



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: **Best Practice**

Institute: **Academy of European Law (ERA)**

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Title of practice	Evaluation and Impact Assessment System
<i>Key features:</i>	<p>ERA uses this mechanism as part of the evaluation and impact assessment system for training workshops that implement training modules in the area of EU family law for the European Commission.</p> <p>In order to assess if the implemented workshops were developed efficiently, a twofold process has been introduced:</p> <p>Immediately after the end of the workshop, all participants are asked to complete a detailed <i>evaluation questionnaire</i>, aimed at the quality of the workshop itself. Questions on the seminar content and methodology, the training materials provided and the quality of the trainers' contributions are also included in these evaluation forms.</p> <p>In addition to this immediate feedback, a <i>mid-term evaluation</i> process involving an assessment of the results and impact of the workshop in the longer term is also sent to participants. With a reminder by the workshop organiser before the end of the workshop and a small souvenir as a "thank you" for filling in the initial evaluation form, it was possible to collect the replies from approximately 90% of participants. The feedback received through the mid-term evaluation forms was lower, about 50%, but nevertheless indicative of the impact of the workshop.</p>
<i>Institution contact details</i>	<p>Academy of European Law (ERA) Metzer Allee 4 D-54295 Trier, Germany Phone: + 49 651 93737-0 Fax: + 49 651 93737-773 E-mail: info@era.int Website: https://www.era.int</p>

Other comments

The combined evaluation method described performs levels 1, 2 and 3 of Kirkpatrick's training evaluation model.

In conjunction with Fact Sheet 'Training Needs, Evaluation and Impact Assessment' described under the field 'training needs' assessment', it also represents a good example of the inter-connection between training needs assessment and evaluation of training and can be considered as a **BEST PRACTICE** whose transferability is recommended.

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)