



# **In-Service Training Program for Judges and Other Court Staff**

**2018**

**Tbilisi, 2017**

## Purpose

This program covers two directions:

1. The first direction considers informing the active judges regarding the common court practice; holding discussions on the application and interpretation of legal regulations; finding the means and eliminating court errors;
2. The second direction includes training and professional development of judges and other court staff (assistants to judges, etc.), aiming at the strengthening more the rule of law and fostering the court independence.

## Program Review

The training program was developed at the end of 2017 and covers the period from January 1 till (including) December 31, 2018. The program includes events to be held independently by the High School of Justice, as well as in cooperation with the local, foreign and international partner organizations.

High School of Justice develops the program based on the complex technique, which includes, but is not limited to the following:

- Analysis of court needs;
- Recommendations of the courts of higher instances;
- Recommendations from the Supreme Council of Justice;
- Recommendations from the School Teachers' Council;
- Analysis of the responsibilities taken by Georgia;
- Recommendations from foreign and international organizations;
- Novelties and directions in the field of judge education in the developed countries.

Teaching methods include trainings, seminars, work meetings, conferences and other best practices. Duration of each event is from one up to four days. Number of days of each training and respective dates will be assigned by the school administration. In general, two trainers/teachers take part in the implementation of each event.

In accordance with the changes in the legislation and court requirements, the High School of Justice regularly updates/modifies the program throughout the year.

## Teaching Methods

### ***a) General Review***

The following methods are used in respect with the education of the judges and other court staff:

- ✓ Topic discussion;
- ✓ Identification of the problematic aspects;
- ✓ Review of the practical aspects;
- ✓ Sharing and reconciliation of the participant opinions on the main subjects;
- ✓ Planning the implementation means of the reconciled subjects;
- ✓ Strengthening theoretical knowledge regarding the new legal institutions;
- ✓ Generally, holding trainings on the topics where lack of experience is observed.

Training is performed with the use of the modern technologies.

### ***b) Theoretical teaching***

In the course of theoretical teaching, besides reviewing the legal aspects of the learning topic,

the following subjects are brought forward:

- ✓ Court practice;
- ✓ Decisions of the Constitutional Court of Georgia;
- ✓ Recommendations received after the meetings with the judges;
- ✓ Significant decisions of the European Court of Human Rights;

Theoretical teaching must be closely linked with the latest court practice and interpretation tendencies of the regulation.

Duration of the specific theoretical teaching is determined individually.

In the frames of the teaching event, duration of the theoretical teaching must not exceed **40%** of the total time assigned to the training event.

### ***c) Practical Training***

Practical training is an important area of the training program including, but not limited to the following methods:

- ✓ Working on cases;
- ✓ Analysis of real cases taken from the court practice, decision on which has entered legal force;
- ✓ Preparation of written documents.

Both, individual and group work is used during practical trainings. Cases are also both abstract and based on real cases (in the event of real cases, parties are not identified).

Duration of the practical training within the frames of the teaching event should not exceed **60%** of the time assigned to the whole training event.

### ***d) Discussion***

Discussion will be held during theoretical and practical training on each topic. The aim of discussions is to:

- ✓ Identify problematic topics;
- ✓ Listen to the subjective approaches of the participants and strengthening their skills of analytical thinking;
- ✓ Improving the skills of clearly expressing opinions, supporting them with legal arguments and eloquence;
- ✓ Formulating grounded and legally correct approaches;
- ✓ Strengthening the culture of listening to the different opinions of others and respecting their views.

### ***e) Evaluation***

Event developed within the frames of the training program is evaluated with the internationally recognized method of evaluation – “Kirkpatrick’s Four Stage Model”.

By the end of the training judges and other court staff are requested to fill out questionnaire of evaluation, which enables in-depth analysis of the four components of teaching:

- Evaluation of the event content;
- Evaluation of the trainer/expert;
- Evaluation of the organizational part of the event;
- Evaluation of the effectiveness/efficiency of the event.

Evaluation questionnaire also helps with the identification of the future topics. The School administration analyses in detail questionnaires filled out by the event participants by the end of the year and takes into consideration the results during the development of the new curriculum.

**For additional details, please see:**

**Annex #1 – Topics of the teaching events included in the training program 2018 for the court staff.**

## Training Topics

### Included in the Training Program 2018 for Other Court Staff

#### Area – Constitutional Law:

- ✓ Significant decisions (precedents) taken by the Constitutional Court of Georgia.

#### Area – European and International Law of Human Rights:

- ✓ European Court of Human Rights Case-law;
- ✓ European and international standards on Human Rights (general course);
- ✓ Prohibition of torture and inhuman or degrading treatment or punishment;
- ✓ Ensuring effective availability of justice for the persons with disabilities;
- ✓ Violence against women and domestic violence;

#### Area – Civil (private) Law:

- ✓ Corporate Law;
- ✓ Problematic aspects of the law of obligations;
- ✓ Court mediation;
- ✓ Topical matters the Law on Intellectual Property;
- ✓ Topical matters of civil proceedings.

#### Area – Administrative Law:

- ✓ Law ‘on the protection of personal data’ and access to public information;
- ✓ Juvenile justice;
- ✓ Topical matters of administrative proceedings.

#### Area – Criminal Law:

- ✓ Human trafficking;
- ✓ Juvenile justice;
- ✓ Efficient review of corruption related cases;
- ✓ Efficient review of cybercrime related cases;
- ✓ Hate crimes;
- ✓ Topical matters of criminal procedure.

#### General Topics:

- ✓ Significant interpretations of the Supreme Court of Georgia;
- ✓ Methods of court practice generalization;
- ✓ Leadership and management in Georgia;
- ✓ Effective communication / communication standards;
- ✓ Academic writing;
- ✓ Case solving methodology;
- ✓ Management of case flow;
- ✓ Practical psychology;
- ✓ Stress management.