National Judicial Academy

P-1161: Training of Trainers for SJA's
12th – 14th April, 2019

Programme Coordinator : Ms. Nitika Jain, Law Associate
No. of Participants : 32
No. of forms received : 31

	I. OVERALL			
PROPOSITION	**To a great extent**	**To some extent**	**Not at all**	**Remarks**
a. The objective of the Program was clear to me	80.65	19.35	-	
b. The subject matter of the program is useful and relevant to my work	87.10	12.90	-	
c. Overall, I got benefited from attending this program	87.10	9.68	3.23	
d. I will use the new learning, skills, ideas and knowledge in my work	87.10	12.90	-	
e. Adequate time and opportunity was provided to participants to share experiences	67.74	32.26	-	
	II. KNOWLEDGE			
PROPOSITION	**To a great extent**	**To some extent**	**Not at all**	**Remarks**
The program provided knowledge (or provided links / references to knowledge) which is:				
a. Useful to my work	82.14	17.86	-	
b. Comprehensive (relevant case laws, national laws, leading text / articles / comments by jurists)	42.31	57.69	-	4. Case laws were not required in this particular training. 17. Unable to say. 27. Yes, complete holistic views of Hon'ble Judges were inspiring.

c. Up to date	**65.38**	**34.62**	**-**	17. Unable to say.
d. Related to Constitutional Vision of Justice	**70.37**	**22.22**	**7.41**	19. NA.
e. Related to international legal norms	**59.26**	**29.63**	**11.11**	

<table>
<tr><td colspan="5" align="center">III. STRUCTURE OF THE PROGRAM</td></tr>
<tr><td>PROPOSITION</td><td>Good</td><td>Satisfactory</td><td>Unsatisfactory</td><td>Remarks</td></tr>
<tr><td>a. The structure and sequence of the program was logical</td><td>77.42</td><td>22.58</td><td>-</td><td></td></tr>
<tr><td colspan="5">b. The program was an adequate combination of the following methodologies viz.</td></tr>
<tr><td>(i) Group discussion cleared many doubts</td><td>61.54</td><td>34.62</td><td>3.85</td><td>13.   Not organized.</td></tr>
<tr><td>(ii) Case studies were relevant</td><td>52.17</td><td>47.83</td><td>-</td><td>13. Not relevant.</td></tr>
<tr><td>(iii) Interactive sessions were fruitful</td><td>89.66</td><td>6.90</td><td>3.45</td><td></td></tr>
<tr><td>(iv) Audio Visual Aids were beneficial</td><td>57.69</td><td>38.46</td><td>3.85</td><td>13. Not used.</td></tr>
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<table>
<tr><td colspan="5" align="center">IV SESSIONS WISE VETTING</td></tr>
<tr><td colspan="5" align="center">Parameters</td></tr>
<tr><td rowspan="2" align="center">Session</td><td colspan="2" align="center">Discussions in individual sessions were effectively organized</td><td colspan="2" align="center">The Session theme was adequately addressed by the Resource Persons</td></tr>
<tr><td>Effective and Useful</td><td>Satisfactory</td><td>Effective and Useful</td><td>Satisfactory</td></tr>
<tr><td>1</td><td>89.29</td><td>10.71</td><td>88.00</td><td>12.00</td></tr>
<tr><td>2</td><td>85.19</td><td>14.81</td><td>75.00</td><td>25.00</td></tr>
<tr><td>3</td><td>74.07</td><td>25.93</td><td>70.83</td><td>29.17</td></tr>
<tr><td>4</td><td>76.92</td><td>23.08</td><td>69.57</td><td>30.43</td></tr>
<tr><td>5</td><td>88.46</td><td>11.54</td><td>83.33</td><td>16.67</td></tr>
<tr><td>6</td><td>92.00</td><td>8.00</td><td>83.33</td><td>16.67</td></tr>
<tr><td colspan="5" align="center">V. PROGRAM MATERIALS</td></tr>
<tr><td>PROPOSITION</td><td>To a great extent</td><td>To some extent</td><td>Not at all</td><td>Remarks</td></tr>
</table>

a.	The Program material is useful and relevant	77.42	22.58	-	
b.	The content was updated. It reflected recent case laws/ current thinking/ research/ policy in the discussed area	62.96	37.04	-	27. Content of the course was useful.
c.	The content was organized and easy to follow	76.67	23.33	-	

VIII. GENERAL SUGGESTIONS	
a. Three most important learning achievements of this Programme	1. *Session 1: Principles of Adult Education to meet the Complex demands of Judging* • *Teaching Strategies in Modern Adult Education* • *Substantive Knowledge, Process and Decision Making Skills* • *Interactive Teaching Methods & Active Engagement;* *Session 5: Impact Assessment: Review of Judicial training* • *Tools for Evaluating Judicial Training* • *Stages of Evaluation and Feedback* • *Measurable Educational Objectives; Session 6: Opportunities & Emerging Challenges in Judicial Education* • *Use of IT in Adult Education to Enhance Learning* • *Distance Education.*
	2. Need to redesign our training programme; concentrate on homework and research rigorously before starting programme; Apart from training focus on games and cultural engagement is required.
	3. 1. The distinction between pedagogy and andragogy; 2. The mindset of trainee judicial officers (Adults) and how to make them receptive; 3. The training must be mixture of theory, practical, group discussion etc.
	4. Participant did not comment.
	5. Designing of programme for adults; Learning new tools for use in academy; Learning or knowledge of methods/availability/success depends upon aptitudual/behavioral learning.
	6. 1. Best practices of other SJA's be adopted; 2. Sharing of best lectures among SJAs; 3. The behavioral part of the judges training should be taken care of.
	7. Experience sharing and innovations done by other SJAs.
	8. Opportunities & emerging challenges in judicial education; Use of IT in adult education; Identifying constraints, Influencing the design of training.
	9. Learnt how to be more productive while conducting programmes and training; New methods of learning; New approaches while conducting sessions.
	10. New trends in adult learning have been learnt; Methodologies for adult learning learnt; Evaluation & importance of impact assessment learnt.
	11. 1. The role of trainers in properly designing a training programme; 2. Need based training rather than thrusting the training programmes on the participant. 3. Need for effective continuous evaluation of training programmes, trainers and trainees.
	12. 1. Exchange of Ideas; 2. Blending of different aspects.

	13. 1. Interaction and ideas implemented by other judicial academies; 2. Andragogy and different methods of adult/judicial education.
	14. 1. Methodology of teaching; 2. Attitude and aptitude analysis of trainees; Impact Assessment.
	15. Teaching strategies in model adult education. Tools for evaluating judicial training; Use of IT in adult education to enhance learning.
	16. From every programme I achieved most.
	17. Good beginning; Collaborate and please finish as per goal.
	18. 1. Removal of confusion; 2. Building of faith of community in courts; 3. Good human beings (Judges).
	19. 1. Good reading material; 2. Co-ordination between SJAs & NJA; 3. Learnt many new thoughts about functioning of State Judicial Academy.
	20. Participant did not comment.
	21. Model questionnaire be made and circulated to SJA for increasing their efficiency.
	22. The aim of training systems being followed in India is same. So, common methodology of training is to be adopted of course keeping in view different geographical and other diversities.
	23. 1. Learning includes unlearning & relearning: is to be stressed. 2. Right attitude is to be developed. 3. Reading is important – but thinking is also equally important.
	24. All sessions were up to the mark.
	25. Object of judicial education. Behavioural approach. Skills and decision making process.
	26. 1. Principles of adult education; 2. Designing curriculum; 3. Impact assessment.
	27. 1. Participatory nature of judicial education; 2. Use of ICT in judicial education; 3. Requirement of impact assessment.
	28. Participant did not comment.
	29. 1. Innovations in teaching methodology; use of IT to be stressed to all academies; 2. More focus should be on practical aspects than lectures. 3. There should be mechanism to spread awareness.
	30. 1. Change of mind set; 2. Creativity; 3. Analytical skills.
	31. Teachings, modules, tools.
b. Which part of the Programme did you find most useful and why	1. *Session 5: Impact Assessment: Review of Judicial training ● Tools for Evaluating Judicial Training ● Stages of Evaluation and Feedback ● Measurable Educational Objectives; Session 6: Opportunities & Emerging Challenges in Judicial Education ● Use of IT in Adult Education to Enhance Learning ● Distance Education-* the reason is that in these sessions the practical problems were discussed & solutions were suggested.
	2. Each and every class was useful as it gave lots of ideas to carry further and also what is going on in other academies and their ideas for induction and other trainings.
	3. Principles of adult education- because the trainees who come to academy for training have their own notions and learning experiences and they are not as receptive as children or adolescents.
	4. Participant did not comment.

	5. Sharing of efforts by other academies.
	6. *Session 4: Designing Curriculum for Continuous Training on Specialized Subjects.*
	7. *Session 4: Designing Curriculum for Continuous Training on Specialized Subjects-* was very useful.
	8. Opportunities of emerging challenges in judicial education.
	9. The interactive session as there was much learning.
	10. Nothing in the programme is found to be not useful.
	11. Presentation on the training programme conducted by other judicial academies and the session on evaluation of the programmes; Got some tips to improve the training programmes and evaluation methods conducted by our academy.
	12. Interactive sessions.
	13. 1. Use of IT in judicial education magnificently coordinated by Justice Ram Mohan Reddy; 2. Impact assessment.
	14. Use of IT in adult education because it would definitely serve the purpose of programme in educating the main stakeholders of justice delivery system, the judicial officers.
	15. All part of the training programme is most useful.
	16. The interaction/ speech of Director NJA was very practical and useful for chalking out training programme.
	17. All.
	18. All the programmes were effective & useful.
	19. All sessions had their own value.
	20. Participant did not comment.
	21. *Session 5: Impact Assessment: Review of Judicial training ● Tools for Evaluating Judicial Training ● Stages of Evaluation and Feedback ● Measurable Educational Objectives; Session 6: Opportunities & Emerging Challenges in Judicial Education ● Use of IT in Adult Education to Enhance Learning ● Distance Education.*
	22. All sessions.
	23. Interactive session as I got new ideas which could be implemented in my state academy.
	24. Opportunities & emerging challenges in judicial education – use of IT in judicial education – This session was most useful and some great inputs came in this session.
	25. Interactive sessions particularly- *Session 6: Opportunities & Emerging Challenges in Judicial Education ● Use of IT in Adult Education to Enhance Learning ● Distance Education.*
	26. Impact assessment for skill development.
	27. All sessions were highly useful and gave an idea how legal education curriculum in judicial academies can be modelled.
	28. Participant did not comment.
	29. NA.

	30. Participant did not comment.
	31. All.
c. Which part of the Programme did you find least useful and why	1. Participant did not comment.
	2. None.
	3. Participant did not comment.
	4. Participant did not comment.
	5. Participant did not comment.
	6. Participant did not comment.
	7. Participant did not comment.
	8. Participant did not comment.
	9. Participant did not comment.
	10. Nil.
	11. None.
	12. Participant did not comment.
	13. None.
	14. NA.
	15. No part of the programme.
	16. None.
	17. None.
	18. None.
	19. None.
	20. None.
	21. Participant did not comment.
	22. Participant did not comment.
	23. Participant did not comment.
	24. None as such.
	25. *Session 2: (Cont.) Principles of Adult Education to meet the Complex demands of Judging.*
	26. Designing curriculum – useful to training programme.
	27. None.
	28. Participant did not comment.
	29. None.
	30. These is nothing.
	31. None.
d. Kindly make any suggestions you may have on how NJA may serve you better and	1. Participant did not comment.
	2. Required more interaction, ideas and sharing of experience with resource persons and participants and the session must be started with our own introduction, area of interest, job in academy and some good experience.

make its programmes more effective	3. No suggestions.
	4. Participant did not comment.
	5. Please share the list of RPs with contact details with all academies at the earliest.
	6. 1. The ideas of those judges should be taken into account who have worked in district courts while designing modules for training district judiciary; 2. Ground realities and problems faced by the judges in the court on the part of lawyers and litigants should also be addressed.
	7. Need to address the ground realities of subordinate court judges and the problems faced by them.
	8. Programmes are interactive.
	9. I feel the sessions *Session 4: Designing Curriculum for Continuous Training on Specialized Subjects; Session 5: Impact Assessment: Review of Judicial training • Tools for Evaluating Judicial Training • Stages of Evaluation and Feedback • Measurable Educational Objectives*- were more productive, useful and interactive.
	10. There needs to be better networking of the state judicial academies and NJA for knowledge sharing. There has to be a continued engagement of all the academies.
	11. Existing structure of organizing the programmes, mixing the lecture sessions with interactive session is good.
	12. Participant did not comment.
	13. Since the contents of judicial education throughout India is almost same the methodology and andragogy of different academies may be shared to bring uniformity in their functioning.
	14. Uploading the recording of important programmes and sharing the best practices of the NJA to SJAs.
	15. Include some practical classes.
	16. Everything was fruitful.
	17. As above.
	18. Participant did not comment.
	19. Participant did not comment.
	20. Participant did not comment.
	21. NJA can act as co-ordinator among the SJA and also provide/ share the materials for common curriculum.
	22. Is doing excellently.
	23. Better time management perhaps.
	24. If study material is provided in advance, we can study and come and give better inputs and would have time to think for future vision and put it in more succinct manner during sessions.
	25. 1. Provide study material of subjects like cyber-crime, digital evidence and trial related to special cases to the SJAs; Important lecture notes/powerpoint presentation to the SJAs.
	26. Participant did not comment.
	27. No.

	28. Many times discussion was *de hors* the subject and at one point of time there was discussion of strike by lawyers which according to me was not required. I feel that programme (barring the second by) was useless.
	29. Participant did not comment.
	30. If, possible keep it short, may be two days.
	31. Participant did not comment.