



## JUDICIAL COUNCIL OF CALIFORNIA

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# REPORT TO THE JUDICIAL COUNCIL

*Item No: 22-022*

For business meeting on: January 21, 2022

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**Title**

Judicial Branch Education: Fiscal Years  
2022–24 Education Plan

**Agenda Item Type**

Action Required

**Effective Date**

July 1, 2022

**Rules, Forms, Standards, or Statutes Affected**

None

**Date of Report**

November 10, 2021

**Recommended by**

Center for Judicial Education and Research  
Advisory Committee

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### Executive Summary

The Center for Judicial Education and Research Advisory Committee recommends approving the fiscal years 2022–24 Education Plan, effective July 1, 2022. Through the work of its standing curriculum committees, the CJER Advisory Committee developed this plan for CJER education programs and products that will enable its judicial branch constituencies to fulfill the education requirements and expectations outlined in rules 10.451–10.491 of the California Rules of Court.

### Recommendation

The CJER Advisory Committee reviewed and unanimously approved the education plan for fiscal years 2022–24 and now recommends that the Judicial Council approve the plan, effective July 1, 2022. With Judicial Council approval, the CJER Advisory Committee and CJER staff will initiate the education and training they are required and expected to deliver to the multiple judicial branch audiences they serve. The entire plan—including target audience(s), delivery method, frequency of delivery, and the respective curriculum committee—is attached as Attachment A.

## **Relevant Previous Council Action**

In 2009, at the direction of the Judicial Council’s Executive and Planning Committee (E&P), the CJER Advisory Committee streamlined its committee structure to include nine curriculum committees with specific subject matter and audience expertise (e.g., Criminal Law Curriculum Committee, Family Law Curriculum Committee, etc.). The committees submit recommendations to the CJER Advisory Committee for a two-year education plan in their areas. The CJER Advisory Committee oversees the curriculum committees and the execution of all the education it approves for the judicial branch; it also makes modifications in the plan as circumstances warrant (e.g., reduction in funding or staffing, emerging issues requiring new training). This model provides accountability to the Judicial Council for judicial branch education as well as the costs associated with that education.

At the conclusion of each two-year education plan (2010–12, 2012–14, 2014–16, 2018–20), the CJER Advisory Committee has reported to the Judicial Council on the plan’s execution and success. The CJER Advisory Committee will be reporting to the Judicial Council after the July 2022 conclusion of the current 2020–22 Education Plan and will report on the 2022–24 plan after its conclusion.

## **Analysis/Rationale**

Approving the 2022–24 Education Plan will allow the CJER Advisory Committee and CJER staff to fulfill their primary mission of developing and delivering education to the judicial branch. Included in this education plan are all the live programs and courses, offered both in person and remotely, as well as the multiple distance-education products—such as videos, online courses, podcasts, and publications—developed for justices, judges, subordinate judicial officers, appellate court clerk/executive officers, court executive officers, and appellate and trial court management and staff. This plan maps out the education and training CJER will develop and deliver to the judicial branch from July 1, 2022, through June 30, 2024.

In the past, all high-cost live statewide programming has been offered in person. As a result of the COVID-19 pandemic, the CJER Advisory Committee delivered nearly all its education remotely from late March 2020 through December 2021. Remote classes were carefully and creatively designed and delivered to replicate as much as possible the in-person learning experience. As always, interaction and learner-centeredness were emphasized, and participant evaluations of the remote offerings have been excellent.

Offering education remotely often increased enrollment. Diversity of court size among enrollees also increased because smaller courts may have found it easier to send people to remote programs. Just as the availability of remote court proceedings remotely expanded access to justice for court users, offering programs remotely expanded access to high-quality, learner-centered judicial branch education.

As a result of the success of remote delivery, the CJER Advisory Committee and its curriculum committees closely examined delivery methods for all programming, applying education research and expertise in instructional design and adult education theory and practice. The cost-benefit analysis this committee conducts as it considers the draft education plan determines that there are only a few unique benefits of in-person delivery that are not present with remote delivery. Those unique benefits are providing an immersive learning experience and creating a new learning community.

Participants who are new to an assignment or role benefit most from an immersive experience characterized by accelerated learning involving multiple senses, with fewer distractions. Because those participants usually do not have extensive knowledge of their new assignments or roles, they benefit the most from creating a new peer network to exchange knowledge and best practices. From this, the CJER Advisory Committee concluded that courses and programs that are designed to orient audiences to new assignments or new roles, such as New Judge Orientation (NJO), the B.E. Witkin Judicial College, and the primary assignment orientation (PAO) courses, should be delivered in person.

Additional considerations are the specific content and desired learning outcomes. Ethics and demeanor topics, for example, are better suited to in-person delivery, where nonverbal feedback is easier to see and ambiguity can be explored safely.

Substantive law institutes, in contrast, are designed for participants who are experienced and knowledgeable in an assignment and therefore more likely to have an existing peer community. Additionally, institutes do not have an immersive curriculum. They consist of short, standalone, mostly unrelated classes that can be offered separately. Continuing to offer these institutes remotely provides multiple benefits. It increases access to the education both because remote offerings are more accessible and hot-topic course offerings may be spread out during the two-year education plan cycle rather than being offered only once every two years. Physical access, convenience of time commitments, and content responsiveness are increased. As a result of its analysis, the CJER Advisory Committee concluded that substantive law institutes should be delivered remotely in the 2022–2024 Education Plan.

Several other programs will be offered in a hybrid format because they include participants who are new to the assignment but who also need the increased access of remote delivery. By offering those selected programs in person and remotely, audiences receive the immersive experience essential for those who are new to an assignment, the necessary and unique opportunities to build community in person, and the increased access of remote offerings. Examples of programs that will be offered in a hybrid format are the Court Clerk Training Institute and the Core Leadership courses.

As previously, the education plan itemizes the length, number, areas of content emphasis, and target audience for all the high-cost items: that is, the live, in-person statewide education events, including New Judge Orientation, the B.E. Witkin Judicial College, and the primary assignment orientations. The education plan also lists the specific number of, and anticipated audience for, the lower-cost live courses like regionals and webinars, and the recorded distance education products for judicial officers and court personnel, including videos, podcasts, and online tutorials and courses.

As before, the education plan does not specify the content details for the distance delivery items. Instead, the plan specifies the numerical capacity of such products over the two-year period. In other words, the education plan maps out all the education that CJER will provide but does not specify the title of each course or product. This ensures flexibility and the just-in-time responsiveness of the education content. On average, there are 125 changes in California statutory law every year. Potentially, each one of those changes can pose a new educational need that the curriculum committees could not have anticipated. Listing capacity instead of specific topics enhances CJER's flexibility and responsiveness without impacting budgetary planning or CJER Advisory Committee oversight.

The content details for each lower-cost product will be developed on an ongoing basis, using, as CJER always has, the topics developed and prioritized by the curriculum committees. Specific topics, faculty, and delivery methods will be reported to the CJER Advisory Committee at its quarterly meetings, as part of a detailed Education Implementation Plan that tracks the content details for lower-cost live and recorded distance education products as those are finalized.

The process has a high degree of transparency and review by judicial officers as well as court leadership who belong to both the CJER Advisory Committee and the CJER curriculum committees.<sup>1</sup>

One item in the 2022–2024 Education Plan is particularly noteworthy: a second offering of the Judicial College is listed in fiscal year 2022–2023 (row number 2). Normally, only one Judicial College program is offered each fiscal year. During the pandemic, the college could not be offered in person, and the CJER Advisory Committee, after receiving input from the Judicial College Steering Committee, concluded that the educational goals of the program would not be achieved were it to be offered remotely. Consequently, no Judicial College program was offered in either 2020 or 2021. Although the Judicial Council adopted rule 10.492 of the California Rules of Court, which extended the time period in which new judges were required to complete the college, and later amended that same rule further extending that time period, at this point the number of new judges who are required to attend that program is so large as to necessitate two offerings of that highly interactive mandatory program. Delivery of the second offering will be contingent upon the availability of funding.

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<sup>1</sup> The full set of committee rosters is in Attachment C.

## **Policy implications**

In developing the education plan, the CJER Advisory Committee sorted through the various educationally effective and cost-efficient alternatives for meeting the educational needs and priorities identified by the curriculum committees.

The curriculum committees identified the needs specific to their audiences by:

- Reviewing attendance at live courses;
- Reviewing the currency and relevance of the online curriculum represented in the appropriate CJER Online Toolkits;
- Reviewing analytics on the usage of existing online products;
- Identifying gaps in the current curriculum; and
- Anticipating emerging educational needs.

Under the leadership of the individual chairs, the committees determined priorities among the needs they identified, indicated possible delivery methods, and submitted those recommendations to the CJER Advisory Committee.

In sum, the 2022–24 Education Plan fulfills the educational needs of the various judicial branch audiences that the CJER Advisory Committee serves.

## **Comments**

None.

## **Alternatives considered**

The CJER Advisory Committee considered the nine sets of recommendations and applied a cost-benefit analysis (see Attachment B) to the high-cost items to confirm that the educational effectiveness of these items outweighed their high costs. Multiday education products offered in person ranked highest in cost and often in priority. Other education products, such as webinars or podcasts, rank in the medium- to low-cost range. These lower-cost products are inexpensive to produce, and the content developed is commensurate to live 60- or 90-minute classes. However, the high-cost items have far greater educational impact than distance education (live or recorded). After conducting a careful cost-benefit analysis, the CJER Advisory Committee approved the high-cost items recommended by its curriculum committees.

## **Fiscal and Operational Impacts**

The CJER Advisory Committee has crafted a two-year education plan that meets the education needs of the judicial branch. All items can be fully funded based upon CJER’s current budget with one exception: the second offering of the Judicial College program in fiscal year 2022–2023. That second offering, which is a one-time event that will meet the needs of new judges who did not have the opportunity to attend that required program during the pandemic, will require additional funding. The delivery of that program, therefore, is contingent on the availability of funding.

## **Attachments**

1. Attachment A: 2022–24 Education Plan
2. Attachment B: Cost-Benefit Analysis for Live In-Person Statewide Education Programming
3. Attachment C: Rosters of the CJER Advisory Committee and CJER Curriculum Committees

**ATTACHMENT A**  
2022–24 Education Plan

**Education Plan  
FY 2022/2023 and 2023/2024**

Plan #	Content	Plan Year 1 2022-2023	Plan Year 2 2023 -2024	Delivery Method	Course Length	Curriculum Committee	Target Audience
<b>Statewide Programs and Courses</b>							
<b>NEW JUDGE EDUCATION AND JUDICIAL ASSIGNMENT EDUCATION</b>							
1	B.E. Witkin Judicial College of California			In Person	10 days	CJER Advisory Committee	Judges and SJOs
2	B.E. Witkin Judicial College of California			In Person	10 days	CJER Advisory Committee	Judges and SJOs
3	B.E. Witkin Judicial College of California			In Person	10 days	CJER Advisory Committee	Judges and SJOs
4	New Judge Orientation			In Person	5 days	CJER Advisory Committee	Judges and SJOs
5	New Judge Orientation			In Person	5 days	CJER Advisory Committee	Judges and SJOs
6	New Judge Orientation			In Person	5 days	CJER Advisory Committee	Judges and SJOs
7	New Judge Orientation			In Person	5 days	CJER Advisory Committee	Judges and SJOs
8	New Judge Orientation			In Person	5 days	CJER Advisory Committee	Judges and SJOs
9	New Judge Orientation			In Person	5 days	CJER Advisory Committee	Judges and SJOs
10	New Judge Orientation			In Person	5 days	CJER Advisory Committee	Judges and SJOs
11	New Judge Orientation			In Person	5 days	CJER Advisory Committee	Judges and SJOs
12	New Judge Orientation			In Person	5 days	CJER Advisory Committee	Judges and SJOs
13	New Judge Orientation			In Person	5 days	CJER Advisory Committee	Judges and SJOs
14	New Judge Orientation			In Person	5 days	CJER Advisory Committee	Judges and SJOs
15	New Judge Orientation			In Person	5 days	CJER Advisory Committee	Judges and SJOs
16	New Judge Orientation			In Person	5 days	CJER Advisory Committee	Judges and SJOs
17	New Judge Orientation			In Person	5 days	CJER Advisory Committee	Judges and SJOs
18	New Judge Orientation			In Person	5 days	CJER Advisory Committee	Judges and SJOs
19	New Judge Orientation			In Person	5 days	CJER Advisory Committee	Judges and SJOs
20	New Judge Orientation			In Person	5 days	CJER Advisory Committee	Judges and SJOs
21	New Judge Orientation			In Person	5 days	CJER Advisory Committee	Judges and SJOs
22	New Judge Orientation			In Person	5 days	CJER Advisory Committee	Judges and SJOs
23	New Judge Orientation			In Person	5 days	CJER Advisory Committee	Judges and SJOs
24	Appellate Justice Orientation	Offered if Needed		In Person	1 day	Appellate	Justices
25	Appellate Justice Orientation		Offered if Needed	In Person	1 day	Appellate	Justices
26	Civil Law Basic Orientation (PAO)			In Person	4.5 days	Civil	Judges and SJOs
27	Civil Law Basic Orientation (PAO)			In Person	4.5 days	Civil	Judges and SJOs
28	Orientation for Experienced Civil Law Judges (PAO)			In Person	3 days	Civil	Judges and SJOs
29	Orientation for Experienced Civil Law Judges (PAO)			In Person	3 days	Civil	Judges and SJOs
30	Limited Jurisdiction, Small Claims & Unlawful Detainer Orientation (PAO)			In Person	3 days	Civil	Judges and SJOs
31	Limited Jurisdiction, Small Claims & Unlawful Detainer Orientation (PAO)			In Person	3 days	Civil	Judges and SJOs
32	CEQA Overview		Every Other Year	In Person	2 days	Civil	Justices, Judges, Attorneys
33	Criminal Law Orientation (PAO)			In Person	4.5 days	Criminal	Judges and SJOs
34	Criminal Law Orientation (PAO)			In Person	4.5 days	Criminal	Judges and SJOs
35	Criminal Law Orientation (PAO)			In Person	4.5 days	Criminal	Judges and SJOs
36	Criminal Law Orientation (PAO)			In Person	4.5 days	Criminal	Judges and SJOs
37	Criminal Law Orientation (PAO)			In Person	4.5 days	Criminal	Judges and SJOs
38	Criminal Law Orientation (PAO)			In Person	4.5 days	Criminal	Judges and SJOs
39	Traffic Orientation (PAO)			In Person	2 days	Criminal	Judges and SJOs
40	Traffic Orientation (PAO)			In Person	2 days	Criminal	Judges and SJOs
41	Fundamentals of Felony Sentencing			In Person	2.5 days	Criminal	Judges and SJOs
42	Fundamentals of Felony Sentencing			In Person	2.5 days	Criminal	Judges and SJOs
43	Fundamentals of Felony Sentencing			In Person	2.5 days	Criminal	Judges and SJOs
44	Fundamentals of Felony Sentencing			In Person	2.5 days	Criminal	Judges and SJOs

**Education Plan**  
**FY 2022/2023 and 2023/2024**

Plan #	Content	Plan Year 1 2022-2023	Plan Year 2 2023 -2024	Delivery Method	Course Length	Curriculum Committee	Target Audience
45	Advanced Topics in Felony Sentencing			In Person	2 days	Criminal	Judges and SJOs
46	Advanced Topics in Felony Sentencing			In Person	2 days	Criminal	Judges and SJOs
47	Homicide Trials			In Person	2 days	Criminal	Judges and SJOs
48	Homicide Trials			In Person	2 days	Criminal	Judges and SJOs
49	Death Penalty Trials			In Person	2 days	Criminal	Judges and SJOs
50	Death Penalty Trials			In Person	2 days	Criminal	Judges and SJOs
51	Death Penalty Habeas Corpus Petitions after Prop 66			In Person	2 days	Criminal	Judges and SJOs
52	Death Penalty Habeas Corpus Petitions after Prop 66			In Person	2 days	Criminal	Judges and SJOs
53	Family Law Orientation (PAO)			In Person	4.5 days	Family	Judges and SJOs
54	Family Law Orientation (PAO)			In Person	4.5 days	Family	Judges and SJOs
55	Family Law Orientation (PAO)			In Person	4.5 days	Family	Judges and SJOs
56	Family Law Orientation (PAO)			In Person	4.5 days	Family	Judges and SJOs
57	AB1058 Commissioners Orientation (PAO)			In Person	.75 day	Family	Judges and SJOs
58	AB1058 Commissioners Orientation (PAO)			In Person	.75 day	Family	Judges and SJOs
59	Dependency Law Orientation (PAO)			In Person	4.5 days	Juvenile	Judges and SJOs
60	Dependency Law Orientation (PAO)			In Person	4.5 days	Juvenile	Judges and SJOs
61	Dependency Law Orientation (PAO)			In Person	4.5 days	Juvenile	Judges and SJOs
62	Dependency Law Orientation (PAO)			In Person	4.5 days	Juvenile	Judges and SJOs
63	Juvenile Justice Law Orientation (PAO)			In Person	4.5 days	Juvenile	Judges and SJOs
64	Juvenile Justice Law Orientation (PAO)			In Person	4.5 days	Juvenile	Judges and SJOs
65	Juvenile Justice Law Orientation (PAO)			In Person	4.5 days	Juvenile	Judges and SJOs
66	Juvenile Justice Law Orientation (PAO)			In Person	4.5 days	Juvenile	Judges and SJOs
67	Probate Orientation (PAO)			In Person	4.5 days	Probate	Judges, SJOs; Probate Attorneys, Probate Examiners
68	Probate Orientation (PAO)			In Person	4.5 days	Probate	Judges, SJOs; Probate Attorneys, Probate Examiners
<b>CONTINUING JUDICIAL EDUCATION - EDUCATION FOR EXPERIENCED JUDGES</b>							
69	Complex Civil Litigation Workshop			In Person	1 day	Civil	Complex Civil Judges
70	Complex Civil Litigation Workshop			In Person	1 day	Civil	Complex Civil Judges
71	Evidence in Civil & Criminal Cases			In Person	3 days	Civil	Judges and SJOs
72	Evidence in Civil & Criminal Cases			In Person	3 days	Civil	Judges and SJOs
73	Evidence in Civil & Criminal Cases			In Person	3 days	Civil	Judges and SJOs
74	Evidence in Civil & Criminal Cases			In Person	3 days	Civil	Judges and SJOs
<b>CONTINUING JUDICIAL EDUCATION COURSES - DOMESTIC VIOLENCE COURSES AND PROGRAMS</b>							
75	Domestic Violence Institute: Orientation to Judicial Skills (VAWEP)			In Person	4 days	VAWEP	Judges and SJOs
76	Ethics and Self-Represented Litigants in Domestic Violence Cases (VAWEP)			In Person	1.5 days	VAWEP	Judges and SJOs
77	Ethics and Self-Represented Litigants in Domestic Violence Cases (VAWEP)			In Person	1.5 days	VAWEP	Judges and SJOs
78	VAWEP Nuts and Bolts before Ethics and SRL course			In Person	.5 days	VAWEP	Judges and SJOs
79	VAWEP Nuts and Bolts before Ethics and SRL course			In Person	.5 days	VAWEP	Judges and SJOs
80	VAWEP Immigration Issues in Domestic Violence Cases			In Person	2 days	VAWEP	Judges and SJOs
81	VAWEP Immigration Issues in Domestic Violence Cases			In Person	2 days	VAWEP	Judges and SJOs
82	VAWEP Handling Sexual Assault Cases			In Person	2 days	VAWEP	Judges and SJOs
83	VAWEP - Handling Sexual Assault Cases			In Person	2 days	VAWEP	Judges and SJOs
84	VAWEP Human Trafficking Cases			In Person	2 days	VAWEP	Judges and SJOs
85	VAWEP Human Trafficking Cases			In Person	2 days	VAWEP	Judges and SJOs
86	VAWEP Handling Cases Involving Abuse In Later Life 10			In Person	2 days	VAWEP	Judges and SJOs
87	VAWEP Cow County Preconference Domestic Violence Course 10			In Person	.5 days	VAWEP	Judges and SJOs
88	VAWEP Human Trafficking			In Person		VAWEP	Judges and SJOs

**Education Plan  
FY 2022/2023 and 2023/2024**

Plan #	Content	Plan Year 1 2022-2023	Plan Year 2 2023 -2024	Delivery Method	Course Length	Curriculum Committee	Target Audience
89	VAWEP TBD			In Person		VAWEP	Judges and SJOs
90	VAWEP TBD			In Person		VAWEP	Judges and SJOs
91	VAWEP TBD			In Person		VAWEP	Judges and SJOs
92	VAWEP TBD			In Person		VAWEP	Judges and SJOs
93	VAWEP TBD			In Person		VAWEP	Judges and SJOs
94	VAWEP TBD			In Person		VAWEP	Judges and SJOs
95	VAWEP TBD			In Person		VAWEP	Judges and SJOs
<b>CONTINUING JUDICIAL EDUCATION COURSES - STATEWIDE INSTITUTES</b>							
96	Cow County Judges Institute			In Person	2 days	CJER Advisory Committee	Judges and SJOs
97	Cow County Judges Institute			In Person	2 days	CJER Advisory Committee	Judges and SJOs
98	Appellate Justices Institute	Every 18 Months		In Person	2 days	Appellate	Justices
99	Civil Law Institute - A			Remote	1 days	Civil	Judges and SJOs
100	Civil Law Institute - B			Remote	1 days	Civil	Judges and SJOs
101	Civil Law Institute - C			Remote	1 days	Civil	Judges and SJOs
102	Civil Law Institute - D			Remote	1 days	Civil	Judges and SJOs
103	Criminal Law Institute - A			Remote	1 days	Criminal	Judges and SJOs
104	Criminal Law Institute - B			Remote	1 days	Criminal	Judges and SJOs
105	Criminal Law Institute - C			Remote	1 days	Criminal	Judges and SJOs
106	Criminal Law Institute - D			Remote	1 days	Criminal	Judges and SJOs
107	Family Law Institute - A			Remote	1 days	Family	Judges and SJOs
108	Family Law Institute - B			Remote	2 days	Family	Judges and SJOs
109	Juvenile Law Institute - A			Remote	3 days	Juvenile	Judges, SJOs; Probate Attorneys, Probate Examiners
110	Juvenile Law Institute - B			Remote	1 days	Juvenile	Judges and SJOs
111	Probate and Mental Health Institute - A			Remote	1 days	Probate	Judges, SJOs; Probate Attorneys, Probate Examiners
112	Probate and Mental Health Institute - B			Remote	2 days	Probate	Judges, SJOs; Probate Attorneys, Probate Examiners
<b>LEADERSHIP TRAINING - JUDICIAL</b>							
113	PJ/CEO Management Institute			In Person	2 days	JBLD	PJ/CEO
114	PJ/CEO Management Institute			In Person	2 days	JBLD	PJ/CEO
115	Supervising Judges Institute			In Person	2 days	JBLD	Judges and SJOs
116	Supervising Judges Institute			In Person	2 days	JBLD	Judges and SJOs
<b>MANAGER/SUPERVISOR COURSES</b>							
117	Institute for Court Management (ICM)			In Person	2.5 days		Manager/ Supervisors CEOs
118	Institute for Court Management (ICM)			In Person	2.5 days		Manager/ Supervisors CEOs
119	Institute for Court Management (ICM)			In Person	2.5 days		Manager/ Supervisors CEOs
120	Institute for Court Management (ICM)			In Person	2.5 days		Manager/ Supervisors CEOs
121	Institute for Court Management (ICM)			In Person	2.5 days		Manager/ Supervisors CEOs
122	Institute for Court Management (ICM)			In Person	2.5 days		Manager/ Supervisors CEOs
123	Institute for Court Management (ICM)			Remote	2.5 days		Manager/ Supervisors CEOs
124	Institute for Court Management (ICM)			Remote	2.5 days		Manager/ Supervisors CEOs
125	Institute for Court Management (ICM)			In Person	2.5 days		Manager/ Supervisors CEOs
126	Institute for Court Management (ICM)			In Person	2.5 days		Manager/ Supervisors CEOs
127	Institute for Court Management (ICM)			In Person	2.5 days		Manager/ Supervisors CEOs
128	Institute for Court Management (ICM)			In Person	2.5 days		Manager/ Supervisors CEOs
129	Institute for Court Management (ICM)			In Person	2.5 days		Manager/ Supervisors CEOs
130	Institute for Court Management (ICM)			In Person	2.5 days		Manager/ Supervisors CEOs
131	Institute for Court Management (ICM)			Remote	2.5 days		Manager/ Supervisors CEOs

**Education Plan  
FY 2022/2023 and 2023/2024**

Plan #	Content	Plan Year 1 2022-2023	Plan Year 2 2023 -2024	Delivery Method	Course Length	Curriculum Committee	Target Audience
132	Institute for Court Management (ICM)			Remote	2.5 days		Manager/ Supervisors CEOs
133	Core 40			In Person	4 days	JBLD	Manager/ Supervisors
134	Core 40			In Person	4 days	JBLD	Manager/ Supervisors
135	Core 40			Remote	4 days	JBLD	Manager/ Supervisors
136	Core 40			In Person	4 days	JBLD	Manager/ Supervisors
137	Core 40			In Person	4 days	JBLD	Manager/ Supervisors
138	Core 40			Remote	4 days	JBLD	Manager/ Supervisors
139	Advanced Core 40			In Person	3 days	JBLD	Manager/ Supervisors
140	Advanced Core 40			Remote	3 days	JBLD	Manager/ Supervisors
141	Advanced Core 40			In Person	3 days	JBLD	Manager/ Supervisors
142	Advanced Core 40			Remote	3 days	JBLD	Manager/ Supervisors
143	Core 24			In Person	3 days	JBLD	Manager/ Administrator
144	Core 24			In Person	3 days	JBLD	Manager/ Administrator
<b>COURT PERSONNEL INSTITUTES AND COURSES</b>							
145	Appellate Judicial Attorney Institute			In Person	2 days	Appellate	Judicial Attorneys
146	Appellate Judicial Attorney Institute			In Person	2 days	Appellate	Judicial Attorneys
147	Appellate Management Institute	Every Other Year		In Person	2.5 days	JBLD	Appellate Managers/ Supervisors
148	CCTI/Court Clerk Training Institute			In Person	4 days	ATCO	Trial and Appellate Court Staff
149	CCTI/Court Clerk Training Institute			In Person	4 days	ATCO	Trial and Appellate Court Staff
150	CCTI/Court Clerk Training Institute			In Person	4 days	ATCO	Trial and Appellate Court Staff
151	CCTI/Court Clerk Training Institute			In Person	4 days	ATCO	Trial and Appellate Court Staff
152	CCTI/Court Clerk Training Institute			In Person	4 days	ATCO	Trial and Appellate Court Staff
153	CCTI/Court Clerk Training Institute			In Person	4 days	ATCO	Trial and Appellate Court Staff
154	CCTI/Court Clerk Training Institute			Remote	4 days	ATCO	Trial and Appellate Court Staff
155	CCTI/Court Clerk Training Institute			Remote	4 days	ATCO	Trial and Appellate Court Staff
156	CCTI/Court Clerk Training Institute			In Person	4 days	ATCO	Trial and Appellate Court Staff
157	CCTI/Court Clerk Training Institute			In Person	4 days	ATCO	Trial and Appellate Court Staff
158	CCTI/Court Clerk Training Institute			In Person	4 days	ATCO	Trial and Appellate Court Staff
159	CCTI/Court Clerk Training Institute			In Person	4 days	ATCO	Trial and Appellate Court Staff
160	CCTI/Court Clerk Training Institute			In Person	4 days	ATCO	Trial and Appellate Court Staff
161	CCTI/Court Clerk Training Institute			In Person	4 days	ATCO	Trial and Appellate Court Staff
162	CCTI/Court Clerk Training Institute			Remote	4 days	ATCO	Trial and Appellate Court Staff
163	CCTI/Court Clerk Training Institute			Remote	4 days	ATCO	Trial and Appellate Court Staff
164	Core Leadership and Training Skills			In Person	3 days	ATCO	Leads and Seniors
165	Core Leadership and Training Skills			Remote	3 days	ATCO	Leads and Seniors
166	Core Leadership and Training Skills			In Person	3 days	ATCO	Leads and Seniors
167	Core Leadership and Training Skills			Remote	3 days	ATCO	Leads and Seniors
168	Trial Court Judicial Attorneys Institute		Every Other Year	In Person	2 days	CJER Advisory Committee	Trial Court Attorneys
<b>Regional Courses</b>							
<b>JUDICIAL (multiple offerings)</b>							
169	Qualifying Ethics 8 Core Course			In Person	Multiple offerings	JBAEF	Justices, Judges, and SJOs
170	Qualifying Ethics 8 Core Course			In Person	Multiple offerings	JBAEF	Justices, Judges, and SJOs
171	Unconscious Bias			In Person	2 Offerings	JBAEF	Justices, Judges, Attorneys
172	Unconscious Bias			In Person	2 Offerings	JBAEF	Justices, Judges, Attorneys
<b>MANAGER/SUPERVISOR (capacity is 2 per year)</b>							
173	Leadership Topic A			In Person		JBLD	Manager/Supervisor

**Education Plan  
FY 2022/2023 and 2023/2024**

Plan #	Content	Plan Year 1 2022-2023	Plan Year 2 2023 -2024	Delivery Method	Course Length	Curriculum Committee	Target Audience
174	Leadership Topic B			In Person			
175	Leadership Topic A			In Person		JBLD	Manager/Supervisor
176	Leadership Topic B			In Person			
177	Leadership Topic A			In Person		JBLD	Manager/Supervisor
178	Leadership Topic B			In Person			
179	Leadership Topic A			In Person			
180	Leadership Topic B			In Person		JBLD	Manager/Supervisor
<b>COURT PERSONNEL (capacity is 6 per year)</b>							
181	Court Personnel: Staff Topic : Appellate Staff - A			In Person		ATCO	Court Staff
182	Court Personnel: Staff Topic : Appellate Staff -B			In Person		ATCO	Court Staff
183	Court Personnel: Staff Topic - A			In Person		ATCO	Court Staff
184	Court Personnel: Staff Topic - B			In Person		ATCO	Court Staff
185	Court Personnel: Staff Topic - C			In Person		ATCO	Court Staff
186	Court Personnel: Staff Topic - A			In Person		ATCO	Court Staff
187	Court Personnel: Staff Topic - B			In Person		ATCO	Court Staff
188	Court Personnel: Staff Topic - C			In Person		ATCO	Court Staff
189	Court Personnel: Staff Topic - A			In Person		ATCO	Court Staff
190	Court Personnel: Staff Topic - B			In Person		ATCO	Court Staff
191	Court Personnel: Staff Topic - C			In Person		ATCO	Court Staff
192	Court Personnel: Staff Topic			Remote		ATCO	Court Staff
193	Court Personnel: Staff Topic			Remote		ATCO	Court Staff
194	Court Personnel: Staff Topic : Appellate Staff -A			In Person		ATCO	Court Staff
195	Court Personnel: Staff Topic : Appellate Staff -B			In Person		ATCO	Court Staff
196	Court Personnel: Staff Topic - A			In Person		ATCO	Court Staff
197	Court Personnel: Staff Topic - B			In Person		ATCO	Court Staff
198	Court Personnel: Staff Topic - C			In Person		ATCO	Court Staff
199	Court Personnel: Staff Topic - A			In Person		ATCO	Court Staff
200	Court Personnel: Staff Topic - B			In Person		ATCO	Court Staff
201	Court Personnel: Staff Topic - C			In Person		ATCO	Court Staff
202	Court Personnel: Staff Topic - A			In Person		ATCO	Court Staff
203	Court Personnel: Staff Topic - B			In Person		ATCO	Court Staff
204	Court Personnel: Staff Topic - C			In Person		ATCO	Court Staff
205	Court Personnel: Staff Topic			Remote		ATCO	Court Staff
206	Court Personnel: Staff Topic			Remote		ATCO	Court Staff
<b>Webinars (Capacity is 24 per year)</b>							
206	Webinar SHP			Remote			
207	Webinar SHP			Remote			
208	Webinar SHP			Remote			
209	Webinar SHP			Remote			
210	Webinar TBD			Remote			
211	Webinar TBD			Remote			
212	Webinar TBD			Remote			
213	Webinar TBD			Remote			
214	Webinar TBD			Remote			
215	Webinar TBD			Remote			
216	Webinar TBD			Remote			

**Education Plan**  
**FY 2022/2023 and 2023/2024**

Plan #	Content	Plan Year 1 2022-2023	Plan Year 2 2023 -2024	Delivery Method	Course Length	Curriculum Committee	Target Audience
217	Webinar TBD			Remote			
218	Webinar TBD			Remote			
219	Webinar TBD			Remote			
220	Webinar TBD			Remote			
221	Webinar TBD			Remote			
222	Webinar TBD			Remote			
223	Webinar TBD			Remote			
224	Webinar TBD			Remote			
225	Webinar TBD			Remote			
226	Webinar TBD			Remote			
227	Webinar TBD			Remote			
228	Webinar TBD			Remote			
229	Webinar TBD			Remote			
230	Webinar SHP			Remote			
231	Webinar SHP			Remote			
232	Webinar SHP			Remote			
233	Webinar SHP			Remote			
234	Webinar TBD			Remote			
235	Webinar TBD			Remote			
236	Webinar TBD			Remote			
237	Webinar TBD			Remote			
238	Webinar TBD			Remote			
239	Webinar TBD			Remote			
240	Webinar TBD			Remote			
241	Webinar TBD			Remote			
242	Webinar TBD			Remote			
243	Webinar TBD			Remote			
244	Webinar TBD			Remote			
245	Webinar TBD			Remote			
246	Webinar TBD			Remote			
247	Webinar TBD			Remote			
248	Webinar TBD			Remote			
249	Webinar TBD			Remote			
250	Webinar TBD			Remote			
251	Webinar TBD			Remote			
252	Webinar TBD			Remote			
253	Webinar TBD			Remote			
<b>Videos</b>							
<b>10 MINUTE MENTORS (capacity is 5 per year)</b>							
254	10 Minute Mentor TBD			Online			
255	10 Minute Mentor TBD			Online			
256	10 Minute Mentor TBD			Online			
257	10 Minute Mentor TBD			Online			
258	10 Minute Mentor TBD			Online			
259	10 Minute Mentor TBD			Online			
260	10 Minute Mentor TBD			Online			

**Education Plan**  
**FY 2022/2023 and 2023/2024**

Plan #	Content	Plan Year 1 2022-2023	Plan Year 2 2023 -2024	Delivery Method	Course Length	Curriculum Committee	Target Audience
261	10 Minute Mentor TBD			Online			
262	10 Minute Mentor TBD			Online			
263	10 Minute Mentor TBD			Online			
<b>COURT PERSONNEL VIDEOS (capacity is 12 per year)</b>							
264	Staff Video			Online			
265	Staff Video			Online			
266	Staff Video			Online			
267	Staff Video			Online			
268	Staff Video			Online			
269	Staff Video			Online			
270	Manager/Supervisor Video			Online			
271	Manager/Supervisor Video			Online			
272	Manager/Supervisor Video			Online			
273	Manager/Supervisor Video			Online			
274	Manager/Supervisor Video			Online			
275	Manager/Supervisor Video			Online			
276	Staff Video			Online			
277	Staff Video			Online			
278	Staff Video			Online			
279	Staff Video			Online			
280	Staff Video			Online			
281	Staff Video			Online			
282	Manager/Supervisor Video			Online			
283	Manager/Supervisor Video			Online			
284	Manager/Supervisor Video			Online			
285	Manager/Supervisor Video			Online			
286	Manager/Supervisor Video			Online			
287	Manager/Supervisor Video			Online			
<b>JUDICIAL VIDEO LECTURES (capacity is 6 per year)</b>							
288	Video Lecture TBD			Online			
289	Video Lecture TBD			Online			
290	Video Lecture TBD			Online			
291	Video Lecture TBD			Online			
292	Video Lecture TBD			Online			
293	Video Lecture TBD			Online			
294	Video Lecture TBD			Online			
295	Video Lecture TBD			Online			
296	Video Lecture TBD			Online			
297	Video Lecture TBD			Online			
298	Video Lecture TBD			Online			
299	Video Lecture TBD			Online			
<b>VIDEO COURTROOM SIMULATIONS (capacity is 3 per year)</b>							
300	Video Courtroom Simulation -TBD			Online			
301	Video Courtroom Simulation -TBD			Online			
302	Video Courtroom Simulation -TBD			Online			
303	Video Courtroom Simulation -TBD			Online			

**Education Plan**  
**FY 2022/2023 and 2023/2024**

Plan #	Content	Plan Year 1 2022-2023	Plan Year 2 2023 -2024	Delivery Method	Course Length	Curriculum Committee	Target Audience
304	Video Courtroom Simulation -TBD			Online			
305	Video Courtroom Simulation -TBD			Online			
<b>VIDEO Legal Update</b>							
306	Legal Update			Online			
307	Legal Update			Online			
308	Legal Update			Online			
309	Legal Update			Online			
310	Legal Update			Online			
311	Legal Update			Online			
312	Legal Update			Online			
313	Legal Update			Online			
<b>Continuing the Dialogue (capacity is 3 per year)</b>							
314	Continuing the Dialogue			Online			
315	Continuing the Dialogue			Online			
316	Continuing the Dialogue			Online			
317	Continuing the Dialogue			Online			
318	Continuing the Dialogue			Online			
319	Continuing the Dialogue			Online			
<b>Podcasts (Capacity is 24 per year)</b>							
320	Podcast - TBD			Online			
321	Podcast - TBD			Online			
322	Podcast - TBD			Online			
323	Podcast - TBD			Online			
324	Podcast - TBD			Online			
325	Podcast - TBD			Online			
326	Podcast - TBD			Online			
327	Podcast - TBD			Online			
328	Podcast - TBD			Online			
329	Podcast - TBD			Online			
330	Podcast - TBD			Online			
331	Podcast - TBD			Online			
332	Podcast - TBD			Online			
333	Podcast - TBD			Online			
334	Podcast - TBD			Online			
335	Podcast - TBD			Online			
336	Podcast - TBD			Online			
337	Podcast - TBD			Online			
338	Podcast - TBD			Online			
339	Podcast - TBD			Online			
340	Podcast - TBD			Online			
341	Podcast - TBD			Online			
342	Podcast - TBD			Online			
343	Podcast - TBD			Online			
344	Podcast - TBD			Online			
345	Podcast - TBD			Online			
346	Podcast - TBD			Online			

**Education Plan**  
**FY 2022/2023 and 2023/2024**

Plan #	Content	Plan Year 1 2022-2023	Plan Year 2 2023 -2024	Delivery Method	Course Length	Curriculum Committee	Target Audience
347	Podcast - TBD			Online			
348	Podcast - TBD			Online			
349	Podcast - TBD			Online			
350	Podcast - TBD			Online			
351	Podcast - TBD			Online			
352	Podcast - TBD			Online			
353	Podcast - TBD			Online			
354	Podcast - TBD			Online			
355	Podcast - TBD			Online			
356	Podcast - TBD			Online			
357	Podcast - TBD			Online			
358	Podcast - TBD			Online			
359	Podcast - TBD			Online			
360	Podcast - TBD			Online			
361	Podcast - TBD			Online			
362	Podcast - TBD			Online			
363	Podcast - TBD			Online			
364	Podcast - TBD			Online			
365	Podcast - TBD			Online			
366	Podcast - TBD			Online			
367	Podcast - TBD			Online			
<b>Online Courses</b>							
<b>COMPLEX ONLINE</b>							
368	New Online Course			Online			Judges and SJOs
369	New Online Course Court Staff			Online			Court Staff
370	Online Course Update			Online			Court Staff
371	Online Course Update			Online			Court Staff
<b>ONLINE TUTORIALS</b>							
372	TBD - Staff Topic			Online		ATCO	Court Staff
373	TBD - Staff Topic			Online		ATCO	Court Staff
374	TBD - Staff Topic			Online		ATCO	Court Staff
375	TBD - Staff Topic			Online		ATCO	Court Staff
<b>Updates to Online Courses (Capacity 4 per year)</b>							
376	Online Course Update			Online			
377	Online Course Update			Online			
378	Online Course Update			Online			
379	Online Course Update			Online			
380	Online Course Update			Online			
381	Online Course Update			Online			
382	Online Course Update			Online			
383	Online Course Update			Online			
<b>Updates to Publications (Capacity 16 per year)</b>							
384	Felony Sentencing Handbook					Criminal	
385	Felony Sentencing Handbook					Criminal	
386	Mandatory Jury Instructions Handbook					Criminal	
387	Mandatory Jury Instructions Handbook					Criminal	

**Education Plan  
FY 2022/2023 and 2023/2024**

Plan #	Content	Plan Year 1 2022-2023	Plan Year 2 2023 -2024	Delivery Method	Course Length	Curriculum Committee	Target Audience
388	California Judges Benchbook Civil Proceedings: Before Trial					Civil	
389	California Judges Benchbook Civil Proceedings: Before Trial					Civil	
390	California Judges Benchbook Civil Proceedings: Trial					Civil	
391	California Judges Benchbook Civil Proceedings: Trial					Civil	
392	California Judges Benchbook Civil Proceedings: After Trial					Civil	
393	California Judges Benchbook Civil Proceedings: After Trial					Civil	
394	California Judges Benchbook Civil Proceedings: Discovery					Civil	
395	California Judges Benchbook Civil Proceedings: Discovery					Civil	
396	Domestic Violence Cases in Criminal Court Benchbook					Criminal	
397	Domestic Violence Cases in Criminal Court Benchbook					Criminal	
398	Search and Seizure Benchbook					Criminal	
399	Search and Seizure Benchbook					Criminal	
400	Small Claims and Consumer Law Benchbook					Civil	
401	Small Claims and Consumer Law Benchbook					Civil	
402	Publication Update—TBD					Criminal	
403	Publication Update - TBD						
404	Publication Update - TBD						
405	Publication Update - TBD						
406	Publication Update - TBD						
407	Publication Update - TBD						
408	Publication Update - TBD						
409	Publication Update - TBD						
410	Publication Update - TBD						
411	Publication Update - TBD						
412	Publication Update - TBD						
413	Publication Update - TBD						
414	Publication Update - TBD						
415	Publication Update - TBD						
<b>New Judicial Bench Tools</b>							
416	<b>Produced As Needed</b>						
<b>New Staff Job Aids</b>							
417	<b>Produced As Needed</b>						
<b>Updates to Bench Tools</b>							
418	<b>Updates As Needed</b>						
419	DV Selected Case Summaries and Statutes					CJER Advisory	Judges and SJOs
420	DV Selected Case Summaries and Statutes					CJER Advisory	Judges and SJOs
<b>Updates to Job Aids</b>							
421	<b>Updates As Needed</b>						
<b>Updates to Course and Facilitation Guides</b>							
422	General Ethics (lesson plan and course materials)					JBAEF	Judges and SJOs
423	Bench Demeanor (lesson plan)					JBAEF	Judges and SJOs
424	I Object! Civil Trial Evidence (lesson plan)					Civil	Judges and SJOs
425	Summary Judgments Fairness Training (lesson plan)					JBAEF	Judges and SJOs
426	Preventing and Responding to Sexual Harassment					JBAEF	Judges and SJOs

## **ATTACHMENT B**

### **Cost-Benefit Analysis for Live In-Person Statewide Education Programming**

## Attachment B: Cost-Benefit Analysis for Live In-Person Statewide Education Programming

Because of the high cost of the live, in-person statewide delivery method, the Judicial Council has charged the CJER Advisory Committee with carefully considering the method's costs and benefits and ensuring that it is used appropriately once approved.

To support the Advisory Committee in this role, CJER staff apply their expertise in instructional design and adult education theory and practice to recommend the most appropriate ways to achieve the objectives recommended by the curriculum committees. Accordingly, staff are expected to recommend low-cost distance delivery methods such as videos, webinars, or online resources when sufficient to meet objectives, rather than live in-person course delivery that might be preferred by a curriculum committee. Conversely, staff are expected to recommend high-cost, live in-person statewide delivery methods when required to meet objectives, even though lower-cost methods might result in making additional funding available for other education efforts. CJER staff support faculty in designing courses that make appropriate and effective use of in-person delivery.

This document details the analysis and rationale for live in-person statewide programs considered by the Advisory Committee for the 2022–24 Education Plan period. Live in-person delivery can uniquely achieve certain learning objectives, as detailed below. The first five benefits described below are unique to live in-person education as demonstrated by scientific research and our participants' experience. Although some benefits of in-person delivery are also available through live distance education, they are usually less effective at a distance. The next four benefits described below are more effective through in-person delivery but are also available to some degree in live distance education. The final three benefits below are uniquely effective in live distance education.

### Benefits Unique to Live In-Person Delivery

1. *Uninterrupted single-focus learning*: Although distance education is conveniently accessible to the learner in his or her workplace—for instance, the judge<sup>1</sup> in chambers—it also makes the learner accessible to interruptions and prone to multitasking. Multitasking, far from being efficient, actively interferes with learning,<sup>2</sup> especially of complex material. Trial court judges have said: “There are too many distractions [at court]. . . as there is always something else to do, like review files for the next day.” “I get distracted often when sitting at my desk trying to view an online course.”<sup>3</sup> In the 2014 *CJER Advisory Committee Evaluation of CJER Programs and Products: Survey Report*, over two-thirds of trial judges and over three-quarters of appellate justices surveyed by CJER indicated that live multiday programs serve their educational needs best.<sup>4</sup> The judicial officers valued the way live education allows uninterrupted, focused education away from court.
2. *Confidential practice space*: Reassessment of belief systems and habitual behavior, and the acquisition of personal skills that accompany new insights, require a confidential, peer-to-peer practice space. The 2014 *Report of the Experienced Judge Education Workgroup* found that “experienced judges need more live programming, specifically in the areas of courtroom control and communication, and disruptive litigants.”<sup>5</sup> In an in-person environment, affective (emotional and empathetic) instruction can more effectively overcome natural resistance to changing personal beliefs, values, and stereotypes, especially, for example, in areas such as ethics, self-care, trauma, fairness, and judicial empathy. Most personal skills, including leadership skills, require a face-to-face, interactive space where participants can try out new skills—in role-playing, for instance—and share the

<sup>1</sup> Although the term “judge” is used frequently in this document, this analysis applies equally to all the learners that CJER serves, including judges, subordinate judicial officers, court executive officers, and court personnel.

<sup>2</sup> American Psychological Association, Mar. 20, 2006: <http://www.apa.org/research/action/multitask.aspx>; <https://www.psychologytoday.com/blog/creativity-without-borders/201405/the-myth-multitasking>.

<sup>3</sup> 2014 *CJER Advisory Committee Evaluation of CJER Programs and Products: Survey Report*, pp. 20, 24.

<sup>4</sup> 2014 *CJER Advisory Committee Evaluation of CJER Programs and Products: Survey Report*, p. 16.

<sup>5</sup> 2014 *Report of the Experienced Judge Education Workgroup*, p. 11.

discomfort and risk of failure with peers. Unfortunately, recorded or live-at-a-distance education can afford low participation and minimal emotional engagement, making it far less effective for affective learning and acquiring interpersonal skills.

3. *A community of learning in and out of the classroom:* During in-person education, peer-to-peer interaction mitigates professional isolation, and lays the foundation for educational social interaction beyond the classroom. Face-to-face education can also lay the foundation for subsequent educational peer-to-peer interaction and energize subsequent distance education. Distance education, especially in an asynchronous environment, does not have the same impact. The value of peer-to-peer interaction increases for those in unique roles at their own courts. Presiding judges and court executive officers, for instance, do not have local peers in similar roles with whom to exchange experience and ideas. Trial court judges observe that, “Meeting other judges from across the state and learning how other areas do things is invaluable.” “We can all read. We can all access the computer. What we can’t do is access each other. We are locked into a system where we are isolated in our courtrooms and our chambers. We need to TALK to each other.”<sup>6</sup>
4. *Multisensory experience:* Participation in live in-person education activates multiple senses to a far greater degree than recorded or live at-a-distance education. The more senses involved in a learning experience, the easier it is for the brain to pay attention in the moment and to access memories later,<sup>7</sup> two important neurological processes associated with learning.
5. *Immersive adoption of a new role:* In game theory, multisensory experiences and emotional engagement prompt participants to adopt the mindset of a new character.<sup>8</sup> Live in-person training effectively creates an immersive environment that helps new judges, court leaders, and staff internalize the mindset and technical skills of a role that is new to them. Live distance education does not (yet) emulate the character-based interaction of online games.

### **Benefits Uniquely Effective in In-Person Delivery, But Also Present in Live Distance Education**

6. *Ample time for in-depth conceptual learning and reflection:* Legal education, which is complicated and nuanced, requires time without interruptions for learners to explore a fully developed context and make use of educational scaffolding, a cognitive sequencing that supports in-depth learning.<sup>9</sup> The 2014 *Report of the Experienced Judge Education Workgroup* noted that, “For experienced judges, however, the opportunity to reflect on the role of the judge, how judges make decisions, and how to take one’s judging ‘to the next level’ is a valuable area of educational support.” Abstract conceptual work and new ideas require time to internalize and process.
7. *Collaborative learning:* Participants can tackle problems and discuss questions together to some extent in distance and asynchronous environments, a key opportunity for learning. According to the constructivist learning theories favored by many adult education experts, especially in the work of psychologist Lev Vygotsky, social interaction, like discussion and team problem-solving, is fundamental to the development of cognition.<sup>10</sup> Collaborative learning in an in-person environment, however, tends to accelerate and extend cognition-building social interaction beyond what can be achieved at a distance. Trial court judges affirm the value of collaborative

<sup>6</sup> 2014 CJER Advisory Committee Evaluation of CJER Programs and Products: Survey Report, pp. 17–18.

<sup>7</sup> *Research-Based Strategies to Ignite Student Learning*, Judy Willis (Association for Supervision & Curriculum Development: 2007).

<sup>8</sup> “Serious Games for Immersive Cultural Training: Creating a Living World,” Marjorie A. Zielke, *IEEE Computer Graphics and Applications*, Vol. 29, Issue 2, Mar.–Apr. 2009. DOI: 10.1109/MCG.2009.30, <http://ieeexplore.ieee.org/abstract/document/4797516/>.

<sup>9</sup> Larkin, M. (2002). *Using Scaffolded Instruction to Optimize Learning*, <http://www.vtaide.com/png/ERIC/Scaffolding.htm>.

<sup>10</sup> Vygotsky, L. S. (1978). *Mind in Society: The Development of Higher Psychological Processes*. Cambridge, MA: Harvard University Press, cited in: McLeod, S. A. (2014). Lev Vygotsky. Retrieved from [www.simplypsychology.org/vygotsky.html](http://www.simplypsychology.org/vygotsky.html).

learning for their work: “Audience involvement is very important. The speakers don’t have all the answers.” “You have a chance to learn from the other students—discussions are often the most valuable part of class.”<sup>11</sup>

8. *Immediate verbal and nonverbal feedback*: When participants receive and offer feedback in the moment, learning is accelerated. Participant feedback, including nonverbal communication, helps faculty respond immediately to various learning needs in the classroom and offer differentiated instruction.<sup>12</sup> A trial judge notes that in in-person education, “Instructors are able to adapt to the class and be more responsive to the needs of students.”<sup>13</sup> Live distance education can minimize or eliminate nonverbal communication, though verbal feedback can occur at a distance.
9. *Creativity and innovation*: Creative problem solving often comes from less focused, goal-oriented cognitive exploration and the stimulation of new environments and social interaction. New learning, interaction with new people, and breaks from the daily routine can prompt an expansion of the solution horizon. One trial court judge puts it this way, “Live courses away from court have a value far beyond the educational content. The change of scenery, interchange with colleagues from other courts, and some element of recreation are important for all of us.”<sup>14</sup> Live distance education can provide broadly stimulating new information and cognitive activity, but it is not dramatically different in context or social interaction, and tends to be less effective in stimulating creativity.

### **Benefits Uniquely Effective in Live Distance Education**

10. *Accessibility*: No education works when it is inaccessible to participants or faculty. Statewide in-person events are accessible to some but not all of the potential audience and faculty, because of the amount of time and cost to travel. Live education at a distance is accessible to a far greater number of participants and faculty because they do not need to travel to participate.
11. *Reduced cost*: No education is available if it is too costly to deliver in a statewide face-to-face event. Statewide in-person events require funding for participant and faculty lodging and meals, faculty transportation, and equipment and meeting room rental. Live education at a distance is available to learners when no funding is available for CJER to provide a live in-person event.
12. *Timeliness*: When educational outcomes require rapid delivery to a statewide audience, live education at a distance can be implemented quickly and multiple times to achieve time-sensitive objectives. Statewide events require much more time to deliver because of mandated government procurement rules, hotel venue selection, contract negotiation and writing, registration-site development, and a host of other administrative logistics.

<sup>11</sup> 2014 CJER Advisory Committee Evaluation of CJER Programs and Products: Survey Report, p. 18.

<sup>12</sup> “Meeting Students Where They Are,” Tracy Heubner, *Educational Leadership*, Feb. 2010, Vol. 67, No. 5, pp. 79–81.

<sup>13</sup> 2014 CJER Advisory Committee Evaluation of CJER Programs and Products: Survey Report, p. 18.

<sup>14</sup> 2014 CJER Advisory Committee Evaluation of CJER Programs and Products: Survey Report, p. 19.

## **ATTACHMENT C**

### **Rosters of the CJER Advisory Committee and CJER Curriculum Committees**

# **Center for Judicial Education and Research Advisory Committee**

**As of October 21, 2021**

**Hon. Kimberly A. Gaab, Chair**

Judge of the Superior Court of California,  
County of Fresno

**Hon. Gayle L. Peron**

Judge of the Superior Court of California,  
County of San Luis Obispo

**Hon. Darrell S. Mavis, Vice-Chair**

Judge of the Superior Court of California,  
County of Los Angeles

**Hon. Robert J. Trentacosta**

Judge of the Superior Court of California,  
County of San Diego

**Hon. Richard D. Huffman**

Associate Justice of the Court of Appeal  
Fourth Appellate District, Division One

**Hon. Daniel Zeke Zeidler**

Judge of the Superior Court of California,  
County of Los Angeles

**Hon. Michele M. Castillo**

Judge of the Superior Court of California,  
County of Ventura

**Mr. Sharif Elmallah**

Court Executive Officer  
Superior Court of California,  
County of Butte

**Hon. Joni T. Hiramoto**

Judge of the Superior Court of California,  
County of Contra Costa

**Mr. Joseph Ford**

Assistant Court Executive Officer  
Superior Court of California,  
County of Placer

**Hon. Mark A. Juhas**

Judge of the Superior Court of California,  
County of Los Angeles

**Mr. Jason B. Galkin**

Court Executive Officer  
Superior Court of California,  
County of Nevada

**Hon. Michael A. Knish**

Judge of the Superior Court of California,  
County of San Bernardino

**Mr. Kevin J. Lane**

Clerk/Executive Officer  
Court of Appeal  
Fourth Appellate District

**Hon. Mary Ann O'Malley**

Judge of the Superior Court of California,  
County of Contra Costa

# **Center for Judicial Education and Research Advisory Committee**

**As of October 21, 2021**

**Ms. Kristine Custodio Suero**

Director & National Association of Legal Assistants  
Liaison  
San Diego Paralegal Association

**Ms. Karene Alvarado**

Director  
Center for Judicial Education and Research  
Judicial Council of California

**Hon. Carlos M Cabrera**

Judge of the Superior Court of California,  
County of San Bernardino

**Ms. Hazel Houle**

Executive Secretary  
Center for Judicial Education and Research  
Judicial Council of California

**Mr. Martin Hoshino**

Administrative Director  
Executive Office  
Judicial Council of California

**Hon. Gayle L. Peron**

Judge of the Superior Court of California,  
County of San Luis Obispo

**TCPJAC LIAISON**

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# **Judicial Branch Access, Ethics and Fairness Curriculum Committee**

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# **Probate Law Curriculum Committee**

**As of October 13, 2021**

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