**JUDICIAL PERFORMANCE EVALUATION PROGRAM**

**Evaluation Form for Judges of District Judiciary**

**\*A** = Very Good, **B**= Good, **C**= Average, **D**= Below Average

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| S.No | **Performance: Themes & Indicators** | **Self Evaluation** | | | | **Evaluation by Reporting Authority** | **Evaluation by Countersigning Authority** | **Cumulative Grading** | **Reasons (if any) by Reporting Authority** | **Reasons (if any) by Countersigning Authority** |
| **A** | **B** | **C** | **D** |
| **Section A: Quantitative**  **Disposal of Cases** | |  |  |  |  |  |  |  |  |  |
| **Section B: Aptitude (Legal Knowledge/ Professional Expertise)** | | | | | | | | | | |
| 1 | My legal reasoning ability.[[1]](#endnote-2) [judgment attached] |  |  |  |  |  |  |  |  |  |
| 2 | My level of knowledge of substantive law (in the areas in which I hear cases) |  |  |  |  |  |  |  |  |  |
| 3 | My knowledge of procedural and evidence laws |  |  |  |  |  |  |  |  |  |
| 4 | I keep current with developments in the field in which I perform.[[2]](#endnote-3) [references attached] |  |  |  |  |  |  |  |  |  |
| 5 | I always study relevant record for determining relevance and accuracy of facts.[[3]](#endnote-4) [judgment attached] |  |  |  |  |  |  |  |  |  |
| 6 | I know how and when to use ADR mechanisms where appropriate. |  |  |  |  |  |  |  |  |  |
| **Section C: Attitude/Conduct (Integrity and Impartiality)** | | | | | | | | | | |
| 1 | I avoid impropriety and the appearance of Impropriety, both verbal and non-verbal. |  |  |  |  |  |  |  |  |  |
| 2 | I treat all people with dignity and respect including my court staff |  |  |  |  |  |  |  |  |  |
| 3 | I am willing to make and have made difficult[[4]](#endnote-5)  or unpopular decisions [judgment attached (if any)] |  |  |  |  |  |  |  |  |  |
| 4 | I always follow the principle of fairness. |  |  |  |  |  |  |  |  |  |
| 5 | I always follow the principle of neutrality while in the court. |  |  |  |  |  |  |  |  |  |
| 6 | I refrain from matters below the dignity of a judge. |  |  |  |  |  |  |  |  |  |
| 7 | I base decisions on the law and facts without regard to the identity of the parties or counsel. |  |  |  |  |  |  |  |  |  |
| 8 | I keep an open mind and consider all relevant evidence in making rulings, reserving a final decision until the parties have made final arguments. |  |  |  |  |  |  |  |  |  |
| 9 | I act without fear or favour. |  |  |  |  |  |  |  |  |  |
| 10 | I am courteous to my seniors |  |  |  |  |  |  |  |  |  |
| **Section D: Communication (Oral and Written**) | | | | | | | | | | |
| 1 | I follow the principle of critical thinking for clarity and correctness for judicial communication |  |  |  |  |  |  |  |  |  |
| 2 | I use plain and understandable language when speaking to lawyers, litigants,  Witnesses and court staff. |  |  |  |  |  |  |  |  |  |
| 3 | I know how to deal with the parties whose language I do not understand. |  |  |  |  |  |  |  |  |  |
| 4 | I prepare clear and logically structured decisions. |  |  |  |  |  |  |  |  |  |
| 5 | I plan, outline, revise, and proofread my judgments. [[5]](#endnote-6) [judgment attached] |  |  |  |  |  |  |  |  |  |
| 6 | I do not get irritated when someone does not understand me at the court. |  |  |  |  |  |  |  |  |  |
| **Section E: Professionalism and Temperament** | | | | | | | | | | |
| 1 | I realize the dignity of my profession, and always behave accordingly, both in and outside the court. |  |  |  |  |  |  |  |  |  |
| 2 | I treat all people with courtesy. |  |  |  |  |  |  |  |  |  |
| 3 | I remain actively involved in the court proceedings. |  |  |  |  |  |  |  |  |  |
| 4 | I can work under stress without ever losing my temper. |  |  |  |  |  |  |  |  |  |
| 5 | Stress does not affect my efficiency and performance |  |  |  |  |  |  |  |  |  |
| 6 | I have appropriate level of empathy with the parties, if required. |  |  |  |  |  |  |  |  |  |
| 7 | I know how to work for promoting public confidence in the courts. |  |  |  |  |  |  |  |  |  |
| **Section F: Administrative Capacity** | | | | | | | | | | |
| 1 | I follow the principles of punctuality. |  |  |  |  |  |  |  |  |  |
| 2 | I know how to control barriers to understanding |  |  |  |  |  |  |  |  |  |
| 3 | I efficiently enforce court rules, orders, and deadlines. |  |  |  |  |  |  |  |  |  |
| 4 | I maintain control over courtroom. |  |  |  |  |  |  |  |  |  |
| 5 | I make decisions and rulings in a prompt and timely manner. |  |  |  |  |  |  |  |  |  |
| 6 | I Know how to efficiently manage the court's calendar. |  |  |  |  |  |  |  |  |  |
| 7 | I encourage the use of technology for improving the administration of justice. |  |  |  |  |  |  |  |  |  |
| 8 | I know how to establish working relations with colleagues and court staff for maximizing judicial productivity. |  |  |  |  |  |  |  |  |  |
| 9 | I perform to ensure that disabilities and linguistic/cultural barriers do not hamper access to justice. |  |  |  |  |  |  |  |  |  |
| 10 | I provide guidance to juniors and staff when needed |  |  |  |  |  |  |  |  |  |
| 11 | I believe in team work and encourage my team members for accomplishments of assigned tasks |  |  |  |  |  |  |  |  |  |
| 12 | I read and comply all the instructions issued by the authority |  |  |  |  |  |  |  |  |  |

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| **Section G: Trainings and their Outcomes** | | **Self Part** | **Remarks by Reporting Authority** | **Remarks by Countersigning Authority** |
| 1 | Trainings received during the  last year. |  |  |  |
| 2 | My grades/ scores in the  Trainings |  |  |  |

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| **Section H: Achievements** | | **Self Part** | **Remarks by Reporting Authority** | **Remarks by Countersigning Authority** |
| 1 | My professional achievements. |  |  |  |
| 2 | My contributions towards the system. |  |  |  |

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| **Section I: Complaints** | | **Remarks by Reporting Authority** | **Remarks by Countersigning Authority** |
| 1 | There have been complaints against me during the last year. [Yes or No] |  |  |
| 2 | Complaint (s) communicated to me in time by the authority. |  |  |
| 3 | Remarks sought [in case complaint communicated] |  |  |
| 4 | Outcome of complaints. [in case of yes] |  |  |
| 5 | I received counselling [in case of yes] |  |  |
| 6 | Any other disciplinary action has been taken against me. [Yes or No] |  |  |

Note 1: What specific measures do you believe you can take/suggest to improve your performance in each area?

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Note 2: For those items which you have specified above what actions/measures would you suggest to be taken by others (Court Staff, Judges, Judicial Education Providers, State/National and local lawmakers) to facilitates you in improving in these areas?

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1. Attach a sample judgment, which, you think, best reflects your reasoning ability. [↑](#endnote-ref-2)
2. Document the sources that you have recently consulted, including web sources. [↑](#endnote-ref-3)
3. How do you substantiate this? [↑](#endnote-ref-4)
4. Attach a sample judgment [↑](#endnote-ref-5)
5. Attach a sample judgment showing the steps before issuing the final copy. [↑](#endnote-ref-6)