

National Judicial Academy

P-952: Workshop on Development of Innovative Pedagogies for Delivery of Training

1st – 5th November, 2015

1	Prog Coordinator	Mr.Yogesh Pratap Singh, Research Fellow
2	No.of Participants	19
3	No. of forms received	19

General Suggestion

1.	The Structure and Sequence of the Program was Logical	<ol style="list-style-type: none">1. Although the duration of the programme has been long, sessions have been systematically arranged. I am satisfied.2. The sessions are well organised. The Group Discussion, Fish Bowl method, Quiz method are all excellent as it will be a very useful tool in imparting training to Judicial Officers, who are basically reluctant to participate in the training programme conducted in SJAs.3. The training method adopted by the NJA was very innovative and taught us practically what “andragogy” is all about.4. Programme was excellent and one hour sessions is sufficient.5. Structure of programme is good and sessions included enlightened us in various aspects.6. Good7. The programme was informative and has enriched me with new methods of learning.8. Overall structure was good. However, we would have liked to have one open session for all participants (Every participant 10 mins) with only a passive moderation by experts, to [present the picture of their respective academies and free sharing and exchange of practical difficulties in the same.9. In every programem there must be specific discussions on the problems faced by the SJA. Even session regarding discussion on the problems in the Academic side must take place. Session regarding Court management and case flow management must be there in the structure of the programme.10. It appears that programme was arranged very carefully. However, I may be allowed to suggest that period of programme may be shortened to ‘three days’ only.11. The entire programme was excellently conducted and the learning experience was great.
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		<p>12. They were systematic and organized.</p> <p>13. The programmes had been pragmatic; organized; value oriented and result oriented.</p> <p>14. One session may be addressed by some eminent person from other fields like Civil Service, Journalism, Defence etc.</p> <p>15. Respondent did not comment.</p> <p>16. I think we are improving and there is always room for further improvement.</p> <p>17. The programme was nicely designed and beautifully executed. Learned a lot.</p> <p>18. Excellent</p> <p>19. There is nothing to add in sessions. But in my opinion training may include training programme to enhance morality of the judicial officers.</p>
2.	<p>Important Learning from the Programme</p>	<p>1. Learned different aspects of andragogy.</p> <p>2. I gained rich experience, knowledge and methodology of Training viz. Andragogy, G.D, Quiz, Fish Bowl etc. Now I can prepare training modules more effectively. I came to know about other officers and their method of knowledge.</p> <p>3. Learnt a lot about how to evolve a Training Method, How to prepare a curriculum and basically how to moderate and engage the trainee.</p> <p>4. Many types of group discussion; Field visits; Collaborative teaching; Problem methods.</p> <p>5. Mode of teaching to adults in short time.</p> <p>6. How to reach the trainee and know from him that what he needs and impart by way of interactions.</p> <p>7. The new and innovative methods of learning.</p> <p>8. Exposure to various new methods of learning. Concept of Andragogy and Pedagogies, and difficulties therein. Nature of judicial process – Benjamin Cardozo (what a judge thinks while taking decisions). Prof. Prasad’s exercises were really though provoking. Hon’ble Justice Manju Goel’s sessions were also helpful in realizing the importance of various techniques of learning. Surely we would adopt the same.</p> <p>9. Fundamental Principles of Andragogy and its difference with Pedagogy. Way to teach Adult participants; Different methodologies of teachings.</p>

	<p>10. The methods of resolving issues collectively; Sharing of knowledge by all the delegates; Expression of one's view in any give book which be read through.</p> <p>11. Different methods of training.</p> <p>12. It was an enriching experience enhancing the same.</p> <p>13. It has given me an impetus to implement the learning of this program at WBJA.</p> <p>14. Learnt New techniques and methodologies.</p> <p>15. Techniques of Andragogy; Techniques of Quiz Contest.</p> <p>16. New techniques for imparting training to Judicial officers.</p> <p>17. Learned various methods which could be used to educate adult learners.</p> <p>18. Various new innovative methods for training including cautions when delivering it.</p> <p>19. I learnt new innovative method of sharing knowledge with Adults.</p>
<p>3.</p> <p>Kindly make and Suggestion you may have on how NJA may Serve You better and make ifs Programme more effective:</p>	<p>1. Short duration programme are always better and therefore it would have been more effective if it were a 3 days programme.</p> <p>2. The officers of SJAs should be appointed well in advance so as to make preparation about the programme. So, he can come prepared by going through the reading material.</p> <p>3. The NJA may evolve a specific policy and guidelines as to how the participants are to be selected by the SJA/HC for undergoing Training here. So that the participant may get maximum benefit of the programmes spread over for more than one programme on same subject.</p> <p>4. Respondent did not comment.</p> <p>5. If the time table along with the names of the Speakers if given in hand, will be good.</p> <p>6. Respondent did not comment.</p> <p>7. Respondent did not comment.</p> <p>8. NJA may involve all the academies in discussion before organizing the training programmes, understand what difficulties they face in running the academies, on administrative as well as academic sides, so that these topics can also be discussed in training, and some solutions can be devised, or suggested.</p> <p>9. All the state academies must get adequate time and equal time for presentation; As most of the time States whose name comes late alphabetically are deprived of presentation</p>

		<p>and representation; all the SJAs must be invited to share their experience on the issue for academic activities; All the State Academies may be asked to furnish a list of good faculties and this must be exchanged so that other SJAs might call them.</p> <p>10. I would like to suggest that National Judicial Academy will start to move from here to all SJAs from time to time(not in that way of carrying out Regional Conferences that it had in the past) to update various methods of teaching.</p> <p>11. Respondent did not comment.</p> <p>12. Respondent did not comment.</p> <p>13. I would like to request the NJA to conduct programmes on Communicative skills, personal grooming, time management, court management etc catering to the andragogy methodology.</p> <p>14. Respondent did not comment.</p> <p>15. Instead of 5 days the programme may be 3 days duration.</p> <p>16. NJA is doing everything to improve its programmes.</p> <p>17. Respondent did not comment.</p> <p>18. for innovative methods programme, it would serve purpose , when the DIRECTORS are called for 5 days and such kind of innovations are given to them for applying in Andragogies. Because without their support the innovation methods could not be incorporated.</p> <p>19. Nothing to add.</p>
4.	<p>Any other Suggestion / remarks</p>	<p>1. No</p> <p>2. Respondent did not comment.</p> <p>3. NJA may provide wifi facility in guest house I, so that we could prepare materials and check in this travel details and important emails from their lap tops/smart phones.</p> <p>4. Respondent did not comment.</p> <p>5. Respondent did not comment.</p> <p>6. Respondent did not comment.</p> <p>7. Respondent did not comment.</p> <p>8. Filed visits were good for sensitization; Visit to Union Carbide site would have been also more sensitizing; Internet (wi-fi) facility at rooms is desirable. Overall a very good programme nothing further to suggest.</p> <p>9. Better faculties and resource persons may be called on specific and above suggested issues to address the participants; during the entire programme half day holiday must be provided to the participants for their field tour; Participants must be permitted to come</p>

with their better half so that mentally they must give their cent percent here; Training for nbewly recruited civil judges and ADJs must be continuously conducted throughout the year for the down ward movement of the concepts prevailing at the higher level; Former Directors of NJA must be invited to address the session.

10. Nothing particular.

11. Respondent did not comment.

12. Respondent did not comment.

13. I had an excellent experience to take back and share in the WBJA.

14. Respondent did not comment.

15. Respondent did not comment.

16. Sessions taken by Hon'ble Justice Manju Goel were excellent. I have learnt lot regarding training methodologies.

17. Respondent did not comment.

18. As above.

19. No.

SNo	Particulars	Respondent	Marks out of 5	Remarks
1	Reading Material	10	5/5	Excellent. It gives appropriate reference to the subjects (requiring to be learnt)
2	Travel	10	4/5	Good. Would be much better if there is direct airline from my place.
3	Protocol	2	4/5	It would still be better if the protocol officer could be available in the morning hours.
		10	5/5	Excellent. Courteous and well experienced.
4	Reception	10	5/5	Excellent. Very much helpful and cooperative.
5	Cleanliness	8	3/5	Leaves more to be desired, as compared to our previous visits to NJA.
		10	5/5	It is above my expectation.
6	Food	2	5/5	Some more South Indian dishes.
		6	3/5	Required/ enough South Indian food may also be provided.
		10	5/5	However, I suggest that fish curry may also be included.
7	Hygiene	10	5/5	It is upto expectation.
8	Staff Behaviour	10	5/5	Simple and courteous.
9	Hospitality	10	5/5	Worth to be remembered by anyone who happened to be here.
10	Others	-	-	-

P-952, Programme & Hospitality																						
Mark Your Satisfaction, Ranging from 1(Very Poor), 2 (Poor), 3 (Fair enough),4 (good), 5 (Excellent),for the following: 0 Indicates no response																						
No.of Participant		19																				
No. of forms received		19 (Respondent No. 1 did not respond.)																				
Respondent No.		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	Total mark. out of 95	
No.	Subject	Marks																				
1	Reading Material	0	5	4	5	5	4	4	4	3	5	4	4	5	4	4	5	4	5	4	78/95	
2	Travel	5	5	4	4	5	4	3	5	4	4	4	5	5	5	5	5	4	4	5	4	85/95
3	Protocol	5	4	5	4	5	4	3	4	4	5	4	5	5	5	5	4	4	5	4	84/95	
4	Reception	5	5	5	4	5	4	4	4	3	5	4	4	5	5	5	3	4	5	4	83/95	
5	Cleanliness	5	5	4	4	4	4	3	3	2	5	4	3	4	5	5	3	4	5	5	77/95	
6	Food	4	5	3	4	4	3	4	4	4	5	5	4	4	5	5	4	4	5	4	80/95	
7	Hygiene	5	5	4	4	4	4	4	4	3	5	5	4	4	5	5	4	4	5	5	83/95	
8	Staff Behavior	5	5	5	4	5	3	4	5	4	5	4	5	5	5	5	4	4	5	5	87/95	
9	Hospitality	5	5	5	4	5	4	4	5	3	5	5	5	5	5	5	4	4	5	5	88/95	

Prepared by the Documentation/Communication &PR Unit of the National Judicial Academy