

Institute for Faculty Excellence in Judicial Education

Program Evaluation

Phase II

March 8-11, 2005

The Institute for Faculty Excellence in Judicial Education held the second phase of a two-part program on March 8-11, 2005 at the Jekyll Club Hotel on Jekyll Island, GA. The following learning objectives were established during the curriculum-planning phase of this program and were accomplished through a diverse approach that included lectures, interactive learning, group exploration and discussion, experiential learning opportunities, reflection, and other creative activities. Below are the learning objectives and methodology for achieving these goals. Participants:

- Enhanced their ability to discern and describe those most cherished elements in the administration of justice and gained a fuller understanding of the nature of excellence in relation to judicial education through:
 - Reflection and self-assessment, discussions and interactive analysis, lecture, dialogue, and journal writing;
- Presented the independent projects planned during Phase I of the Institute, exemplifying the principles of excellence that afford the opportunity to:
 - Apply learning theory in the fulfillment of their roles in judicial education and improving the administration of justice;
 - Express what it is in the administration of justice that they most care about through the completion of the project;
- Considered the contributions made to the self by vocational satisfaction, physical wellness, and psychological and emotional well being through reflection, self-analysis, and self-assessment;
- Experienced carefully designed educational experiences and activities that provided:
 - An understanding of the depth and richness of learning that is achieved by revisiting material from new perspectives;
 - The opportunity to gain acceptance of diverse means for becoming better learners and teachers and to integrate a greater repertoire of means for themselves.

EVALUATION

The following scale of 1 to 7 was used to assess most responses. Participants were asked to circle the response they believed to be most appropriate.

1-----2-----3-----4-----5-----6-----7
Disagree Disagree Disagree Neutral Agree Agree Agree
Strongly Slightly Slightly Strongly

Instructional Sessions

A post program evaluation was administered, designed to assess the value participants placed on specific aspects of the program and to assess what participants gained as a result of attending Phase 2 of the Institute for Faculty Excellence in Judicial Education. Participants were asked to evaluate each session or activity in the program. Each instructor was evaluated, based on the level of knowledge related to the

topic, state of preparedness, course and material organization, enthusiasm and interest in teaching, and openness to discussion and questions.

The following is a summary of responses to general questions related to the instructors and the material they presented using the scale of 1 = Disagree Strongly to 7 = Agree Strongly:

- The materials and ideas presented in sessions were helpful and I acquired new ideas and tools that will be useful in my work.
Responses ranged from 5.83 to 6.83.
- The instructor demonstrated knowledge or expertise about the topic.
Responses ranged from 6.67 to 7.00.
- The instructor was well prepared and instructional materials were well organized.
Responses ranged from 6.67 to 7.00.
- The instructor demonstrated enthusiasm and interest in teaching.
Responses ranged from 6.75 to 7.00.
- The instructor encouraged and was receptive to questions.
Responses ranged from 6.75 to 7.00.

In general, participants viewed instructors as highly qualified, knowledgeable, and interested in their respective topics as demonstrated by the following comments:

- ◆ Thank you, in every way!
- ◆ Thanks for bringing us back together in the projects!
- ◆ I found the book more useful as a tool for self-examination. It was a bit difficult to understand its value in my work. Steve did an excellent job in binding this gap.
- ◆ Excellent choice for a literature piece. Steve is an outstanding teacher and person, and it is a pleasure to work with him.
- ◆ Nice continued blending of education and the law. Thank you, Pat for everything!
- ◆ Nicely done “springboard” piece, helping us understand where it goes from here. Thank you, Karen.
- ◆ The presentation caused me to draw the conclusion that I should strive to lead as Christ, the great teacher, did.

Participant Projects

Participants were asked to assess (1) whether the learnings and experiences gained as a result of completing this project have transferred to their work and (2) describe how completing this project has contributed to enhanced leadership at work.

In response to these questions, responses ranged from 6.80 to 6.83 on the scale of 1 = Disagree Strongly to 7 = Agree Strongly. Comments representative of this include:

- ◆ I have learned to recognize the differences in others and the need to create training to address various needs of participants. My presentations will be more complete now.
- ◆ I will present it at our judicial college.
- ◆ I understand now how to communicate using the experiential learning circle.
- ◆ I gained greater knowledge about how to increase my own knowledge and experience and how to use this to move myself, staff, and other judges to better practices.
- ◆ I was forced to ask and learn in uncomfortable circumstances, which pushed me to the next level.
- ◆ Overall, an excellent group of presentations.
- ◆ The IFE projects and dedication of participants just keeps getting better and better.

Experiential Learning Opportunities

The objective of the experiential learning opportunity was to afford participants an opportunity to experience the Gullah culture and perspectives on history and community resilience by touring Sapelo Island, GA. Participants were asked the following questions: 1) I gained a deeper understanding of experiential learning as a result of the tour; and, (2) The discussions and session on processing and meaning making were beneficial.

Responses to these questions ranged from **6.5** to **6.85** on the scale of 1 = Disagree Strongly to 7 = Agree Strongly. Comments representative of this include:

- ◆ Excellent ELO choice.

Overall Well-Being

Participants were asked to respond to the following statements as a part of the self-reflective process designed to (1) heighten personal awareness and (2) evaluate the impact of this educational experience. Below are the statements and response rates.

- | | | | | |
|----|---|--------------------|-------------------------|-----------------------|
| a. | I am satisfied with the ACCESS I have to my emotions – to laugh, to be sad, to feel pleasure or even anger. | Hardly Ever | Some of the Time | Almost Always |
| | | | 54% | 46% |
| b. | This educational experience has helped me to make progress in accessing my emotions. | Disagree | Neutral | Agree |
| | | | 8% | 38% |
| | | | | Strongly Agree |
| | | | | 54% |
| c. | I am satisfied that my life’s PRIORITIES are mine and clearly reflect my values. | Hardly Ever | Some of the Time | Almost Always |
| | | | 54% | 46% |
| d. | This educational experience has enabled me to better identify and evaluate priorities. | Disagree | Neutral | Agree |
| | | | 8% | 38% |
| | | | | Strongly Agree |
| | | | | 54% |
| e. | I am satisfied with my commitment to personal GROWTH and to initiate and embrace change. | Hardly Ever | Some of the Time | Almost Always |
| | | | 54% | 46% |
| f. | This educational experience has increased my commitment to personal growth and to initiate and embrace change. | Disagree | Neutral | Agree |
| | | | | 31% |
| | | | | Strongly Agree |
| | | | | 69% |
| g. | I am satisfied with the way I ask for ASSISTANCE from others, professionally and personally, when in trouble. | Hardly Ever | Some of the Time | Almost Always |
| | | 8% | 61% | 31% |
| h. | This educational experience has better equipped me, both emotionally and psychologically, to seek help from others when in trouble. | Disagree | Neutral | Agree |
| | | | 8% | 38% |
| | | | | Strongly Agree |
| | | | | 54% |
| i. | I am satisfied with the RESPONSIBILITY I take for my well being – physically, emotionally, and spiritually. | Hardly Ever | Some of the Time | Almost Always |
| | | | 54% | 46% |

- j. This educational experience has increased my level of satisfaction with myself in assuming responsibility for my well being.

Disagree	Neutral	Agree	Strongly Agree
	8%	38%	54%

Additional Institute Elements and Processes

Participants were asked to evaluate the coordination and administrative aspects of the program based on the same scale of 1 = Disagree Strongly to 7 = Agree Strongly. Below are the averages of their responses.

◆ Communication prior to the institute was timely and helpful.	6.62
◆ Opening activities (arrival, check-in, and the opening session) went smoothly.	6.85
◆ The institute notebooks and materials were helpful.	6.70
◆ The full group discussions were beneficial.	6.92
◆ Scheduled and free time were provided in a balanced way.	6.23
◆ The Jekyll Club Hotel served as an effective site for the institute.	6.70
◆ The IFE environment provided a safe, nonjudgmental climate founded on mutual trust and respect.	7.00
◆ The IFE learning environment encouraged open dialogue and diverse perspectives.	7.00
◆ I was encouraged and supported to be open, vulnerable, and take risks.	6.92
◆ There were opportunities to collaborate, teach, share, and learn from one another.	6.92
◆ There was an atmosphere of nurturing challenge and support, interest, and <i>caring</i> .	7.00
◆ The faculty demonstrated genuine care and concern for me as a learner.	6.77
◆ I felt <i>stretched</i> , made to step outside my comfort zone.	6.62
◆ Self-discovery, self-awareness, exploration, and creativity were encouraged as approaches to learning.	6.62
◆ There were elements of play, fun, and social interaction introduced as part of the learning process.	7.00

Comments:

- What a wonderful experience! Thank you.
- This has been a wonderful experience. I have learned so much that I will use to be a better teacher. I have also discovered that I need to learn more through literature, ELO's, and education to make me a more successful teacher. I went back to school after the first phase of IFE to get my degree in psychology because I understand now how important relationships are, and I have a passion to teach and help others develop or repair relationships.

Response to open-ended questions

1. What are the most important things that you are taking away from this program?

- I need to find new experiences and not just be satisfied with what I have already experienced. I need to address all learning styles but I need to do it in a particular manner in order to be more successful in relationships.
- My project and interest in it. Information on teaching models and the ways people learn/take in information.
- The ability to teach in a manner which engages all learning styles.
- Better teaching skills can be taught, I didn't think that was possible.
- Enthusiasm for learning and teaching.
- Understanding identity and integrity is the center of teaching.
- I am not perfect, but love life and am hopeful of the future.
- ELO's, identity and integrity.
- The circle, learning styles, friends and experiences.
- A sense of balance and new directions as a judge/teacher.
- A passion charge. New and stronger friendship ties. Knowledge gained from the projects.

2. What are the three things that you will do as a result of your having participated in this program?

- Teach around the circle. Read more, learn more, and experience more. Finish my degree, I changed my major from business to psychology.
- Use some of what I have learned in daily court work and relationships. Pursue and finish my project/presentation. Engage in our state judicial education program, generally in other subjects.
- Increased introspection. Consistently evaluate my presentation style and elements prior to delivery. Look for all perspectives prior to drawing conclusions.
- Work on my wellness. Take more teaching opportunities. Attempt to identify the "subject" that has chosen me.
- Teach more – hopefully more effectively. Learn.
- Teach. Be a leader.
- Teach. Learn.

- Be kinder, more open and less critical.
- Re-think course outline. Presentation adjustments. Experiential learning.
- Read all the books we receive but haven't read yet. Evangelize about the process.
- Relax in my teaching. Try some bold new thinking in teaching. Appreciate the perspectives of my students.
- Listen better. Notice the small things. Try to keep things in perspective.

3. What are the long-term plans that you have for your project?

- Remove the problems and find other ways to benefit from them.
- To get amendments to rules of procedures in our state; perhaps try to be a source of information for new judges.
- Spread the "seed" of information and establish a standard of teaching.
- Showing in and participating with court staff and others interested or involved in the justice system.
- Look for opportunities in everything I do for ELO's.
- Gain access to those who can implement mediation.
- Appreciate, adapt and revise as I go.
- Try to find new opportunities to use it.
- To reach all the districts throughout the state and have the bench utilize the information.

4. Now that you have experienced the full Institute for Faculty Excellence in Judicial Education program, what will you tell others about the experience?

- IFE not only changed me professionally, but it changed me personally. I can not describe the experience except to say that you would have to experience it for yourself and you won't be sorry.
- A very interesting program that is not for everyone – you should have some interest in teaching/presenting or be open to such possibilities.
- It was a rewarding experience that introduced me to increased self-awareness and its application to teaching. And that it is pretty touchy-feely.
- Go – you will be transformed.
- Just do it!
- YES!!!

- That if you have a passion for teaching others, the IFEJE will provide an opportunity for you to channel that passion at many different levels and if you are open you will leave a changed person.
- Absolutely.
- Yes.
- Second time around” as member/faculty really adds to the appreciation of IFE. We are really looking forward to next year’s IFEJE.
- Yes.

5. What suggestions do you have for improving this program for future participants?

- If I think of anything, I’ll have to let you know.
- Provide more practical advice and techniques (my learning style preference) e.g. tips on effective power-point presentations.
- The use of “time” was great – avoid the temptation to search for more free time.
- A little more down time to play and talk together (for processing, etc.).
- Mail our books to us (afterwards)! Better computer for presentations.
- What about an “advanced” IFE?
- It is a perfect program.
- Clarify who the program will have as participants. The title is somewhat deceiving, and I don’t mean to be critical. I didn’t know the participants would be persons other than judges.