

**Goal 1: Develop innovative programs and delivery models that encourage collaboration, outreach, and the sharing of knowledge.**

Objective	Implementation	Evaluation/Review
<p><b>Course Offerings</b></p> <ol style="list-style-type: none"> <li>1) Offer timely, relevant personal and professional development opportunities through seminars, conferences, institutes, webcasts, and other education events.</li> <li>2) Conduct needs assessments for judges and staff. Add courses when necessary to meet the education needs of employees and judges including stand-alone events, webcasts, and multi-disciplinary training.</li> <li>3) Work with trial court administrators to develop and facilitate local/regional training for staff such as peer-to-peer learning, cross training, and observation.</li> </ol> <p><b>Web-Based Courses</b></p> <ol style="list-style-type: none"> <li>1) Develop web-based courses (live and on-demand) for all judicial branch employees.</li> <li>2) Partner with other providers, such as the National Judicial College, to offer access to external web courses, webcasts, and other online learning modules.</li> </ol> <p><b>Outreach</b></p> <ol style="list-style-type: none"> <li>1) Develop outreach materials and resources for judges and staff to increase public trust and confidence in the court system.</li> </ol> <p><b>Evaluation of Effectiveness</b></p> <ol style="list-style-type: none"> <li>1) Evaluate education programs to ensure that the needs of judges and court staff are being met and to determine future education offerings.</li> </ol>	<ul style="list-style-type: none"> <li>• Education staff, Education Commission, and Executive Committee of Judicial Conference will collaborate with administrators to review current programs, address identified needs, and offer programming across all administrative units.</li> <li>• Education Director will conduct needs assessments and make recommendations</li> <li>• Education Director and Education Commission chair will meet with administrators to review needs and provide technical support.</li> <li>• Education Staff will assess needs, identify faculty and coordinate faculty training. Staff will also review learning platforms and provide technical assistance where needed.</li> <li>• Education staff will collaborate with judges and administrators to meet both statewide and local needs.</li> </ul>	

**Goal 2:** Guide the development of concrete learning processes and business practices that assist judges and judicial branch employees in modifying behavior by creating, acquiring, and applying knowledge and skills.

Objective	Implementation	Evaluation/Review
<p><b><u>Online Access to Learning and Resources</u></b></p> <ol style="list-style-type: none"> <li>1) Utilize the education department’s website to inform judges and personnel about upcoming seminars, conferences, institutes, webcasts, and other education events.</li> <li>2) Provide online access to manuals, bench books, conference materials, and other resources.</li> <li>3) Maintain a biennial calendar of planned conferences, online training and other education events.</li> <li>4) ITV- Broadcast of conference sessions</li> </ol> <p><b><u>Orientation Programs</u></b></p> <ol style="list-style-type: none"> <li>1) Revise and develop curriculum and resource material for in-state orientation of new judges and managers</li> <li>2) Coordinate with other providers such as adjoining states, the National Center for State Courts, and the National Judicial College, to provide additional training for new judges and managers.</li> </ol> <p><b><u>Mentors</u></b></p> <ol style="list-style-type: none"> <li>1) Review and update the mentor programs for new judges, clerks of court, court recorders and juvenile officers and encourage the use of mentors for all new employees.</li> <li>2) Update materials, checklists, and manuals to be used for mentoring programs and make all resources available online.</li> </ol>	<ul style="list-style-type: none"> <li>• Education staff will maintain and update education website as a clearing house for all information and resources related to judicial branch education.</li>   <li>• Education staff will form work groups to review new judge program and work with HR and administrators to develop a program for new managers.</li>   <li>• Education staff will update the programs and materials to emphasize specific learning processes and best practices.</li> </ul>	

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<p><b><u>Education Policies</u></b></p> <ol style="list-style-type: none"><li>1) Review existing education policies for clarification or additions, particularly those regarding education credits.</li><li>2) Consider adding continuing education requirements related to the elimination of bias and mental health and substance abuse.</li></ol> <p><b><u>Travel Policies</u></b></p> <ol style="list-style-type: none"><li>1) Review travel polices related to continuing education for judges and court employees.</li></ol>	<ul style="list-style-type: none"><li>• Commission and education director will propose changes to policies to reflect the practices of learning organizations, and support the exposure of judges and staff to trends and best practices.</li></ul>	
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**Goal 3: Expose judges and judicial branch employees to trends, best practices, and developments related to the judicial process.**

Objective	Implementation	Evaluation/Review
<p><b>Resources</b></p> <ol style="list-style-type: none"> <li>1) Develop and maintain electronic resources such as manuals, guide, and bench cards for all judicial branch employees with the goal of unified practice and consistency.</li> <li>2) Continue to revise the bench books and bench cards for magistrates, municipal court judges, and trial judges.</li> <li>3) Keep judges and staff informed of best practices and trends in the various disciplines.</li> </ol> <p><b>Partnerships</b></p> <ol style="list-style-type: none"> <li>1) Pursue partnerships with neighboring states to offer joint programs or courses when appropriate.</li> <li>2) Maintain involvement with the National Association of State Judicial Educators and other national organizations to remain current on education-related topics and trends and gain access to potential faculty and other resources such as curriculum, materials, grants, and scholarships,</li> <li>3) Explore opportunities to develop programs with the UND School of Law.</li> <li>4) Continue to work with SBAND on joint education programs including the annual meeting.</li> </ol>	<ul style="list-style-type: none"> <li>• Education staff, administrators, staff attorneys, managers, and work groups will collaborate to produce materials.</li> <li>• Education Director and Bench Book Oversight Work Group will revise every 2 years following legislative sessions.</li> <li>• Education staff will research and review relevant research and trends and share with judges and staff through the website, seminars, workshops and webcasts.</li> <li>• Education director and Commission Chair will work with State Court Administrator, Chief Justice, Dean of UND Law School, SBAND director, association leadership, and work groups to develop programs.</li> <li>• Education Commission will support the professional development of the education staff.</li> </ul>	

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- 5) Develop meaningful collaboration with employee-based associations, other professional organizations, and work groups regarding educational planning.

**Scholarships**

- 1) Pursue scholarship opportunities to fund tuition and travel for out-of-state training for judges and employees.

- Education staff will research and promote scholarships and other funding sources to provide opportunity for education-related travel.

<b>Goal 4: Inspire and develop leaders and faculty who reinforce learning and provide supportive learning environments within the judicial branch.</b>		
<b>Objective</b>	<b>Implementation</b>	<b>Evaluation/Review</b>
<p><b><u>Leadership &amp; Faculty Development</u></b></p> <ol style="list-style-type: none"> <li>1) Identify and train a core faculty of judicial branch personnel and judicial officers</li> <li>2) Provide opportunities for core faculty to teach within the state- both in person and online.</li> <li>3) Recruit and train additional faculty as needed.</li> <li>4) Offer advanced training in adult education, teaching techniques, and learning organizations as needed.</li> <li>5) Offer leadership development for presiding judges, managers, and committee chairs.</li> </ol>	<ul style="list-style-type: none"> <li>• Education staff and Commission will develop faculty development and leadership programs that support learning organization and encourage experimentation and exploration of ideas.</li> </ul>	