

Judicial College Vision Framework (3 – 10 year plan)



The following is the Vision Framework for the Judicial College of Maryland. This includes the Central Office, Judicial College Facilities, as well as each of the three Departments of learning: Judicial Education, Professional Development and Technology Education.

The Judicial College of Maryland is considered the premier learning institution for judicial and court education in the country.

Proficiency-Based (performance-based) Education and Training System

- All classification groups are using a competency-based education & training system in each of the three departments.
- Learning needs assessment tools are used by all employees to build a two-year learning plan, completed on a two-year cycle.
- Core (a foundations education program) has been installed for all major classification groups (e.g. Judges, Magistrates, Commissioners, Bailiffs, Clerks).
- All courses are performance-based, and link to learning needs profiles.

Online and Hybrid Learning

- A selection of online courses are offered through each department.
- We have instructional designers working with SMEs to develop new courses in each department on an annual basis.
- We offer a hybrid learning experience that takes advantage of both online and brick/mortar learning.
- Our online courses meet Quality Matters standards.
- Policies have been integrated in the Judiciary that allow for a variety of learning methodologies and approaches.

Structured Curriculum Outline Used with Regularity

- All departments use a structured curricula outline when developing new courses and when refining existing courses.

Rigorous Evaluation Methodology Instituted for Courses

- Kirkpatrick's four levels of evaluation have been implemented. The first three levels are a normal part of the education experience at the Judiciary.
 - Step 1: **Reaction**, Step 2: **Learning**, Step 3: **Behavior**, Step 4: **Results**

All Identified Stakeholder Groups are Offered Courses through the College

- Courses are offered to all stakeholder groups in the Judiciary.
- We have a rigorous education program on rules and statutes.
- Our professional certificate programs have a waiting list.

Regional Educational Course Offerings

We offer quarterly educational opportunities on a regional basis through all three departments.

Expanded Use of Faculty from Other Disciplines

- The Judicial College has expanded its faculty to include a wide range of professionals from various disciplines. In Judicial Education, there is a mix of courses that are offered by judicial faculty, as well as other professionals.
- Professional Development has expanded its faculty to include a broad cross section of disciplines.
- We have funding to pay for external training resources.

Transfer of Learning Strategies (TOL) Have Been Incorporated

- We have TOL strategies being used before, during, and after for all of our courses across all three departments.

Training of Trainer Course Offerings on a Regular and Rotating Basis

- In both Judicial Education and Professional Development, regular course offerings focused on “Train the Trainer” are provided.

Judicial College Staff Remain on the Cutting Edge

- Judicial College employees are given opportunities to expand their expertise, stay relevant in a changing educational world and hone their skills to maximize their contribution to the Judiciary.