

Competency Summaries for Curriculum Designs

1. Governance: Roles, Responsibilities, Structures, and Functions of Boards, and Advisory and Planning Committees

Understanding, developing, and implementing an effective governance system is crucial to provide the necessary infrastructure to support a judicial branch education program. Effective relationships and complementary roles among boards and committees provide a system that ranges from policy-making, to decision-making, and to program implementation.

2. Developing and Implementing Curriculum and Programs

Effective judicial branch education is dependent on implementation of certain processes to ensure that the content delivered is the result of a carefully developed plan, both at the curriculum and program level. At the curriculum level, the content needs to be part of a system of education designed for a target audience, each component being dependent on and/or complementary to other components. At the program level, courses need to be supported by an effective learning environment and comprehensive logistical support.

3. Instructional Design

Effective delivery of content is generally intended to change the behavior of participants, whether to incorporate new knowledge in decision-making, such as new laws, or to demonstrate a new skill, such as interviewing a prospective employee. Changing behavior is a complex undertaking and depends heavily on effective instructional design. An understanding of instructional design enables judicial branch educators to assure that the content and the way the content is delivered will positively impact participants.

4. Faculty Development

Judicial branch education is primarily based on using judicial branch personnel as faculty, most of whom have little or no expertise in serving as faculty for their peers. A faculty development program for these individuals includes an array of content. Effective judicial branch educators should possess the knowledge, skills and abilities needed to model effective performance as faculty – and thus be able to effectively develop others for faculty roles.

5. Selecting and Managing Instructional Delivery Mechanisms, Including Distance Education

Effective judicial branch education is dependent on a carefully developed content that reaches learners in a timely manner through appropriate delivery mechanisms. The judicial branch educator's responsibility in selecting and managing instructional delivery mechanisms includes ensuring that a variety of mechanisms is used, ensuring that those mechanisms are appropriate for the learner and the content, and ensuring maximization of the effectiveness of all delivery mechanisms.

6. Managing Logistical Arrangements Needed for Instructional Delivery Mechanisms

The effectiveness of any instructional delivery mechanism is dependent on appropriate use of the mechanism and on appropriate logistical support. Logistical support for any of a variety of delivery mechanisms involves a number of variables that are unique to the mechanism and may be unique to the content of the course being delivered. While logistical support may be provided directly by the judicial branch education department, by a vendor, or by a selected site, the responsibility for management of logistical support rests with the judicial branch educator.

7. Building and Maintaining Support for Judicial Branch Education Budgets and Resources

As an integral part of assuring the effective and efficient administration of justice and continued public trust and confidence, judicial branch education departments need to obtain adequate resources to meet the educational needs of judges and court personnel. Judicial branch educators must be able to effectively attain funds and champion education as an investment in ensuring equal access to justice and timely resolution of cases for individuals, businesses, and other branches of government.

8. Human Resource Management

Judicial branch education is dedicated to the education and training of judges and court personnel to help them actively and effectively contribute to the courts' ability to meet their missions, mandates, and goals. [Added for the experienced level design: Subsequently, the managers, supervisors, and staff of judicial branch education departments must be developed, encouraged, and organized so they can contribute their best.]

9. Leadership, Visioning, Organizational Planning, and Building and Maintaining Support for Judicial Branch Education

For judicial branch education to be recognized as integral and necessary to the efficient and effective administration of justice, it must have leaders who can inspire individuals inside and outside of the courts to believe in the transformative value of education.

10. Needs Assessment

Successful judicial branch education links education to the job-related needs of judges and court employees, ultimately improving their performance and that of the system. This connection between education and job relevance is best achieved through careful needs assessment.

11. Evaluation

Education that keeps pace with the needs of learners and the organization is developed based in part on evaluation strategies. Evaluating learning is a continuous process that has the potential, based on the type of evaluation, to provide summative, formative, outcome, and output evaluation information.