



# 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: **Germany**

April, 2014

|                                    |  |
|------------------------------------|--|
| Title of practice                  | Long-term Assessment of Training Activities  |
| <i>Key features:</i>               | <p>In <b>Germany</b>, some German States have developed specific questionnaires to assess long-term learning success – e.g. the positive results of training on the attendee's professional skills and its consequences on the functioning of their court or prosecutor service.</p> <p>Applied to modular training courses, this practice anticipates that during the second module participants are asked some very specific questions on the long-lasting effect of the competences developed during the first module which was held some months before regarding: a) long-term learning success, b) any changes in the professional behaviour of the participants and c) a possible positive result these changes might have had for the respective courts or prosecution offices.</p> <p>A comparable scheme is currently under consideration for implementation in seminars or a series of seminars at national level.</p> |
| <i>Institution contact details</i> | <p>German Judicial Academy<br/> Trier Conference Centre (Institute of the Federal State of Rhineland-Palatinate)<br/> Berliner Allee 7<br/> D-54295 Trier, Germany<br/> Phone: + 49 65 1 93 61 119<br/> Fax: + 49 65 1 30 02 10<br/> E-mail: <a href="mailto:trier@deutsche-richterakademie.de">trier@deutsche-richterakademie.de</a><br/> Website: <a href="http://www.deutsche-richterakademie.de">http://www.deutsche-richterakademie.de</a></p> <p>Wustrau Conference Centre (Institute of the Federal State of Brandenburg)<br/> Am Schloss 1<br/> D-16818 Wustrau, Germany</p>   |

|                              |  |
|------------------------------|--|
|                              | <p>Phone: + 49 33 92 5 8 97 333<br/>Fax: + 49 33 92 5 8 97 202<br/>Email: <a href="mailto:wustrau@deutsche-richterakademie.de">wustrau@deutsche-richterakademie.de</a><br/>Website: <a href="http://www.deutsche-richterakademie.de">http://www.deutsche-richterakademie.de</a></p>  |
| <p><i>Other comments</i></p> | <p>The practice described complements other standard tools and methods currently in use (and refers to Levels 1 and 2 of Kirkpatrick's training evaluation model). The mechanism above generally covers Kirkpatrick's Levels 3 and 4. It seems to have been successfully implemented in several German States and is about to be expanded to full national level.</p> <p>It is considered to be a <b>PROMISING PRACTICE</b>. It has good transferability and is highly recommended whenever training is delivered in several modules at relatively long intervals.</p> |

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)