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Magistrates' and Parish Court Judges' Programming

Setting and Sustaining Performance Standards

March 10th, 2022

The Caribbean Association of Judicial Officers (CAJO) brings together the region's Chancellors, Chief Justices, Judges, Masters, Registrars, Parish Judges, Magistrates, Tribunal Members, Executive Court Administrators, and other judicial staff. The first meeting of judicial officers across the region took place in June 2009 in Port of Spain, Trinidad and Tobago and this marked the birth of the CAJO. With its own Constitution and membership, the CAJO was ably headed by Hon Mr Justice Adrian Saunders, President of the Caribbean Court of Justice (CCJ), who served as Chair from 2009 – 2019. The CAJO is led by a Management Committee which comprises judicial officers elected at the Association's Business Meeting held biennially. At present, Hon Mr Justice Peter Jamadar, Judge of the CCJ, serves as Chair of the Association with Hon Mme Justice Vivian Georgis Taylor-Alexander, Judge of the Eastern Caribbean Supreme Court, as Vice-Chair. The Management Committee comprises 15 members from almost all countries in the region. The CAJO provides a host of judicial education engagements for judicial officers across the region including its Biennial Conference, training programmes and workshops on various topics and areas of law and practice, and a biannual Newsletter, CAJO News.

Overview

On Thursday 10th March, from 1:00 p.m. - 3:30 p.m. AST, the CAJO and JURIST Project hosted the first of two judicial education sessions for regional Magistrates and Parish Court Judges. **Setting and Sustaining Performance Standards** offered judicial officers in attendance a practical learning opportunity to map the lifecycle of a matter, assign key milestones and events, and assign time-based measures. The session was facilitated by:

- **Senior Magistrate Juan Wolffe, Bermuda**
- **Justice Peter Jamadar, CCJ/CAJO**

At the end of the session, participants were provided with all the resources developed in-session as well as additional materials on the topic.

Over 50 participants joined the webinar and engaged with the facilitators.

Insights

After the session, participants were asked to fill and submit a feedback form. With a combination of open-ended, yes/no, and LIKERT scale rating questions, the feedback form sought to ascertain the success of the session in delivering information, provoking engagement, and increasing interest.

Below contains key insights from the data collected from participants. **Judicial Education Impact** details how well participants learned and engaged. **Key Takeaways** explores open-ended feedback on what lasted with participants and what could be done to improve the session.

Judicial Education Impact

Participants were asked to rate, on a scale of 1-5 with 5 being the highest, four areas of the session: **Information Shared, Quality of Delivery, Engagement, and Benefit from Session**. None of the respondents rated any of these as 1, with only 5% rating Engagement as 2 and under 20% gave a rating of 3 for the four areas. . **For all four areas the majority of participants gave a rating of 4 or 5.** Fig 1 below shows this.

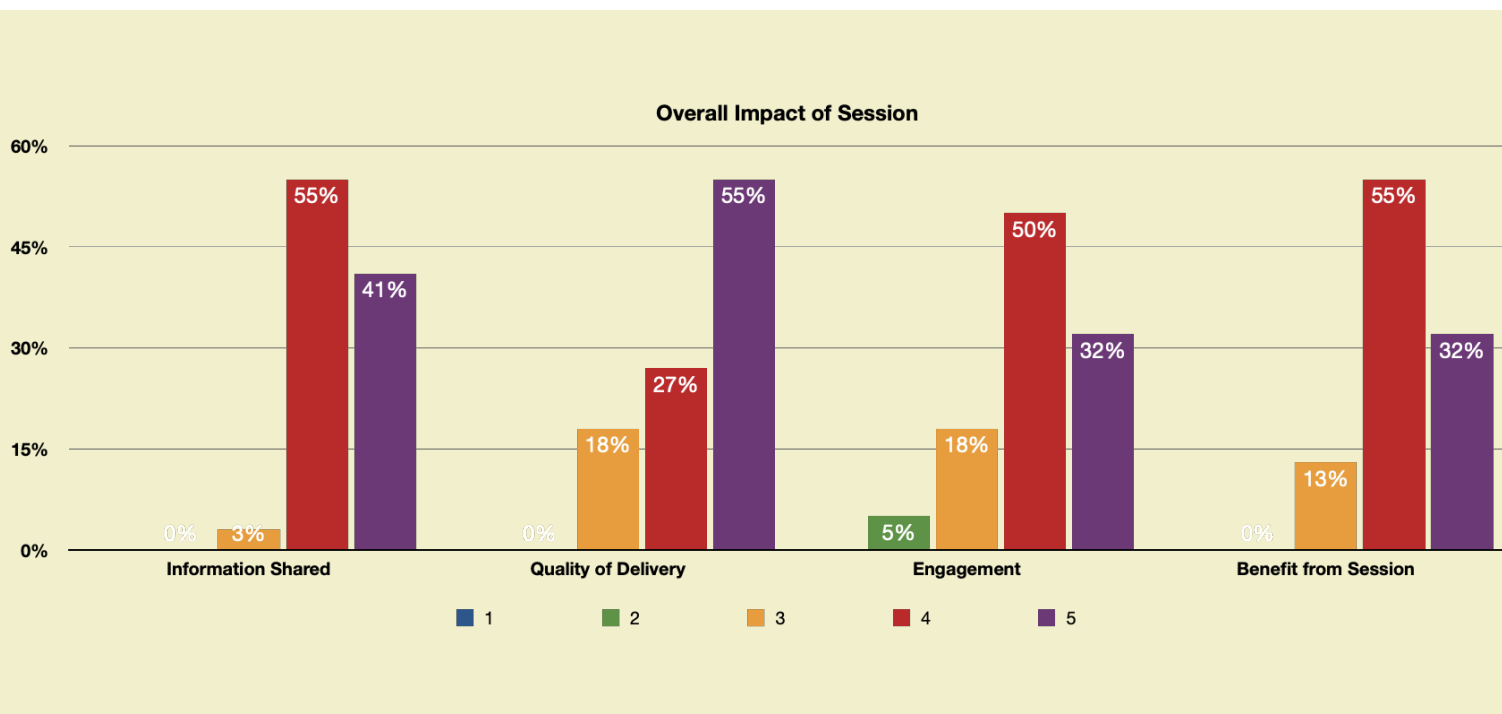


Figure 1 - Participant Rating (1-5) of Information Shared, Quality of Delivery, Engagement, and Benefit of Session

To further inquire about the impact of the session, the CAJO also asked participants whether what was shared will **positively impact their approach to matters, how they map the lifecycle of a case, and the way they set time-based measures**. On average, **over 90% of participants indicated that the session will have a positive impact on the three areas identified.** Figure 2 below shows this.

Judicial Education Impact Cont'd

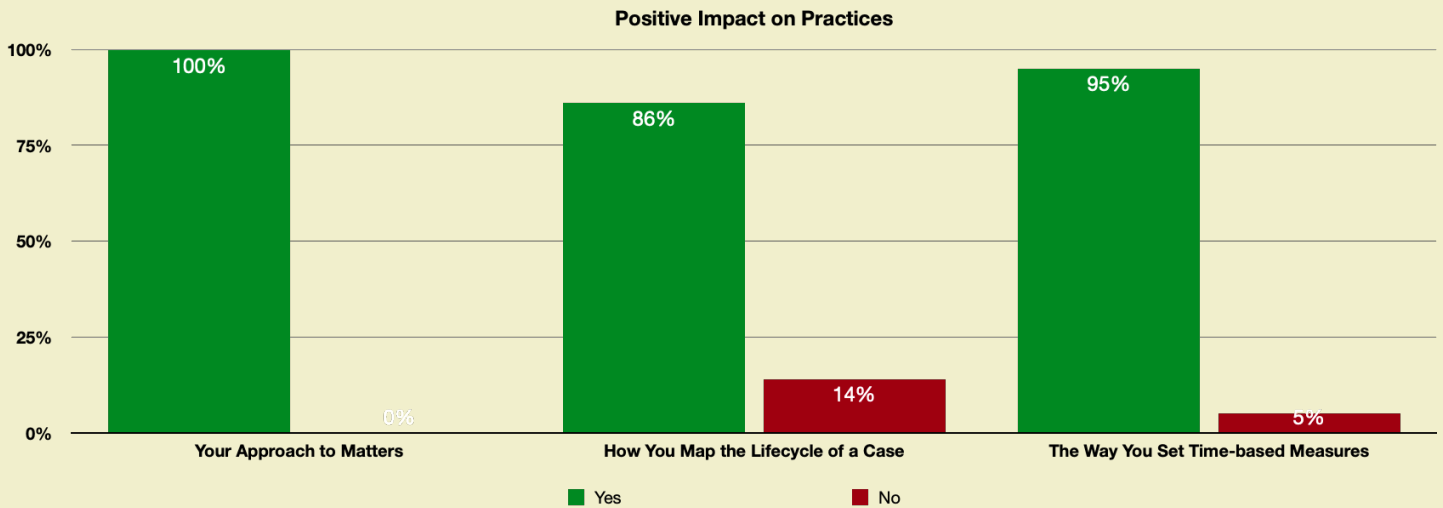


Figure 2 - Wider Implementation of Judge Alone Trials for criminal trials in Caribbean courts

The final two quantitative measures sought to ascertain whether participants would recommend the session to their colleagues as well as the CAJO’s performance as a judicial education provider. This latter measure was rated using a scale of 1-5 with 5 being the highest.

Notably, **100% of participants stated that they would recommend the session to their colleagues.** As it relates to the CAJO’s performance as a judicial education provider, **32% and 68% rated the CAJO 4 and 5 respectively.** Figures 3 and 4 below show this.

Judicial Education Impact Cont'd

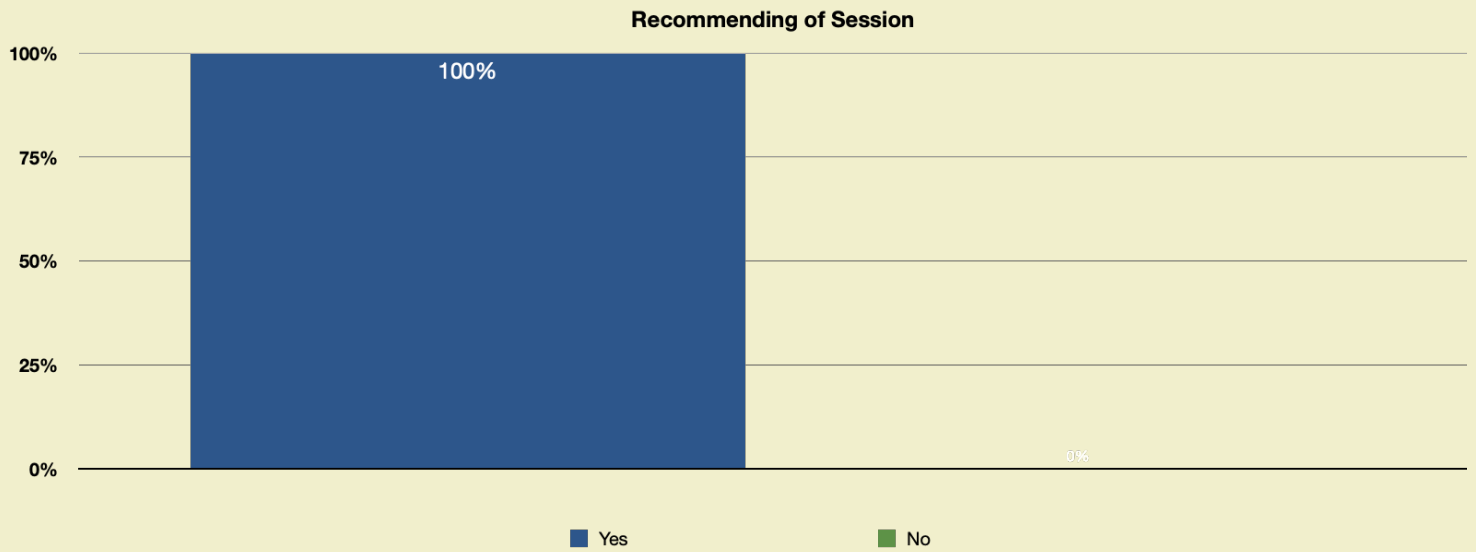


Figure 3 - Recommending of Session

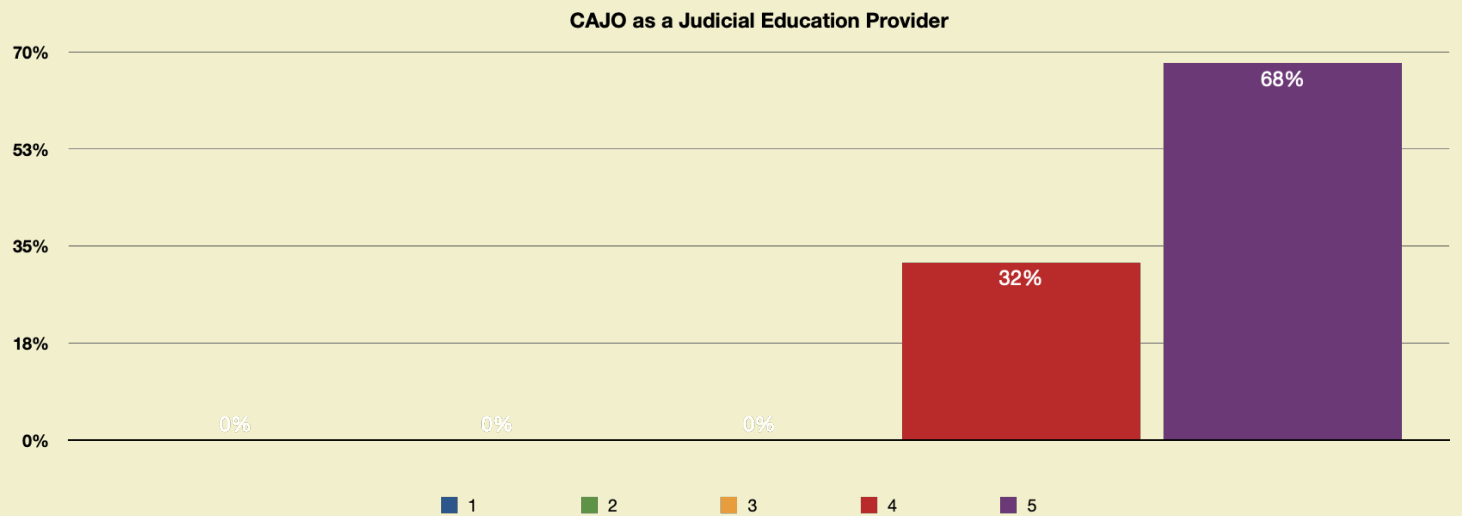


Figure 4 - Participant Rating (1-5) of the CAJO as a Judicial Education Provider

Key Takeaways

Participants were asked to provide comments in three areas: **what was most useful from the session, a most significant learning, and suggestions to improve the session.** Table 1 below captures a summary of the responses submitted by participants, organised in order of most frequent.

Most Useful	Significant Learning	Suggestions for Improvement
- Creating milestones and events as a way to map how a matter progresses	- The importance of case management	- More sessions on the topic
- Discussing the key actions that are required at each stage of a matter	- The structured approach to managing a case	- More time for discussion
- Understanding how to map a case and assign time measures	- The different approaches to avoid undue delays	- More time for activities
- Discussion on the why of setting performance standards	- Nuanced considerations at each stage of a case	- In-person training
- Experiences from different jurisdictions	- How to determine milestones and events	- None

Table 1 - Most Useful, Significant Learnings, and Suggestion for Improvement based on the session

A number of participants also left final comments (which was an optional ask) and all expressed congratulations and gratitude to the CAJO for an excellent session.



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