2025 Illinois JPE Attorney Survey

Welcome to the Supreme Court of Illinois' Judicial Performance Evaluation for ${e://Field/Judgename}.

This evaluation survey contains a series of multiple choice and open-ended questions about ${e://Field/Judgename}'s recent performance on the job. Your confidential feedback will be aggregated with responses from others in a results report that is provided to ${e://Field/Judgename} for educational purposes and to inform ${e://Field/Hisher} self-improvement efforts.

As you advance through the survey, any responses you provide will be saved to each page by clicking on the "Next" button at the bottom of the screen.

You may return to a previous screen in the survey by clicking on the "Previous" button. Clicking on the "Previous" button will save any responses that you have already provided on your current page.

Confidentiality

Your honest feedback is a crucial component of the Judicial Performance Evaluation program. For this reason, your evaluation survey is confidential. That is, individual survey responses will not be shared with ${e://Field/Judgename} or any other Illinois official. All survey data are collected and stored on a secure server managed by the National Center for State Courts (NCSC).

A summary report of evaluation results will be generated by NCSC for ${e://Field/Judgename}. The summary report provides aggregate information in the form of average ratings. It provides no information that would enable the judge to identify individual respondents.

The summary report will be shared with ${e://Field/Judgename} and a judge who serves as a trained facilitator, and under unique circumstances the Chief Judge as outlined in Supreme Court Rule 58. The facilitator judge will meet with ${e://Field/Judgename} to discuss the report and provide professional development support.

The summary report provided to the judge also shares the <u>verbatim</u> narrative feedback that you submit in the comment fields of this evaluation survey. Narrative feedback is extremely valuable to judges, as this type of feedback often provides richer information than can be gleaned from standardized rating questions. Because the narrative feedback is provided verbatim, confidentiality can be maintained only if you omit details that would make your identity obvious to the judge being evaluated. For example, do not mention individual cases, clients, dates of court appearances, or unique events that would single you out as the respondent.

Need technical support?

If you experience any technical difficulties accessing or completing this survey, please contact the Help Desk specialist, Ms. Mandy Allen by email at msallen@ncsc.org.

About the Supreme Court of Illinois' Judicial Performance Evaluation Program

For more information about the Supreme Court of Illinois' Judicial Performance Evaluation Program, contact the Administrative Office of the Illinois Courts Court Programs Administrator, Jana Brooks, by phone at (217) 782-9273 or by email at jbrooks@illinoiscourts.gov.

Evaluating Judicial Performance

In this evaluation survey, you will be asked to provide your feedback on ${e://Field/Judgename}'s performance along each of five dimensions. Each dimension is a focus of a different section.

Legal skills and reasoning ability. This section examines the judge's demonstrated legal decision-making, reasoning, and analytical skills on the job.

Impartiality. This section examines the judge's ability to make objective decisions and treat others fairly.

Professionalism. This section examines the judge's conduct and professionalism, including but not limited to ${e://Field/hisher} diligence and attentiveness to the work of the court, respectful treatment of others, and composure on the bench.

Communication skills. This section examines the judge's ability to clearly and concisely communicate with all constituents (e.g., attorneys, litigants, court staff, witnesses, general public).

Management skills. This section examines the judge's time management, management of court staff, ability to maintain control of the courtroom and proceedings, and philosophy in handling any courtroom delays or continuances.

About Your Work With ${e://Field/Judgename}

Before proceeding with the evaluation survey, please answer the question below. Your answer is confidential and will be used only to help us understand the extent of your experience working with ${e://Field/Judgename}. The response you provide to this question will **not** be shared with the judge as part of ${e://Field/Hisher} evaluation results.

Please note that answering this question as No will appropriately complete the survey without providing further access to the judicial performance analytical questions.

Think about the nature of your direct experiences working with ${e://Field/Judgename}.

Given your opportunities to interact with and observe this judge, do you feel that you can provide informed, constructive feedback about ${e://Field/Judgename}'s recent behavior or performance on the job?

○ Yes

○ No

Please estimate the number of your cases that ${e://Field/Judgename} has presided over in the past 24 months.

○ Cases _____

Remembering ${e://Field/Judgename}'s Performance

 Before continuing with the evaluation survey, please take a few moments to recall your direct experiences working with ${e://Field/Judgename} over the past 24 months. What situations arose in court, in a case, or in everyday work that ${e://Field/Judgename} needed to address? How did ${e://Field/Judgename} respond?

Based on those experiences, what did ${e://Field/Judgename} do well? Think about as many positive examples of the judge's behavior as possible.

In addition, what could the judge improve? Think about as many negative examples of the judge's behavior as possible.

Why are we asking you to do this? Research has shown that people provide better and more accurate performance feedback when they first take the time to recall the specific details about the person's actual behavior (rather than relying on general impressions).

To continue, please select the option that best describes your effort to recall the specific details about ${e://Field/Judgename}'s recent performance.

☐ Yes, I completed the above exercise as requested.

☐ No, I didn't do this and want to skip it.

Judicial Performance Evaluation Instructions

In the next five sections, you will be asked a series of questions about ${e://Field/Judgename}'s performance over the past 24 months.

Please give careful thought to each item. Your evaluation ratings should be based only on your direct observations of the judge's behavior in the past 24 months when the described circumstances arose. Do **not** base your feedback on how the judge behaved more than two years ago, how you think the judge behaves in other proceedings, others' impressions of the judge, or the judge's reputation.

For items that you are able to evaluate based on your direct experiences observing and working with ${e://Field/Judgename} in the past 24 months, please indicate the extent to which you observed the described behavior using the provided 5-point scale.

Some of the items in this evaluation survey refer to specific circumstances that you may not have had the opportunity to observe with ${e://Field/Judgename}. If you have not observed those circumstances, or if you do not possess the technical knowledge necessary to evaluate the judge on a specific item, you can skip the item by selecting "N/I" (No Information).

Legal Skills and Reasoning Ability (Section 1 of 5)	(1) Never/Almost never	(2) Once in a while	(3) Sometimes	(4) Frequently	(5) Every/Almost every time	N/I
1. The judge's ruling cited the applicable substantive law.	○	○	○	○	○	○
2. The judge adhered to the appropriate rules of procedure.	○	○	○	○	○	○
3. The judge applied rules of evidence relevant to the case.	○	○	○	○	○	○
4. The judge provided a proper legal basis for a decision.	○	○	○	○	○	○
5. The judge drew a conclusion about the case that was consistent with the evidence presented.	○	○	○	○	○	○
6. The judge's decision followed logically from the evidence presented.	○	○	○	○	○	○

7. The judge applied the law to the facts in the case.

○   ○   ○   ○   ○   ○

8. The judge quickly resolved problems that arose during the proceedings.

○   ○   ○   ○   ○   ○

9. The judge rendered a well-reasoned decision.

○   ○   ○   ○   ○   ○

10. In the comment field below, please share any constructive feedback you have for ${e://Field/Judgename} that is relevant to ${e://Field/Hisher} **legal skills and reasoning ability**. You may use this space to identify perceived strengths or opportunities for growth, or to clarify your response to an item listed above. *(Optional; 800 character limit)*

Note: Your constructive feedback helps judges consider ways they may be able to enhance their performance and is invaluable to this program. ${e://Field/Judgename} will receive a <u>verbatim</u> copy of any comments you submit in the box below. To preserve your own confidentiality, please do not enter specific details (e.g., about a specific case or client) that you think could identify you to ${e://Field/Judgename}.

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Impartiality (Section 2 of 5)	(1) Never/Almost never	(2) Once in a while	(3) Sometimes	(4) Frequently	(5) Every/Almost every time	N/I
1. The judge weighed the evidence impartially.	○	○	○	○	○	○
2. The judge carefully considered arguments from both sides before ruling.	○	○	○	○	○	○
3. The judge conducted the proceeding in a neutral manner.	○	○	○	○	○	○
4. The judge appeared to decide the outcome of the case after all evidence was presented.	○	○	○	○	○	○
5. The judge made a decision after hearing all of the arguments.	○	○	○	○	○	○
6. The judge, when necessary, restricted an attorney's presentation.	○	○	○	○	○	○
7. The judge's decision was based on relevant information.	○	○	○	○	○	○

8. The judge treated the parties equally.

   ◯   ◯   ◯   ◯   ◯   ◯

9. The judge's decision was fair (i.e., not influenced by personal characteristics of the parties, such as race, ethnicity, gender, age, socioeconomic status).

   ◯   ◯   ◯   ◯   ◯   ◯

10. The judge appeared to maintain an open mind during proceedings.

   ◯   ◯   ◯   ◯   ◯   ◯

11. In the comment field below, please share any constructive feedback you have for ${e://Field/Judgename} that is relevant to ${e://Field/Hisher} **impartiality**. You may use this space to identify perceived strengths or opportunities for growth, or to clarify your response to an item listed above. (*Optional; 800 character limit*)

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You indicated above that the judge's decisions were at least sometimes based on irrelevant information. What irrelevant information do you believe influenced the judge's decision(s)? Please list or describe. *(Optional; 800 character limit)*

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You indicated above that the judge's decisions were at least sometimes unfair on the basis of the personal characteristics of the parties. What personal characteristics do you believe influenced the judge's decision(s)? Select all that apply.

☐ Race/Ethnicity

☐ Gender

☐ Sexual orientation

☐ Age

☐ Socioeconomic status

☐ Other (please describe): _____

Professionalism (Section 3 of 5)

	(1) Never/Almost never	(2) Once in a while	(3) Sometimes	(4) Frequently	(5) Every/Almost every time	N/I
1. The judge effectively maintained decorum in the courtroom.	○	○	○	○	○	○
2. The judge addressed individuals (e.g., attorneys, court staff, litigants, public, witnesses) respectfully in the courtroom.	○	○	○	○	○	○
3. The judge was attentive to court proceedings.	○	○	○	○	○	○
4. The judge carefully reviewed evidentiary materials in the case.	○	○	○	○	○	○
5. The judge was prepared for court.	○	○	○	○	○	○
6. The judge maintained a professional demeanor in the courtroom.	○	○	○	○	○	○

7. In the comment field below, please share any constructive feedback you have for ${e://Field/Judgename} that is relevant to ${e://Field/Hisher} **professionalism**. You may use this space to identify perceived strengths or opportunities for growth, or to clarify your response to an item listed above. (*Optional; 800 character limit*)

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Communication Skills (Section 4 of 5)

	(1) Never/Almost never	(2) Once in a while	(3) Sometimes	(4) Frequently	(5) Every/Almost every time	N/I
1. The judge spoke clearly during the court proceeding.	○	○	○	○	○	○
2. The judge provided an explanation for the ruling.	○	○	○	○	○	○
3. The judge explained the reason for a court delay.	○	○	○	○	○	○
4. The judge made sure all parties (attorneys and the clients they represent) understood the court proceedings.	○	○	○	○	○	○
5. The judge's oral communication in court was easily understood.	○	○	○	○	○	○
6. The judge issued a concise oral decision.	○	○	○	○	○	○
7. The judge listened carefully during the court proceeding.	○	○	○	○	○	○

8. In the comment field below, please share any constructive feedback you have for ${e://Field/Judgename} that is relevant to ${e://Field/Hisher} **communication skills**. You may use this space to identify perceived strengths or opportunities for growth, or to clarify your response to an item listed above. (*Optional; 800 character limit*)

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Management Skills (Section 5 of 5)

	(1) Never/Almost never	(2) Once in a while	(3) Sometimes	(4) Frequently	(5) Every/Almost every time	**N/I**
1. The judge started courtroom proceedings on time.	○	○	○	○	○	○
2. The judge kept the cases moving promptly.	○	○	○	○	○	○
3. The judge maintained an orderly pre-trial schedule.	○	○	○	○	○	○
4. The judge maintained control of the courtroom.	○	○	○	○	○	○
5. The judge allowed the appropriate amount of time for each case.	○	○	○	○	○	○
6. The judge used courtroom time efficiently.	○	○	○	○	○	○
7. The judge provided court staff with clear direction.	○	○	○	○	○	○

8. In the comment field below, please share any constructive feedback you have for ${e://Field/Judgename} that is relevant to ${e://Field/Hisher} **management skills**. You may use this space to identify perceived strengths or opportunities for growth, or to clarify your response to an item listed above. (*Optional; 800 character limit*)

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Help Us Improve This Program *(Optional)*

We welcome your feedback to improve the Supreme Court of Illinois' Judicial Performance Evaluation Program. Any feedback you share below will help to inform decisions about possible improvements to this survey and process. This section is not a part of ${e://Field/Judgename}'s performance evaluation and will not be shared with the judge. *(Optional; 800 character limit)*

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