDICIAL PERFORMANCE EVALUATION INSTRUCTIONS

This Illinois Judicial Performance Evaluation is divided into five sections. You will be asked to focus on and assess Judge X's performance on a different dimension of judicial performance (legal & reasoning ability, impartiality, professionalism, communication skills, and management skills) in each of these sections.

CONFIDENTIALITY

Your honest and accurate evaluations of Judge X are a crucial component of the judicial performance evaluation program. For this reason, the evaluations you provide are confidential.

All data are stored in a NCSC-sponsored database on a secure server and will not be shared with Judge X or any other Illinois official. The summary report reviewed by the judge and project facilitator will contain average ratings, average scores, and frequency distributions of ratings; it will also supply any written evaluation comments you volunteer in each of the subsequent sections. The summary report thus contains no information that would enable the judge to identify you as a respondent, except for any identifying details you choose to include in your written evaluation comments to the judge about his or her performance.

Because your written evaluation comments will be listed verbatim in the summary report for the judge to review, please do not include information in your written evaluation comments that you believe will identify you to the judge.

In the following five sections, please give serious thought to each item. Base your evaluations on your own personal experience in the past 12 months with the judge, and NOT on how you think the judge behaves in other proceedings, others' impressions of the judge, or the judge's reputation. For each item in the evaluation, please consider the context in which you have directly worked with Judge X. For those items that you are able to evaluate based on your personal experience with Judge X, please indicate the extent to which you witnessed the described behavior using the following scale:

1. I **never** observed the behavior in question.
2. I **rarely** observed the behavior in question.
3. I observed the behavior in question **some** of the time.
4. I **frequently** observed the behavior in question.
5. I observed the behavior in question **every** time.

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 Judge X, and/or (b) you do not possess the technical knowledge necessary to evaluate the judge on a particular item.

LEGAL AND REASONING ABILITY

	(1) NEVER	(2) RARELY	(3) SOMETIMES	(4) FREQUENTLY	(5) EVERY TIME	N/A
The judge's ruling cited the applicable substantive law.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The judge adhered to the appropriate rules of procedure.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The judge applied rules of evidence relevant to the case.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The judge failed to provide a proper legal basis for a decision.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The judge's decision was inconsistent with rules of evidence.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The judge drew a conclusion about the case that was inconsistent with the evidence presented.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The judge incorrectly interpreted a previous court decision applicable to the case.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The judge correctly interpreted a relevant higher court ruling.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The judge's decision followed logically from the evidence presented.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The judge had difficulty applying the law to the facts in the case.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The judge incorrectly identified the main issues in a case.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The judge assisted the parties in reaching agreement.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The judge assisted parties in narrowing key issues in dispute.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The judge quickly resolved problems that arose during the proceedings.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The judge rendered a well-reasoned decision.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please provide any additional perceptions you have about this judge's *legal and reasoning ability*. You may use this space to identify additional strengths or weaknesses, or to clarify your response(s) to any item in this section. Your comments will be provided to Judge X to review for self-improvement purposes.

IMPARTIALITY

	(1) NEVER	(2) RARELY	(3) SOMETIMES	(4) FREQUENTLY	(5) EVERY TIME	N/A
The judge treated one of the two parties with favoritism.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The judge weighed the evidence impartially.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The judge carefully considered arguments from both sides before ruling.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The judge conducted the proceeding in a neutral manner.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The judge appeared to decide the outcome of the case before all evidence was presented.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The judge made a decision before hearing all of the argument.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The judge unnecessarily restricted an attorney's presentation.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The judge allowed legally irrelevant information to sway her or his decision.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The judge treated the parties equally.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	(1) NEVER	(2) RARELY	(3) SOMETIMES	(4) FREQUENTLY	(5) EVERY TIME	N/A
The judge's decision was unduly influenced by extralegal factors (e.g., possible public criticism, political interests, fear of appeal, special gifts/favors).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

If you indicated that Judge X was influenced by extralegal factors (e.g., possible public criticism, political interests, fear of appeal, special gifts/favors), please select all influencing extralegal factors.

- ☐ Possible public criticism
- ☐ Political interests
- ☐ Fear of appeal
- ☐ Special gifts/favors
- ☐ Other: _____

	(1) NEVER	(2) RARELY	(3) SOMETIMES	(4) FREQUENTLY	(5) EVERY TIME	N/A
The judge's decision was unduly influenced by personal characteristics of one of the parties (e.g., race, ethnicity, gender, age, socioeconomic status).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

If you indicated that Judge X's decisions were influenced by personal characteristics of one of the parties (e.g., race, ethnicity, gender, age, socioeconomic status), please select all influencing party characteristics.

- ☐ Race/Ethnicity
- ☐ Gender
- ☐ Age
- ☐ Socioeconomic status
- ☐ Other: _____

	(1) NEVER	(2) RARELY	(3) SOMETIMES	(4) FREQUENTLY	(5) EVERY TIME	N/A
The judge appeared to maintain an open mind during proceedings.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The judge appeared to categorically favor one side (prosecution or defense) over the other.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please provide any additional perceptions you have about this judge's *impartiality*. You may use this space to identify additional strengths or weaknesses, or to clarify your response(s) to any item in this section. Your comments will be provided to Judge X to review for self-improvement purposes.

PROFESSIONALISM

	(1) NEVER	(2) RARELY	(3) SOMETIMES	(4) FREQUENTLY	(5) EVERY TIME	N/A
The judge appeared to be attending to issues irrelevant to his/her courtroom duties during the court proceeding at hand.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The judge overreacted to incidents in the courtroom.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The judge retaliated against an attorney through her or his decision(s) in a case.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The judge took measures to curb unprofessional attorney behavior during a proceeding.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The judge disrupted a court proceeding (e.g., with personal cell phone usage, by having discussions with observers, by interjecting personal comments).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The judge addressed individuals (e.g., attorneys, court staff, litigants, public, witnesses) disrespectfully in the courtroom.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	(1) NEVER	(2) RARELY	(3) SOMETIMES	(4) FREQUENTLY	(5) EVERY TIME	N/A
The judge used unnecessary intimidation to maintain control of the courtroom.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The judge appeared to be bored with a case.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The judge carefully reviewed evidentiary materials in the case.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The judge was unprepared for court.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The judge maintained a professional demeanor in the courtroom.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please provide any additional perceptions you have about this judge's *professionalism*. You may use this space to identify additional strengths or weaknesses, or to clarify your response(s) to any item in this section. Your comments will be provided to Judge X to review for self-improvement purposes.

COMMUNICATION SKILLS

	(1) NEVER	(2) RARELY	(3) SOMETIMES	(4) FREQUENTLY	(5) EVERY TIME	N/A
The judge issued an order that was clearly written.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The judge spoke clearly during the court proceeding.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
When issuing an oral decision, the judge failed to provide an explanation for the decision.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The judge gave reasons for a ruling when needed.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The judge made sure all parties (attorneys and the clients they represent) understood the court proceedings.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The judge's oral communication in court was easily understood.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The judge contradicted herself or himself during the court proceedings.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The judge issued concise oral decisions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The judge listened carefully during the court proceeding.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please provide any additional perceptions you have about this judge's *communication skills*. You may use this space to identify additional strengths or weaknesses, or to clarify your response(s) to any item in this section. Your comments will be provided to Judge X to review for self-improvement purposes.

MANAGEMENT SKILLS

	(1) NEVER	(2) RARELY	(3) SOMETIMES	(4) FREQUENTLY	(5) EVERY TIME	N/A
The judge started courtroom proceedings on time.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The judge kept the cases moving promptly.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The judge maintained an orderly pre-trial schedule.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The judge lost control of the courtroom.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The judge failed to explain the reason for a delay.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Considering the amount of case law required to make the decision, the judge was slow in rendering a decision.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
For a continuance, the judge required parties to show cause.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The judge allowed the appropriate amount of time for each case.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The judge enforced court deadlines (e.g., for filing documents).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The judge used courtroom time efficiently.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The judge provided court staff with clear direction.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please provide any additional perceptions you have about this judge's *management skills*. You may use this space to identify additional strengths or weaknesses, or to clarify your response(s) to any item in this section. Your comments will be provided to Judge X to review for self-improvement purposes.

OVERALL EVALUATION

	VERY POOR	POOR	FAIR	GOOD	VERY GOOD
Taking everything into account, how would you rate the performance of this judge?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

YOUR DEMOGRAPHIC INFORMATION (OPTIONAL)

To help us interpret the results of this performance evaluation, please answer a few questions about your background.

CONFIDENTIALITY

Any information you provide on this screen will only be used by NCSC to assess the quality of this evaluation instrument and to minimize bias in the Judicial Performance Evaluation process. Demographic information will not be shared with Judge X or any other Illinois official, nor will it be used in any other way that could identify you as a respondent in this Judicial Performance Evaluation.

How many years have you been a practicing attorney?

_____ years

How many years have you been a practicing attorney in the state of Illinois?

_____ years

In which judicial circuit is most of your work conducted?

_____ Judicial Circuit

Which of the following options best describe your **primary** area of practice? That is, what area of law comprises the majority of your cases?

- ☐ Civil tort - defense
- ☐ Civil tort - plaintiff
- ☐ Criminal - defense attorney
- ☐ Criminal - prosecution
- ☐ Commercial/ general civil
- ☐ Juvenile offender or dependency
- ☐ Domestic relations/Family law
- ☐ Estate/Probate
- ☐ Traffic
- ☐ Government practice
- ☐ Other: _____

Which of the following environments best describes your **primary** work setting?

- ☐ State's attorney office
- ☐ Attorney general's office
- ☐ Public defender
- ☐ Legal aid
- ☐ In-house Corporate Counsel
- ☐ Private practice
- ☐ Other: _____

Which of the following options best describes your racial/ethnic background? If you identify with two or more of the options below, select "Other" and describe.

(Select one)

- ☐ Caucasian/White
- ☐ African American/Black
- ☐ Hispanic/Latino
- ☐ Asian/Pacific Islander
- ☐ Native American
- ☐ Other: _____

What is your gender? *(Select one)*

- ☐ Male
- ☐ Female

Please share any comments you may have about this evaluation, including any suggestions for how it may be improved.

Thank you for your participation in the Illinois Judicial Performance Evaluation of Judge X. Please **return this evaluation form** to xxxxx by email (xxxxx) or fax (xxxxx, ATTN: xxxxx) **by** xxxxx. Your feedback is appreciated.

If you would like to know more about the Illinois Judicial Performance Evaluation program, please contact the program manager, xxxxx, by phone at xxxxx or by email at xxxxx.

SUPREME COURT OF ILLINOIS JUDICIAL PERFORMANCE EVALUATION PROGRAM EVALUATION FOR COURT PERSONNEL

You have been nominated by Judge X to participate in his/her judicial performance evaluation. This evaluation form contains a series of multiple choice and open-ended questions about Judge X's behavior along 5 dimensions of judicial performance that should take no more than 20 minutes to complete.

If you have any questions about this evaluation form, please contact our Help Desk specialist, xxxxx, at xxxxx or xxxxx.

For more information about the Illinois Judicial Performance Evaluation Program, please contact the Illinois JPE program manager, xxxxx, at xxxxx or xxxxx.

THE DIMENSIONS OF JUDICIAL PERFORMANCE

In this evaluation form, you will be asked to evaluate Judge X on each of the following five dimensions of judicial performance:

1. **Legal and reasoning ability.** This section asks behavior-based questions about the judge's demonstrated legal decision-making abilities, judgment, and other applied reasoning and analytical skills in court.
2. **Impartiality.** This section includes questions about whether or not the judge bases her or his decisions on complete arguments and evidence from both sides, and whether or not the judge conducts her or himself fairly and objectively, unbiased by outside influences or inherent prejudices.
3. **Professionalism.** This section includes questions about the judge's personal conduct on the bench and level of professionalism as a judge, including but not limited to her or his diligence and attentiveness to the work of the court, degree of preparedness for court, and composure on the bench.
4. **Communication skills.** This section examines the judge's ability to clearly, articulately, and concisely communicate with all participants (e.g., attorneys, litigants, court staff, witnesses, general public) in the courtroom, both orally and in writing.
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Research has shown that people make better and more accurate performance evaluations when they take a few minutes to think about specific behaviors they have seen the person engage in rather than simply relying on their general impressions of the person.

YOUR POSITIVE EXPERIENCES WITH JUDGE X

To help you make a better performance evaluation, please take a few moments to recall some **positive behaviors** you have seen Judge X exhibit. Try to remember some positive examples of Judge X's behavior along each of the five dimensions of judicial performance. In your direct experience(s) working with Judge X, what did s/he do well?

Refer to **The Dimensions of Judicial Performance** on page 1 for a description of the five dimensions of judicial performance.

After thinking about these examples of Judge X's behavior, please write down any three of the **positive** behaviors you recalled about Judge X. Your responses are confidential and will not be used in any way that could identify you as a respondent.

1. _____

2. _____

3. _____

YOUR NEGATIVE EXPERIENCES WITH JUDGE X

Now, please take a few moments to recall some **negative behaviors** you have seen Judge X exhibit. Try to remember some negative examples of Judge X's behavior along each of the five dimensions of judicial performance. In your direct experience(s) working with Judge X, what did s/he do poorly?

Refer to **The Dimensions of Judicial Performance** on page 1 for a description of the five dimensions of judicial performance.

After thinking about these examples of Judge X's behavior, please write down any three of the **negative** behaviors you recalled about Judge X. Your responses are confidential and will not be used in any way that could identify you as a respondent.

1. _____

2. _____

3. _____

JUDICIAL PERFORMANCE EVALUATION INSTRUCTIONS

This Illinois Judicial Performance Evaluation is divided into five sections. You will be asked to focus on and assess Judge X's performance on a different dimension of judicial performance (legal & reasoning ability, impartiality, professionalism, communication skills, and management skills) in each of these sections.

CONFIDENTIALITY

Your honest and accurate evaluations of Judge X are a crucial component of the judicial performance evaluation program. For this reason, the evaluations you provide are confidential.

All data are stored in a NCSC-sponsored database on a secure server and will not be shared with Judge X or any other Illinois official. The summary report reviewed by the judge and project facilitator will contain average ratings, average scores, and frequency distributions of ratings; it will also supply any written evaluation comments you volunteer in each of the subsequent sections. The summary report thus contains no information that would enable the judge to identify you as a respondent, except for any identifying details you choose to include in your written evaluation comments to the judge about his or her performance.

Because your written evaluation comments will be listed verbatim in the summary report for the judge to review, please do not include information in your written evaluation comments that you believe will identify you to the judge.

In the following five sections, please give serious thought to each item. Base your evaluations on your own personal experience in the past 12 months with the judge, and NOT on how you think the judge behaves in other proceedings, others' impressions of the judge, or the judge's reputation.

For each item in the evaluation, please consider the context in which you have directly worked with Judge X. For those items that you are able to evaluate based on your personal experience with Judge X, please indicate the extent to which you witnessed the described behavior using the following scale:

I **never** observed the behavior in question.

I **rarely** observed the behavior in question.

I observed the behavior in question **some** of the time.

I **frequently** observed the behavior in question.

I observed the behavior in question **every** time.

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

LEGAL AND REASONING ABILITY

	(1) NEVER	(2) RARELY	(3) SOMETIMES	(4) FREQUENTLY	(5) EVERY TIME	N/A
The judge incorrectly identified the main issues in a case.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The judge assisted the parties in reaching agreement.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The judge quickly resolved problems that arose during the proceedings.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The judge assisted parties in narrowing key issues in dispute.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please provide any additional perceptions you have about this judge's *legal and reasoning ability*. You may use this space to identify additional strengths or weaknesses, or to clarify your response(s) to any item in this section. Your comments will be provided to Judge X to review for self-improvement purposes.

IMPARTIALITY

	(1) NEVER	(2) RARELY	(3) SOMETIMES	(4) FREQUENTLY	(5) EVERY TIME	N/A
The judge treated one of the two parties with favoritism.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The judge conducted the proceeding in a neutral manner.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The judge appeared to decide the outcome of the case before all evidence was presented.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The judge unnecessarily restricted an attorney's presentation.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The judge treated the parties equally.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The judge's decision was unduly influenced by extralegal factors (e.g., possible public criticism, political interests, fear of appeal, special gifts/favors).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

If you indicated that Judge X was influenced by extralegal factors (e.g., possible public criticism, political interests, fear of appeal, special gifts/favors), please select all influencing extralegal factors.

- ☐ Possible public criticism
- ☐ Political interests
- ☐ Fear of appeal
- ☐ Special gifts/favors
- ☐ Other: _____

	(1) NEVER	(2) RARELY	(3) SOMETIMES	(4) FREQUENTLY	(5) EVERY TIME	N/A
The judge's decision was unduly influenced by personal characteristics of one of the parties (e.g., race, ethnicity, gender, age, socioeconomic status).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

If you indicated that Judge X's decisions were influenced by personal characteristics of one of the parties (e.g., race, ethnicity, gender, age, socioeconomic status), please select all influencing party characteristics.

- ☐ Race/Ethnicity
- ☐ Gender
- ☐ Age
- ☐ Socioeconomic status
- ☐ Other: _____

	(1) NEVER	(2) RARELY	(3) SOMETIMES	(4) FREQUENTLY	(5) EVERY TIME	N/A
The judge appeared to maintain an open mind during proceedings.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The judge appeared to categorically favor one side (prosecution or defense) over the other.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please provide any additional perceptions you have about this judge's *impartiality*. You may use this space to identify additional strengths or weaknesses, or to clarify your response(s) to any item in this section. Your comments will be provided to Judge X to review for self-improvement purposes.

PROFESSIONALISM

	(1) NEVER	(2) RARELY	(3) SOMETIMES	(4) FREQUENTLY	(5) EVERY TIME	N/A
The judge appeared to be attending to issues irrelevant to his/her courtroom duties during the court proceeding at hand.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The judge overreacted to incidents in the courtroom.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The judge took measures to curb unprofessional attorney behavior during a proceeding.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The judge disrupted a court proceeding (e.g., with personal cell phone usage, by having discussions with observers, by interjecting personal comments).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The judge addressed individuals (e.g., attorneys, court staff, litigants, public, witnesses) respectfully in the courtroom.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The judge used unnecessary intimidation to maintain control of the courtroom.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The judge treated court employees respectfully regardless of position.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The judge appeared to be bored with a case.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The judge was unprepared for court.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The judge maintained a professional demeanor in the courtroom.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please provide any additional perceptions you have about this judge's *professionalism*. You may use this space to identify additional strengths or weaknesses, or to clarify your response(s) to any item in this section. Your comments will be provided to Judge X to review for self-improvement purposes.

COMMUNICATION SKILLS

	(1) NEVER	(2) RARELY	(3) SOMETIMES	(4) FREQUENTLY	(5) EVERY TIME	N/A
The judge spoke clearly during the court proceeding.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
When issuing an oral decision, the judge failed to provide an explanation for the decision.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The judge gave reasons for a ruling when needed.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The judge made sure all parties (attorneys and the clients they represent) understood the court proceedings.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The judge's oral communication in court was easily understood.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The judge listened carefully during the court proceedings.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please provide any additional perceptions you have about this judge's *communication skills*. You may use this space to identify additional strengths or weaknesses, or to clarify your response(s) to any item in this section. Your comments will be provided to Judge X to review for self-improvement purposes.

MANAGEMENT SKILLS

	(1) NEVER	(2) RARELY	(3) SOMETIMES	(4) FREQUENTLY	(5) EVERY TIME	N/A
The judge started courtroom proceedings on time.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The judge kept the cases moving promptly.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The judge maintained an orderly pre-trial schedule.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The judge lost control over the courtroom.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The judge failed to explain the reason for a delay.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
For a continuance, the judge required parties to show cause.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The judge allowed the appropriate amount of time for each case.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The judge enforced court deadlines (e.g., for filing documents).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The judge used courtroom time efficiently.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The judge provided court staff with clear direction.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The judge thoroughly addressed concerns raised by court staff.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please provide any additional perceptions you have about this judge's *management skills*. You may use this space to identify additional strengths or weaknesses, or to clarify your response(s) to any item in this section. Your comments will be provided to Judge X to review for self-improvement purposes.

OVERALL EVALUATION

	VERY POOR	POOR	FAIR	GOOD	VERY GOOD
Taking everything into account, how would you rate the performance of this judge?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

YOUR DEMOGRAPHIC INFORMATION (OPTIONAL)

To help us interpret the results of this performance evaluation, please answer a few questions about your background.

CONFIDENTIALITY

Any information you provide on this screen will only be used by the NCSC to assess the quality of this evaluation instrument and to minimize bias in the Judicial Performance Evaluation process. Demographic information will not be shared with Judge X or any other Illinois official, nor will it be used in any way that could identify you as a respondent in this Judicial Performance Evaluation.

Which of the following options best describes your racial/ethnic background? If you identify with two or more of the options below, select "Other" and describe.

(Select one)

- ☐ Caucasian/White
- ☐ African American/Black
- ☐ Hispanic/Latino
- ☐ Asian/Pacific Islander
- ☐ Native American
- ☐ Other: _____

What is your gender? *(Select one)*

- ☐ Male
- ☐ Female

Please share any comments you may have about this evaluation, including any suggestions for how it may be improved.

Thank you for your participation in the Illinois Judicial Performance Evaluation of Judge X. Please **return this evaluation form** to xxxxx by email (xxxxx) or fax (xxxxx, ATTN: xxxxx) **by** xxxxx. Your feedback is appreciated.

If you would like to know more about the Illinois Judicial Performance Evaluation Program, please contact the program manager, xxxxx, by phone at xxxxx or by email at xxxxx.