



Remote Meeting Instructions for the September 24, 2020, Judicial Review Board Meeting:

In order to comply with all health orders and State guidelines intended to stop the spread of COVID-19 (Coronavirus), **no physical location will be set up for viewing or participating in this meeting.**

The **only** way to view this meeting is to contact Jerry Harvey (jerry.harvey@greeleygov.com ; 970-350-9746) to receive the meeting log-in information and password.

Please contact Jerry Harvey with any questions you might have via email at jerry.harvey@greeleygov.com or by phone at 970-350-9746. Thank you!

Judicial Review Board

Board Meeting

September 24, 2020 5:15 p.m.

This meeting will be conducted remotely via Zoom meetings. (See previous page for instructions on how to view the meeting)

AGENDA

1. ROLL CALL
2. PRESENTATION REGARDING THE PROPOSED FOOD SALES TAX EXTENSION
3. WELCOME NEW MEMBER NICHOLAS NAKAMURA
4. CONSIDER SELECTION OF CHAIR AND VICE-CHAIR POSITIONS
5. CONSIDER APPROVAL OF THE MEETING REPORT OF JANUARY 27, 2020
6. DISCUSS PERFORMANCE REVIEW PROCESS
 - a. Courtroom observations
 - b. Defendant survey
 - c. Staff survey
 - d. Attorney survey
 - i. Prosecutors
 - ii. Defense Attorneys
 - e. Self-evaluation
 - f. Statistics
 - g. Tentative Timeline –
 - i. Performance Review scheduled for February 23, 2021
 - ii. Report due to City Council and Judge Gonzales on February 19, 2021
7. OTHER BUSINESS
8. SCHEDULING OF MEETINGS
9. ADJOURNMENT

MEMBERSHIP ROSTER

Judicial Review Board

Department Director Contact: Cheryl Aragon
Staff Support Contact: Jerry Harvey



Review performance of the Municipal Court Judge and report to City Council.

- Qualifications: Greeley Resident.
- Structure: 5 members. 1 licensed attorney. 1 with a criminal justice background. 1 representative of the business community. 2 members of the public.
- Terms: 3 year terms, 2 term limit
- Meetings: As needed. In the Council Chambers Conference Room at the City Center South Campus, 1001 11th Avenue.
- Average Commitment: 2 hours per month

Member	Diversity Factors			Date Appointed	Term Expires	Status	Occupation & Employer
	Ward & Speciality	Gender	Minority Yes/No				
Gerald Shadwick 1720 37th Ave Greeley, CO 80634 (H) 480-607-1104 (W) n/a gerald.shadwick@comcast.net	III - Attorney	M	N	7/11, 7/14, 9/17, 7/20	7/23	Active	Retired Retired
Jay Hill 803 35th Ave Ct Greeley, CO 80634 (H) n/a (W) 970-381-1766 tazman3389@yahoo.com	IV - Business Representative	M	N	3/16, 7/20	7/23	Active	Builder/Installer Animal Health Int.
Leslie Milne 1828 26th Street Greeley, CO 80631 (H) 970-685-3554 (W) n/a themilnetribe@hotmail.com	II - General Public	F	N	11/16, 8/18	7/21	Active	Accountant Nutrien
Nicholas Nakamura 1919 8th Avenue, Apt. D Greeley, CO 80634 (H) 858-722-7095 (W) n/a nicknakamura@gmail.com	II - Criminal Justice Background	M	Y	6/20	7/21	Active	Medicolegal Investigator Weld County
Walter Sehl 3100 69th Avenue Ct. Greeley, CO 80634 (H) 970-714-0444 (W) n/a waltersehl@gmail.com	III - General Public	M	N	8/19	7/22	Active	Senior Staff Landman Inked Land Company

Additional Notes:

City of Greeley, Colorado
JUDICIAL REVIEW BOARD REPORT
January 27, 2020

The meeting was called to order at 5:15 p.m. in City Council Conference Room at City Center South, 1001 11th Avenue, Greeley, Colorado.

1. ROLL CALL

Board Members present included Doug Erler, Chad Gentry, Jay Hill, and Leslie Milne. Gerald Shadwick was excused. Assistant City Clerk Jerry Harvey also was present.

2. CONSIDER APPROVAL OF THE MEETING REPORT OF OCTOBER 28, 2019

Mr. Hill moved, seconded by Mr. Erler, to approve the reports, and the motion carried: 4-0 (Mr. Shadwick excused)

3. DISCUSS DRAFT OF JUDICIAL REPORT AND EDITS

Board Members reviewed and discussed the draft of the Judicial Review Report and provided their comments and edits. Board Members noted that the report is approved and ready to be submitted pending the requested minor edits.

With regard to the timeline, the judicial performance review is scheduled for February 25, 2020, and the report is to be transmitted to City Council and Judge Gonzales on February 21, 2020.

4. OTHER BUSINESS

There was no other business to come before the Board.

5. SCHEDULING OF MEETINGS

Any additional meetings will be scheduled as needed, and email communication will be utilized to transmit and edit the performance report.

6. ADJOURNMENT

The meeting was adjourned at 6:15 p.m.

Jerry Harvey, Assistant City Clerk

City of Greeley, Colorado
Judicial Review Board
2020 Summary of Judicial Performance Review Process

The Judicial Review Board's (JRB) responsibility is to gather performance information annually and report the information to City Council in preparation for Council's evaluation meeting with the Presiding Judge. The following tools are utilized to gather the information:

- (1) Courtroom observations. The JRB members will make on-site visits to the courtroom to observe the Judge and the Court's operation and provide a summary of ratings and comments.
- (2) Surveys. The JRB surveys individuals who have appeared before or have professional contacts with the Municipal Judge. The groups most frequently surveyed include: Attorneys, both defense and prosecution; litigants; court personnel such as court clerks and assistants, and law enforcement personnel including court bailiffs. In 2020, surveys will be distributed to defendants who appeared before the Judge, to all prosecuting and defense attorneys who appeared before the Judge, and Municipal Court staff including the bailiff.
- (3) Self-evaluation. The JRB will request that the Municipal Judge complete a self-evaluation form that may include, but is not limited to, a self assessment of the Judge's strengths and weaknesses, goals for development and reputation in the legal community with regard to legal ability, integrity, communication skills, judicial temperament, administrative skills, settlement activities, judicial philosophy, community reputation, overall performance, and community service.
- (4) Statistics. The JRB will review statistical information provided by the Municipal Judge regarding caseload and performance indicators and furnish comments regarding results and trends.



City of Greeley, Colorado
Judicial Review Board
c/o Clerk to Council
1000 10th Street
Greeley, CO 80631

2020 Courtroom Observations

*JRB members are encouraged to contact Roxanna Caldwell, Court Administrator at 350-9242 or Roxanna.caldwell@greeleygov.com to confirm what's on the docket for any given day. Certainly members can still observe unannounced and anonymously, but checking the day's docket will be helpful in making your plans because the court session may end early on a light docket day, or a trial might be cancelled. Observing during the earlier portion of these pre-set times is the safest chance that there will be courtroom activity.

Please circle the number that most closely describes your opinion.

5=Outstanding 4=Excellent 3=Acceptable 2=Needs Improvement 1=Unacceptable N/A=Not applicable/can't rate

1. **Professional Demeanor:** How would you rate Judge Mark Gonzales on the manner in which he Conducts himself and controls the court sessions (Is the court session under control, how does he interact with all parties, does he foster an environment of mutual respect)?

N/A (Proficient; respectful environment) 5 4 3 2 1 (Uncontrolled; disrespectful environment)

Comments:

2. **Impartiality:** How would you rate Judge Mark Gonzales on treating those involved in the case equally?

- | | |
|--|---|
| a) Regardless of race. | N/A (Equal treatment) 5 4 3 2 1 (Shows favoritism) |
| b) Regardless of gender identity. | N/A (Equal treatment) 5 4 3 2 1 (Shows favoritism) |
| c) Regardless of age. | N/A (Equal treatment) 5 4 3 2 1 (Shows favoritism) |
| d) Regardless of social/economic status. | N/A (Equal Treatment) 5 4 3 2 1 (Shows favoritism) |
| e) Both the prosecution and defense. | N/A (Equal Treatment) 5 4 3 2 1 (Shows favoritism) |

Comments:

3. **Communication skills:** How would you rate Judge Mark Gonzales on speaking in a way that is clearly understood by defendants:

N/A (Clear; understandable) 5 4 3 2 1 (Unclear, not understood)

Comments:

4. **Decision Making:** How would you rate Judge Mark Gonzales on considering all information presented when making a decision and making decisions without regard to public criticism:

	N/A
(Informed decisions; regardless of public approval)	5
	4
	3
	2
	1 (Uninformed decisions; considers criticism)

Comments:

5. **Courtroom Management & Preparedness:** How would you rate Judge Mark Gonzales on his management of court arraignments and trials – is he prepared and are the sessions organized and handled in a timely, professional manner and in a way that makes the best use of court time while honoring customers' time?

N/A	(Prepared, organized & timely)	5	4	3	2	1	(Not prepared, disorganized & untimely)
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Comments:

6. **Consistency:** How would you rate Judge Mark Gonzales on his consistency in the application of penalties? Does he explain why penalties may be different for different defendants charged with the same offense?

N/A	(Consistent)	5	4	3	2	1	(Inconsistent)
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Comments:

7. Other comments regarding the Judge's strengths and weaknesses:

Comments:

Greeley Municipal Court Calendar

~ October 2020 ~

Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1 Jury Trials/Court Trials/Pre-trial Conferences/Pre-trial Readiness Conferences/Motions Hearings	2 Court Trials (if necessary)	3
4	5 8:00 – 11:30 am Arraignments Judge Gonzales 1:00 – 4:30 pm Arraignments Judge Gonzales	6 8:00 – 11:30 am Arraignments Judge Gonzales 1:00 – 4:00 pm Arraignments Judge Gonzales	7 8:00 – 11:30 am Arraignments Judge Gonzales 1:00 – 4:00 pm Arraignments Judge Gonzales	8 Jury Trials/Court Trials/Pre-trial Conferences/Pre-trial Readiness Conferences/Motions Hearings	9 Court Trials (if necessary)	10
11	12 8:00 – 11:30 am Arraignments Judge Gonzales 1:00 – 4:30 pm Arraignments Judge Gonzales	13 8:00 – 11:30 am Arraignments Judge Gonzales 1:00 – 4:00 pm Arraignments Judge Gonzales	14 8:00 – 11:30 am Arraignments Judge Gonzales 1:00 – 4:00 pm Arraignments Judge Gonzales	15 Jury Trials/Court Trials/Pre-trial Conferences/Pre-trial Readiness Conferences/Motions Hearings	16 Court Trials (if necessary)	17
18	19 8:00 – 11:30 am Arraignments Judge Gonzales 1:00 – 4:30 pm Arraignments Judge Gonzales	20 8:00 – 11:30 am Arraignments Judge Gonzales 1:00 – 4:00 pm Arraignments Judge Gonzales	21 8:00 – 11:30 am Arraignments Judge Gonzales 1:00 – 4:00 pm Arraignments Judge Gonzales	22 Jury Trials/Court Trials/Pre-trial Conferences/Pre-trial Readiness Conferences/Motions Hearings	23 Court Trials (if necessary)	24
25	26 8:00 – 11:30 am Arraignments Judge Gonzales 1:00 – 4:30 pm Arraignments Judge Gonzales	27 8:00 – 11:30 am Arraignments Judge Gonzales 1:00 – 4:00 pm Arraignments Judge Gonzales	28 8:00 – 11:30 am Arraignments Judge Gonzales 1:00 – 4:00 pm Arraignments Judge Gonzales	29 Jury Trials/Court Trials/Pre-trial Conferences/Pre-trial Readiness Conferences/Motions Hearings	30 Court Trials (if necessary)	31

Greeley Municipal Court Calendar

~ November 2020 ~

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2 8:00 – 11:30 am Arraignments Judge Gonzales 1:00 – 4:30 pm Arraignments Judge Gonzales	3 8:00 – 11:30 am Arraignments Judge Gonzales 1:00 – 4:00 pm Arraignments Judge Gonzales	4 8:30 – 11:30 am 8:00 – 11:30 am Arraignments Judge Gonzales 1:00 – 4:00 pm Arraignments Judge Gonzales	5 Jury Trials/Court Trials/Pre-trial Conferences/Pre-trial Readiness Conferences/Motions Hearings	6 Court Trials (if necessary)	7
8	9 8:00 – 11:30 am Arraignments Judge Gonzales 1:00 – 4:30 pm Arraignments Judge Gonzales	10 8:00 – 11:30 am Arraignments Judge Gonzales 1:00 – 4:00 pm Arraignments Judge Gonzales	11 Holiday – Court Closed	12 Judge on vacation	13 Judge on vacation	14
15	16 8:00 – 11:30 am Arraignments Judge Gonzales 1:00 – 4:30 pm Arraignments Judge Gonzales	17 8:00 – 11:30 am Arraignments Judge Gonzales 1:00 – 4:00 pm Arraignments Judge Gonzales	18 8:00 – 11:30 am Arraignments Judge Gonzales 1:00 – 4:00 pm Arraignments Judge Gonzales	19 Jury Trials/Court Trials/Pre-trial Conferences/Pre-trial Readiness Conferences/Motions Hearings	20 Court Trials (if necessary)	21
22	23 8:00 – 11:30 am Arraignments Judge Gonzales 1:00 – 4:30 pm Arraignments Judge Gonzales	24 8:00 – 11:30 am Arraignments Judge Gonzales 1:00 – 4:00 pm Arraignments Judge Gonzales	25 8:00 – 11:30 am Arraignments Judge Gonzales 1:00 – 4:00 pm Arraignments Judge Gonzales	26 Holiday – Court Closed	27 Holiday – Court Closed	28
29	30 8:00 – 11:30 am Arraignments Judge Gonzales 1:00 – 4:30 pm Arraignments Judge Gonzales					

Greeley Municipal Court Calendar

~ December 2020 ~

Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1 8:00 – 11:30 am Arraignments Judge Gonzales 1:00 – 4:00 pm Arraignments Judge Gonzales	2 8:00 – 11:30 am Arraignments Judge Gonzales 1:00 – 4:00 pm Arraignments Judge Gonzales	3 Jury Trials/Court Trials/Pre-trial Conferences/Pre-trial Readiness Conferences/Motions Hearings	4 Court Trials (if necessary)	5
6	7 8:00 – 11:30 am Arraignments Judge Gonzales 1:00 – 4:30 pm Arraignments Judge Gonzales	8 8:00 – 11:30 am Arraignments Judge Gonzales 1:00 – 4:00 pm Arraignments Judge Gonzales	9 8:00 – 11:30 am Arraignments Judge Gonzales 1:00 – 4:00 pm Arraignments Judge Gonzales	10 Jury Trials/Court Trials/Pre-trial Conferences/Pre-trial Readiness Conferences/Motions Hearings	11 Court Trials (if necessary)	12
13	14 8:00 – 11:30 am Arraignments Judge Gonzales 1:00 – 4:30 pm Arraignments Judge Gonzales	15 8:00 – 11:30 am Arraignments Judge Gonzales 1:00 – 4:00 pm Arraignments Judge Gonzales	16 8:00 – 11:30 am Arraignments Judge Gonzales 1:00 – 4:00 pm Arraignments Judge Gonzales	17 Jury Trials/Court Trials/Pre-trial Conferences/Pre-trial Readiness Conferences/Motions Hearings	18 Court Trials (if necessary)	19
20	21 8:00 – 11:30 am Arraignments Judge Gonzales 1:00 – 4:30 pm Arraignments Judge Gonzales	22 8:00 – 11:30 am Arraignments Judge Gonzales 1:00 – 4:00 pm Arraignments Judge Gonzales	23 8:00 – 11:30 am Arraignments Judge Gonzales 1:00 – 4:00 pm Arraignments Judge Gonzales	24 Holiday – Court Closed	25 Holiday – Court Closed	26
27	28 8:00 – 11:30 am Arraignments Judge Gonzales 1:00 – 4:30 pm Arraignments Judge Gonzales	29 8:00 – 11:30 am Arraignments Judge Gonzales 1:00 – 4:00 pm Arraignments Judge Gonzales	30 8:00 – 11:30 am Arraignments Judge Gonzales 1:00 – 4:00 pm Arraignments Judge Gonzales	31 Jury Trials/Court Trials/Pre-trial Conferences/Pre-trial Readiness Conferences/Motions Hearings		



City of Greeley, Colorado
Judicial Review Board
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2020 Judicial Performance Questionnaire

Please rate Judge Mark Gonzales on the areas listed below using this scale:

5=Outstanding 4=Excellent 3=Acceptable 2=Needs Improvement 1=Unacceptable N/A=Not Applicable/Can't Rate

1. **Courtesy:** How would you rate Judge Mark Gonzales on:

- | | | | | | | |
|--|---|---|---|---|---|-----|
| a) Being courteous toward everyone in the courtroom. | 5 | 4 | 3 | 2 | 1 | N/A |
| b) Being courteous toward persons representing themselves. | 5 | 4 | 3 | 2 | 1 | N/A |

2. **Impartiality:** How would you rate Judge Mark Gonzales on treating those involved in the case equally:

- | | | | | | | |
|--|---|---|---|---|---|-----|
| a) Regardless of race. | 5 | 4 | 3 | 2 | 1 | N/A |
| b) Regardless of gender identity. | 5 | 4 | 3 | 2 | 1 | N/A |
| c) Regardless of age. | 5 | 4 | 3 | 2 | 1 | N/A |
| d) Regardless of social/economic status. | 5 | 4 | 3 | 2 | 1 | N/A |

3. **Communication skills:** How would you rate Judge Mark Gonzales on speaking in a way that is clearly understood while explaining court procedures?

5 4 3 2 1 N/A

4. **Application of the Law:** How would you rate Judge Mark Gonzales on:

- | | | | | | | |
|--|---|---|---|---|---|-----|
| a) Considering all information presented when making a decision. | 5 | 4 | 3 | 2 | 1 | N/A |
| b) Making decisions without regard to criticism. | 5 | 4 | 3 | 2 | 1 | N/A |

Your Background:

5. To what gender do you most identify? ☐ Male ☐ Female ☐ Transgender/Female ☐ Transgender/Male
☐ Gender Variant/Non-Conforming ☐ Prefer Not to Answer

6. What is your age? _____

7. What is your race or ethnicity? ☐ American Indian - origin in North America, to include Alaska
☐ Asian - origins in Far East, Southeast Asia, India or South Pacific Islands
☐ Black or African American - origin in Africa
☐ Hispanic - origins in Mexico, Puerto Rico, Cuba, Central or South America
☐ White - origins in Europe, North Africa or Middle East

We welcome any comments or questions concerning your court experience. Thank you. _____

Español al Reverso

Judicial Performance Survey – Court Staff

Q1 Professional Demeanor: How would you rate Judge Gonzales on the manner in which he conducts himself and controls the court sessions (Is the court session under control; how does he interact with all parties; does he foster an environment of mutual respect?): (Scale of 1-5)

Q2 Impartiality: How would you rate Judge Gonzales on treating those involved in the case equally:

- a) Regardless of race (Scale of 1-5)
- b) Regardless of gender identity (Scale of 1-5)
- c) Regardless of age (Scale of 1-5)
- d) Regardless of social/economic status (Scale of 1-5)
- e) Both the prosecution and defense (Scale of 1-5)

Q3 Communication Skills: How would you rate Judge Gonzales on speaking in a way that is clearly understood by defendants: (Scale of 1-5)

Q4 Decision Making: How would you rate Judge Gonzales on considering all information presented when making a decision and making decisions without regard to criticism: (Scale of 1-5)

Q5 Courtroom Management & Preparedness: How would you rate Judge Gonzales on his management of court arraignments and trials – is he prepared and are the session organized and handled in a timely, professional manner and in a way that makes the best use of court time while honoring participants' time?: (Scale of 1-5)

Q6 Consistency: How would you rate Judge Gonzales on his consistency in the application of penalties? Does he explain why penalties may be different for different defendants charged with the same offense?: (Scale of 1-5)

Q7 We welcome any more comments regarding Judge Gonzales' strengths and weaknesses: (Open ended)

Note: There is also a space for comment on each of Q1-Q6.

Judicial Performance Survey – Prosecuting Attorney

Q1 Courtesy: How would you rate Judge Gonzales on:

- a) Being courteous toward everyone in the courtroom (Scale of 1-5)
- b) Being courteous toward persons representing themselves (Scale of 1-5)

Q2 Impartiality: How would you rate Judge Gonzales on treating those involved in the case equally:

- a) Regardless of race (Scale of 1-5)
- b) Regardless of gender identity (Scale of 1-5)
- c) Regardless of age (Scale of 1-5)
- d) Regardless of social/economic status (Scale of 1-5)
- e) Both the prosecution and defense (Scale of 1-5)

Q3 Communication Skills: How would you rate Judge Gonzales on speaking in a way that is clearly understood:

- a) By defendants (Scale of 1-5)
- b) By court personnel (Scale of 1-5)

Q4 Application of the Law: How would you rate Judge Gonzales on:

- a) Considering all information presented when making a decision (Scale of 1-5)
- b) Making decisions without regard to criticism (Scale of 1-5)

Q5 Courtroom Management & Preparedness: How would you rate Judge Gonzales on his management of court arraignments and trials – is he prepared and are the session organized and handled in a timely, professional manner and in a way that makes the best use of court time while honoring participants' time?: (Scale of 1-5)

Q6 We welcome any more comments regarding Judge Gonzales' strengths and weaknesses: (open ended)

Note: There is also a space for comment on each of Q1-Q5.



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2020 Judicial Performance Survey Defense Attorneys

Evaluation of Greeley Municipal Judge Mark Gonzales:

Please circle the number that most closely describes your opinion.

5=Outstanding 4=Excellent 3=Acceptable 2=Needs Improvement 1=Unacceptable N/A=Not applicable/can't rate

1. **Courtesy:** How would you rate Judge Gonzales on:

- | | | | | | | |
|--|-----|---|---|---|---|---|
| a) Being courteous toward everyone in the courtroom? | N/A | 5 | 4 | 3 | 2 | 1 |
| b) Being courteous toward persons representing themselves? | N/A | 5 | 4 | 3 | 2 | 1 |

Comments:

2. **Impartiality:** How would you rate Judge Gonzales on treating those involved in the case equally:

- | | | | | | | |
|--|-----|---|---|---|---|---|
| a) Regardless of race? | N/A | 5 | 4 | 3 | 2 | 1 |
| b) Regardless of gender identity? | N/A | 5 | 4 | 3 | 2 | 1 |
| c) Regardless of age? | N/A | 5 | 4 | 3 | 2 | 1 |
| d) Regardless of social/economic status? | N/A | 5 | 4 | 3 | 2 | 1 |
| e) Both the prosecution and defense? | N/A | 5 | 4 | 3 | 2 | 1 |

Comments:

3. **Communication skills:** How would you rate Judge Gonzales on speaking in a way that is clearly understood:

- | | | | | | | |
|------------------------|-----|---|---|---|---|---|
| a) By defendants? | N/A | 5 | 4 | 3 | 2 | 1 |
| b) By court personnel? | N/A | 5 | 4 | 3 | 2 | 1 |

Comments:

4. **Application of the Law**: How would you rate Judge Gonzales on:

- | | | | | | | |
|--|-----|---|---|---|---|---|
| a) Considering all information presented when making a decision? | N/A | 5 | 4 | 3 | 2 | 1 |
| b) Making decisions without regard to criticism? | N/A | 5 | 4 | 3 | 2 | 1 |

Comments:

5. **Courtroom Management & Preparedness**: How would you rate Judge Gonzales on his management of court arraignments and trials – is he prepared and are the sessions organized and handled in a timely, professional manner and in a way that makes the best use of court time while honoring participants’ time?:

N/A 5 4 3 2 1

Comments:

6. We welcome any more comments regarding the Judge’s strengths and weaknesses:

Comments:



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2020 Self Evaluation (Mark Gonzales)

One function of the Greeley Judicial Review Board is to gather information for City Council to use in its annual performance evaluation of the Municipal Judge. This form is intended to be one information-gathering tool and is to be used to facilitate **self-assessment** and **plans for professional development**.

Please indicate below how you think others have rated you in these areas, and rate yourself in the same areas.

Please circle the number that most closely describes your opinion.

5=Outstanding 4=Excellent 3=Acceptable 2=Needs Improvement 1=Unacceptable

1. Courtesy:

Others would rate me:	Performance Element:	I rate myself:
5 4 3 2 1	Being courteous toward everyone in the courtroom.	5 4 3 2 1
5 4 3 2 1	Being courteous toward defendants.	5 4 3 2 1

Comments:

2. Impartiality: Treating those involved in the case equally:

Others would rate me:	Performance Element:	I rate myself:
5 4 3 2 1	Regardless of race.	5 4 3 2 1
5 4 3 2 1	Regardless of gender identity.	5 4 3 2 1
5 4 3 2 1	Regardless of age.	5 4 3 2 1
5 4 3 2 1	Regardless of social/economic status.	5 4 3 2 1
5 4 3 2 1	Both the prosecution and defense.	5 4 3 2 1

Comments:

3. Communication skills:

Others would rate me:	Performance Element:	I rate myself:
5 4 3 2 1	Speaking in a way that is clearly understood and explaining court procedures thoroughly to defendants, staff and attorneys.	5 4 3 2 1

Comments:

4. **Application of the Law:**

Others would rate me:	Performance Element:	I rate myself:
5 4 3 2 1	Considering all information presented when making a decision.	5 4 3 2 1
5 4 3 2 1	Making decisions without regard to public criticism.	5 4 3 2 1

Comments:

5. **Courtroom Management & Preparedness:**

Others would rate me:	Performance Element:	I rate myself:
5 4 3 2 1	Management of court arraignments and trials – being prepared, organized sessions, handled in a timely, professional manner and in a way that makes the best use of court time while honoring customers' time.	5 4 3 2 1

Comments:

6. **Staff treatment:**

Others would rate me:	Performance Element:	I rate myself:
5 4 3 2 1	Treating court staff with dignity and respect?	5 4 3 2 1

Comments:

7. **Accomplishments:**

Please discuss the key achievements in 2020 and list any process changes implemented:

8. **Strengths and Challenges:**

Please comment on your strengths and challenges.

9. **Goals for Next Year:**

Please list specific goals for 2021.

10. **Other Comments:**

Please add any other comments desired for Council's consideration.