

Performance Evaluations

- 1. Each attorney employed as a public defender shall have their work performance evaluated on a yearly basis.**
- 2. The evaluation will be conducted by a combination of the Chief Public Defender, and the Training Coordinator, and/or the Regional Deputy Public Defender in the region in which the public defender is employed and/or the Managing Attorney in the office in which the public defender is employed.**
- 3. The performance evaluation shall be done on forms approved by the Office of the State Public Defender.**
- 4. In conducting the evaluation, the evaluators may obtain information from a variety sources including clients, other public defenders, office staff, judicial personnel and faculty from trainings the public defender has attended.**
- 5. The public defender shall be interviewed during the evaluation process.**
- 6. At the conclusion of the process, the evaluation will be reviewed and discussed with the public defender.**
- 7. If the public defender disagrees with the results of the evaluation the public defender has the right to submit a written rebuttal which shall be attached to the evaluation. If covered by a Collective Bargaining Agreement, the grievance procedure specified in the contract would be utilized.**
- 8. Performance evaluations shall remain in the personnel file for the duration of employment and in conformity with state law.**