### 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**

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<th>Title of practice</th>
<th>Long-term Assessment of Training Activities</th>
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| **Key features:** | In Germany, 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.  

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.  

A comparable scheme is currently under consideration for implementation in seminars or a series of seminars at national level. |

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### Other comments

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.

It is considered to be a **PROMISING PRACTICE**. It has good transferability and is highly recommended whenever training is delivered in several modules at relatively long intervals.

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**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)