



Best Practices in training of judges and prosecutors

Category of practice: **Assessment of Participants' Performance in Training and the Effect of the Training Activities**

Type of practice: **Promising Practice**

Country: **The Netherlands**

April, 2014

Title of practice	'Show What you have Learned'
<i>Key features:</i>	<p>In the Netherlands participants in a two-year high-level leadership programme were required to make a final presentation at the end of the training programme.</p> <p>In this presentation they were required to 'illustrate and demonstrate' what they learned during the course, enabling them to reflect and make a self-assessment on whether they had achieved the learning goals. Furthermore, it also inspired them to go beyond a dry and factual presentation of what they did during the training thus transforming the presentation – as a final assignment – into a kind of policy seminar for the Council of the Judiciary on leadership issues.</p> <p>In addition, the presentation of certificates of achievement was made by the participants themselves accompanied by a short speech about the performance and progress of another colleague.</p> <p>This method made it possible to assess and demonstrate the increased knowledge and skills of the participants.</p>
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*Other
comments*

The described method performs Level 2 of Kirkpatrick's training evaluation model. Since it is a rather recent evaluation system and has only been applied once, in a particular training activity, it should be rated as a **PROMISING PRACTICE**.

However, the idea may constitute a source of inspiration for evaluating the training provided to judges and prosecutors working in higher level courts.

Source: Pilot Project - European Judicial Training: "*Lot 1 - Study on best practices in training judges and prosecutors*", carried out by the European Judicial Training Network (EJTN)