



# Supreme Court of Illinois Judicial Performance Evaluation Program

## Court Personnel Response Form

### About This Form

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This Supreme Court of Illinois Judicial Performance Evaluation survey form contains a series of multiple choice and open-ended questions about JUDGE NAME's recent performance on the job. Your confidential feedback will be aggregated with responses from others in a results report that is provided to JUDGE NAME for educational purposes and to inform self-improvement efforts.

Please submit this completed form by no later than the due date provided to you in your invitation email. If you have any questions about this evaluation form, please contact our Help Desk specialist, Kent Kelly, by phone at 303-293-4319 or by email at [kkelly@ncsc.org](mailto:kkelly@ncsc.org).

For more information about the Supreme Court of Illinois' Judicial Performance Evaluation Program, please contact the Administrative Office of the Illinois Courts (AOIC) Assistant Director of Court Services, Mr. Todd Schroeder, by phone at 217-785-2125 or by email at [tschroeder@illinoiscourts.gov](mailto:tschroeder@illinoiscourts.gov).

### About Your Work With JUDGE NAME

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Before proceeding, please answer a few questions. Your answers will help us understand the nature and extent of your experience with JUDGE NAME. The responses you provide on this page are confidential and will **not** be shared with the judge as part of his/her evaluation results.

1. Have you worked with JUDGE NAME in the past 24 months?

Yes  
 No\*

2. Think about the nature of your direct experiences working with JUDGE NAME.

Given your opportunities to interact with and observe this judge, do you feel that you can provide informed, detailed feedback about JUDGE NAME's recent behavior or performance on the job?

Yes  
 No\*

**\*If you answered "No" to Questions 1 or 2, STOP HERE** and return this evaluation form now to Kent Kelly by email ([kkelly@ncsc.org](mailto:kkelly@ncsc.org)) or fax (303-308-4326, ATTN: Kent Kelly).

Only those attorneys who have worked with the evaluated judge within the past 24 months should continue to page 2 of this evaluation form.

## **About the Dimensions of Judicial Performance Used in This Evaluation**

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You will be asked to provide your assessment of JUDGE NAME's performance along each of the following four dimensions.

1. **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.
2. **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.
3. **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.
4. **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.

## Remembering Examples of JUDGE NAME's Performance

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Research has shown that people make better evaluations of performance when they first take the time to recall specific examples of the judge's actions, behavior, and performance on the job. Rather than simply relying on general impressions of the judge, when a person instead takes a few minutes to recall specific behaviors they have seen a judge engage in, their appraisals of the judge's performance are likely to be more accurate. Before you proceed with JUDGE NAME 's evaluation, please complete the following exercise.

### Exercise: What did the judge do well?

Please think of some positive examples of JUDGE NAME's recent performance (within the past 24 months). Examples can be about any aspect of the judge's performance. What have you seen JUDGE NAME do that the judge handled well?

After thinking about these examples of JUDGE NAME's behavior, please briefly note in the right hand column below any three examples of things the judge did well. This section is for your reference only and will not be reported to the judge.

If you cannot recall any examples of things the judge did well, please write "N/A" in the spaces below.

1.	
2.	
3.	

### Exercise: What could the judge have handled better?

Now, please think of some negative examples of JUDGE NAME's recent performance (within the past 24 months). Examples can be about any aspect of the judge's performance. What have you seen JUDGE NAME do that the judge could have handled better?

After thinking about these examples of JUDGE NAME's behavior, please briefly note in the right hand column below any three examples of things the judge could have handled better. This section is for your reference only and will not be reported to the judge.

If you cannot recall any examples of things the judge did well, please write "N/A" in the spaces below.

1.	
2.	
3.	

## Judicial Performance Evaluation Instructions

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In the following four sections, you will be asked a series of questions about JUDGE NAME's performance. Please give careful thought to each item. Base your evaluations only on your personal experiences with the judge in the past 24 months, and not on how the judge behaved several years ago, how you think the judge behaves in other proceedings, others' impressions of the judge, or the judge's reputation.

To answer each item, please consider the context in which you have directly worked with JUDGE NAME. For those items that you are able to evaluate based on your personal experience with JUDGE NAME, please indicate the extent to which you observed the described behavior using the following scale.

1. I **never or almost never** observed the behavior in question.
2. I observed the behavior in question **once in a while**.
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 or almost every** time.

Some of the items in this evaluation refer to specific circumstances that only occasionally arise for a judge on the job. Your evaluation ratings should be based only on the judge's behavior when the described circumstances actually arose. 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 NAME, and/or (b) you do not possess the technical knowledge necessary to evaluate the judge on a particular item.

### Confidentiality

Your honest and accurate evaluations of JUDGE NAME 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 NAME or any other Illinois official. A summary report of average ratings will be generated for JUDGE NAME and will be shared with the judge and a program facilitator. The summary report will also provide the judge with written evaluation comments from the subsequent sections of this survey. 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 volunteer in your written evaluation comments to the judge about his/her performance.

Written evaluation comments are extremely valuable to judges, as this type of feedback often provides richer information than may be gleaned from standardized ratings. Because the written evaluation comments that you provide in the next four sections will be listed verbatim in the summary report that the judge will receive, however, please use your best judgment when deciding what information to include. To preserve the confidentiality of this process, avoid providing details in your written evaluation comments that you believe would personally identify you to the judge. This includes but may not be limited to explicit references to a specific case or client.

## Impartiality (Section 1 of 4)

	(1) Never/ Almost never	(2) Once in a while	(3) Sometimes	(4) Frequently	(5) Every/ Almost every time	N/A
1. The judge treated one of the two parties with favoritism.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. The judge conducted the proceeding in a neutral manner.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. The judge appeared to decide the outcome of the case before all evidence was presented.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. The judge unnecessarily restricted an attorney's presentation.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. The judge treated the parties equally.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. 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="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

If you indicated above that the judge's decisions were 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 (please describe): \_\_\_\_\_

	(1) Never/ Almost never	(2) Once in a while	(3) Sometimes	(4) Frequently	(5) Every/ Almost every time	N/A
7. 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="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

If you indicated above that the judge'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  
 Sexual orientation

- Age  
 Socioeconomic status  
 Other (please describe): \_\_\_\_\_

(section continues on next page)

	(1) Never/ Almost never	(2) Once in a while	(3) Sometimes	(4) Frequently	(5) Every/ Almost every time	N/A
8. The judge appeared to maintain an open mind during proceedings.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. The judge appeared to categorically favor one side (prosecution or defense) over the other.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

10. If you have other observations you wish to share with JUDGE NAME about his/her impartiality, you may provide this additional feedback in the comment field below. You may use this space to identify additional strengths or weaknesses, or to clarify your response(s) to any item in this section. *(Optional)*

*Note:* JUDGE NAME will receive a copy of any comments you submit in the box below. Please do not enter specific details (e.g., about a particular case or client) that you think could identify you to the judge.

## Professionalism (Section 2 of 4)

	(1) Never/ Almost never	(2) Once in a while	(3) Sometimes	(4) Frequently	(5) Every/ Almost every time	N/A
1. The judge appeared to be attending to issues irrelevant to his/her courtroom duties during the court proceeding at hand.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. The judge overreacted to an incident in the courtroom.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. The judge retaliated against an attorney through her or his decision(s) in a case.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. The judge took measures to curb unprofessional attorney behavior during a proceeding.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. The judge disrupted a court proceeding (e.g., with personal cell phone usage, by having discussions with observers, by interjecting personal comments).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. The judge addressed individuals (e.g., attorneys, court staff, litigants, public, witnesses) disrespectfully in the courtroom.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. The judge used unnecessary intimidation to maintain control of the courtroom.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. The judge appeared to be bored with the case.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. The judge carefully reviewed evidentiary materials in the case.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. The judge was unprepared for court.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. The judge maintained a professional demeanor in the courtroom.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

*(section continues on next page)*

12. If you have other observations you wish to share with JUDGE NAME about his/her professionalism, you may provide this additional feedback in the comment field below. You may use this space to identify additional strengths or weaknesses, or to clarify your response(s) to any item in this section. *(Optional)*

*Note:* JUDGE NAME will receive a copy of any comments you submit in the box below. Please do not enter specific details (e.g., about a particular case or client) that you think could identify you to the judge.

## Communication Skills (Section 3 of 4)

	(1) Never/ Almost never	(2) Once in a while	(3) Sometimes	(4) Frequently	(5) Every/ Almost every time	N/A
1. The judge spoke clearly during the court proceeding.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. When issuing an oral decision, the judge failed to provide an explanation for the decision.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. The judge gave reasons for a ruling when needed.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. The judge made sure all parties (attorneys and the clients they represent) understood the court proceedings.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. The judge's oral communication in court was easily understood.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. The judge listened carefully during the court proceeding.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

7. If you have other observations you wish to share with JUDGE NAME about his/her communication skills, you may provide this additional feedback in the comment field below. You may use this space to identify additional strengths or weaknesses, or to clarify your response(s) to any item in this section. *(Optional)*

*Note:* JUDGE NAME will receive a copy of any comments you submit in the box below. Please do not enter specific details (e.g., about a particular case or client) that you think could identify you to the judge.

## Management Skills (Section 4 of 4)

	(1) Never/ Almost never	(2) Once in a while	(3) Sometimes	(4) Frequently	(5) Every/ Almost every time	N/A
1. The judge started courtroom proceedings on time.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. The judge kept the cases moving promptly.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. The judge maintained an orderly pre-trial schedule.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. The judge lost control of the courtroom.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. The judge failed to explain the reason for a delay.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. Considering the amount of case law required to make the decision, the judge was slow in rendering a decision.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. For a continuance, the judge required parties to show cause.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. The judge allowed the appropriate amount of time for each case.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. The judge enforced court deadlines (e.g., for filing documents).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. The judge used courtroom time efficiently.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. The judge provided court staff with clear direction.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

12. If you have other observations you wish to share with JUDGE NAME about his/her management skills, you may provide this additional feedback in the comment field below. You may use this space to identify additional strengths or weaknesses, or to clarify your response(s) to any item in this section. *(Optional)*

*Note:* JUDGE NAME will receive a copy of any comments you submit in the box below. Please do not enter specific details (e.g., about a particular case or client) that you think could identify you to the judge.

## Your Demographic Information (optional)

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Please answer a few final questions. Any information you provide in this section will only be used in the aggregate by NCSC to understand the respondent sample. Demographic information will not be shared with JUDGE NAME 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. All of the questions in this section are optional.

1. Which of the following options best describes your racial/ethnic background? Please use "Other" if you identify with a different group than is listed or if you identify with two or more of the options below. (*Select one*)

Caucasian/White

African American/Black

Hispanic/Latino

Asian/Pacific Islander

Native American

Other (*please specify*):

2. What is your gender? (*Select one*)

Male

Female

## Help Us Improve This Survey (optional)

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1. Please use the space below to share any feedback you may have about this evaluation survey, including specific suggestions for how it may be improved. *(Optional)*

## Submitting This Form

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Thank you for your participation in the Supreme Court of Illinois' Judicial Performance Evaluation of JUDGE NAME. Your feedback is appreciated!

Please **return this completed evaluation form now** to Mr. Kent Kelly by email ([kkelly@ncsc.org](mailto:kkelly@ncsc.org)) or fax (303-308-4326, ATTN: Kent Kelly).