

ATTACHMENT D



Committee for Public Counsel Services
Youth Advocacy Division – Trial Panel Unit

Juvenile Delinquency Performance Assessment Report

County: _____ **Juvenile Supervising Attorney:** _____ **Evaluated Attorney:** _____

Type of Supervision: _____
(Should include case file review. If attorney is observed in court, please state procedure.):

Date of Evaluation: _____ **For Month/Year:** _____

Please enter comments, where appropriate in the corresponding comments section below each category. Address comments to the considerations listed under each heading. Please state the source of information (observation, file review, etc.) in each instance. Remove all italicized text after reading instructions.

GENERAL INFORMATION:

1. In which counties does attorney practice? Which courts?
2. On what other CPCS panels is attorney active?
3. Where is attorney's office? Proximity to client population? Courts?
4. What type of legal research does attorney have in office?
5. Who is attorney's **Resource Attorney**? How often do they meet?
6. Is attorney a Resource Attorney for others? If so, for whom, and how often do they meet?

JURY TRIALS:

Please list evaluated attorney's last 3 jury trials (even if not reviewed at this time) and **other case files reviewed, including name of case, major charge, court and dates of trial. Please review at least one case in which the client was held awaiting trial.**

THREE CASES REVIEWED:

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I. GENERAL DUTIES OF COUNSEL

- | | | | | | | |
|--|--------------------------|-----|--------------------------|----|--------------------------|-----|
| 1. Treats client respectfully | <input type="checkbox"/> | Yes | <input type="checkbox"/> | No | <input type="checkbox"/> | N/A |
| 2. Punctual in court | <input type="checkbox"/> | Yes | <input type="checkbox"/> | No | <input type="checkbox"/> | N/A |
| 3. Interviews client promptly | <input type="checkbox"/> | Yes | <input type="checkbox"/> | No | <input type="checkbox"/> | N/A |
| 4. Maintains complete file on each case | <input type="checkbox"/> | Yes | <input type="checkbox"/> | No | <input type="checkbox"/> | N/A |
| 5. Protects speedy trial rights, including "30-day rule" | <input type="checkbox"/> | Yes | <input type="checkbox"/> | No | <input type="checkbox"/> | N/A |
| 6. Regularly reviews cases with mentor | <input type="checkbox"/> | Yes | <input type="checkbox"/> | No | <input type="checkbox"/> | N/A |
| 7. Appropriate appearance in court | <input type="checkbox"/> | Yes | <input type="checkbox"/> | No | <input type="checkbox"/> | N/A |
| 8. Appropriate demeanor in court | <input type="checkbox"/> | Yes | <input type="checkbox"/> | No | <input type="checkbox"/> | N/A |

Interviews client promptly, including number of interviews with client throughout representation, dates and location. Please note as to client interview: location of first jail interview for clients in custody or location of first interview in an appropriate and private setting for clients not in custody; number of days after assignment; notes in case file.

II. ARRAIGNMENT

- | | | | | | | |
|--|--------------------------|-----|--------------------------|----|--------------------------|-----|
| 1. Prepares for hearing (notes in file) | <input type="checkbox"/> | Yes | <input type="checkbox"/> | No | <input type="checkbox"/> | N/A |
| 2. Familiar with competency and criminal responsibility law | <input type="checkbox"/> | Yes | <input type="checkbox"/> | No | <input type="checkbox"/> | N/A |
| 3. Protects client from identification advantageous to prosecution | <input type="checkbox"/> | Yes | <input type="checkbox"/> | No | <input type="checkbox"/> | N/A |
| 4. Persuasive advocacy at bail hearing | <input type="checkbox"/> | Yes | <input type="checkbox"/> | No | <input type="checkbox"/> | N/A |
| 5. Protects right to bail appeal | <input type="checkbox"/> | Yes | <input type="checkbox"/> | No | <input type="checkbox"/> | N/A |
| 6. Promptly obtains police reports and court documents | <input type="checkbox"/> | Yes | <input type="checkbox"/> | No | <input type="checkbox"/> | N/A |

Files Bail Appeal whenever client is held on bail, and follows through to Superior Court for Bail Review Hearing. Files motions, where appropriate, i.e., Motion to Preserve Evidence, Get Release of Records signed by client and parent/guardian (to obtain school records, mental health records, etc.)

III. PRETRIAL PREPARATION

- | | | | | | | |
|--|--------------------------|-----|--------------------------|----|--------------------------|-----|
| 1. Promptly investigate facts of case | <input type="checkbox"/> | Yes | <input type="checkbox"/> | No | <input type="checkbox"/> | N/A |
| 2. Files Motion for Funds for Investigator and Social Worker | <input type="checkbox"/> | Yes | <input type="checkbox"/> | No | <input type="checkbox"/> | N/A |

Where appropriate, attorney files Appeal of any denial of Motions for Funds; investigates any possible Mental Health, SPED, etc. issues of client. Attorney obtains expert assistance when and where appropriate.

- | | | | | | | |
|---|--------------------------|-----|--------------------------|----|--------------------------|-----|
| 3. Promptly contacts defense witnesses (File notes show date and content of interview) | <input type="checkbox"/> | Yes | <input type="checkbox"/> | No | <input type="checkbox"/> | N/A |
| 4. Attempts to interview prosecution witnesses and knows their availability (File notes show date of contact) | <input type="checkbox"/> | Yes | <input type="checkbox"/> | No | <input type="checkbox"/> | N/A |
| 5. Amends pretrial conf. form as case law allows in defense interest | <input type="checkbox"/> | Yes | <input type="checkbox"/> | No | <input type="checkbox"/> | N/A |
| 6. Prepares trial notwithstanding tentative plea negotiations | <input type="checkbox"/> | Yes | <input type="checkbox"/> | No | <input type="checkbox"/> | N/A |
| 7. Formulates theory of the case | <input type="checkbox"/> | Yes | <input type="checkbox"/> | No | <input type="checkbox"/> | N/A |

Explores school consequences – suspension, expulsion, etc.; where appropriate, seeks authorization to advocate; Makes arrangement to review any evidence to be used against client. Visits scene of the crime.

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IV. DISCOVERY

- | | | | | | | |
|---|--------------------------|-----|--------------------------|----|--------------------------|-----|
| 1. Identification procedures | <input type="checkbox"/> | Yes | <input type="checkbox"/> | No | <input type="checkbox"/> | N/A |
| 2. Written and oral statements of defendant and codefendant | <input type="checkbox"/> | Yes | <input type="checkbox"/> | No | <input type="checkbox"/> | N/A |
| 3. Statements and criminal records of witnesses | <input type="checkbox"/> | Yes | <input type="checkbox"/> | No | <input type="checkbox"/> | N/A |
| 4. Official reports (police, medical, etc.) | <input type="checkbox"/> | Yes | <input type="checkbox"/> | No | <input type="checkbox"/> | N/A |
| 5. Inspection of physical evidence | <input type="checkbox"/> | Yes | <input type="checkbox"/> | No | <input type="checkbox"/> | N/A |
| 6. Expert opinions | <input type="checkbox"/> | Yes | <input type="checkbox"/> | No | <input type="checkbox"/> | N/A |

Comments:

V. PRETRIAL MOTIONS

- | | | | | | | |
|---|--------------------------|-----|--------------------------|----|--------------------------|-----|
| 1. Relief from joinder | <input type="checkbox"/> | Yes | <input type="checkbox"/> | No | <input type="checkbox"/> | N/A |
| 2. Suppression | <input type="checkbox"/> | Yes | <input type="checkbox"/> | No | <input type="checkbox"/> | N/A |
| 3. Funds for investigation, expert, etc. | <input type="checkbox"/> | Yes | <input type="checkbox"/> | No | <input type="checkbox"/> | N/A |
| 4. Familiar with MA Rules of Crim. Proc. Governing pretrial motions | <input type="checkbox"/> | Yes | <input type="checkbox"/> | No | <input type="checkbox"/> | N/A |

Comments: [Click here to enter text.](#)

VI. TRIAL

- | | | | | | | |
|---|--------------------------|-----|--------------------------|----|--------------------------|-----|
| 1. Summonses favorable witnesses | <input type="checkbox"/> | Yes | <input type="checkbox"/> | No | <input type="checkbox"/> | N/A |
| 2. Presents expert evidence, when appropriate | <input type="checkbox"/> | Yes | <input type="checkbox"/> | No | <input type="checkbox"/> | N/A |
| 3. Plans effective direct and cross examination (File includes notes) | <input type="checkbox"/> | Yes | <input type="checkbox"/> | No | <input type="checkbox"/> | N/A |
| 4. Has available copies of witness statements, including police reports | <input type="checkbox"/> | Yes | <input type="checkbox"/> | No | <input type="checkbox"/> | N/A |

VII. JURY TRIAL

- | | | | | | | |
|--|--------------------------|-----|--------------------------|----|--------------------------|-----|
| 1. Appropriate Motions in Limine | <input type="checkbox"/> | Yes | <input type="checkbox"/> | No | <input type="checkbox"/> | N/A |
| 2. Motion for voir dire questions (In file) | <input type="checkbox"/> | Yes | <input type="checkbox"/> | No | <input type="checkbox"/> | N/A |
| 3. Opening and closing plans (Notes in file) | <input type="checkbox"/> | Yes | <input type="checkbox"/> | No | <input type="checkbox"/> | N/A |
| 4. Motion for jury instructions (in file) | <input type="checkbox"/> | Yes | <input type="checkbox"/> | No | <input type="checkbox"/> | N/A |
| 5. Motion for Required Finding of NG/ND (In file) | <input type="checkbox"/> | Yes | <input type="checkbox"/> | No | <input type="checkbox"/> | N/A |

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VIII. SENTENCING

- | | | | | | | |
|--|--------------------------|-----|--------------------------|----|--------------------------|-----|
| 1. Advises client of potential additional punishments, parole eligibility in Youthful Offender case, time assignment on DYS classification grid, explanation of assessment/staffing/classification process if client committed to DYS, immigration consequences, SORB consequences, m/v license consequences | <input type="checkbox"/> | Yes | <input type="checkbox"/> | No | <input type="checkbox"/> | N/A |
| 2. Explores specific alternatives to incarceration | <input type="checkbox"/> | Yes | <input type="checkbox"/> | No | <input type="checkbox"/> | N/A |
| 3. Present evidence or witnesses | <input type="checkbox"/> | Yes | <input type="checkbox"/> | No | <input type="checkbox"/> | N/A |
| 4. If client is committed to DY, follows through with Staffing and RRT preparation | <input type="checkbox"/> | Yes | <input type="checkbox"/> | No | <input type="checkbox"/> | N/A |

IX. POST-TRIAL

- | | | | | | | |
|--|--------------------------|-----|--------------------------|----|--------------------------|-----|
| 1. Protects client's right of appeal | <input type="checkbox"/> | Yes | <input type="checkbox"/> | No | <input type="checkbox"/> | N/A |
| 2. Requests tape or transcript of proceeding promptly | <input type="checkbox"/> | Yes | <input type="checkbox"/> | No | <input type="checkbox"/> | N/A |
| 3. Files Motion to Revoke and Revise timely if appropriate or, in any case, if requested by client | <input type="checkbox"/> | Yes | <input type="checkbox"/> | No | <input type="checkbox"/> | N/A |
| 4. In all DYS commitments, attorney prepares for, attends, and advocates on behalf of the client at all DYS Staffing Hearings and RRT Hearings. | <input type="checkbox"/> | Yes | <input type="checkbox"/> | No | <input type="checkbox"/> | N/A |

Comments: [Click here to enter text.](#)

X. TRIAL

- | | | | | | | |
|----------------------------------|--------------------------|-----|--------------------------|----|--------------------------|-----|
| 1. Summonses favorable witnesses | <input type="checkbox"/> | Yes | <input type="checkbox"/> | No | <input type="checkbox"/> | N/A |
|----------------------------------|--------------------------|-----|--------------------------|----|--------------------------|-----|

Comments: [Click here to enter text.](#)

XI. JURY TRIAL

- | | | | | | | |
|-----------------------------------|--------------------------|-----|--------------------------|----|--------------------------|-----|
| 1. Appropriate Motions in Limine | <input type="checkbox"/> | Yes | <input type="checkbox"/> | No | <input type="checkbox"/> | N/A |
| 2. Motion for voir dire questions | <input type="checkbox"/> | Yes | <input type="checkbox"/> | No | <input type="checkbox"/> | N/A |
| 3. Opening and closing plans | <input type="checkbox"/> | Yes | <input type="checkbox"/> | No | <input type="checkbox"/> | N/A |
| 4. Motion for jury instructions | <input type="checkbox"/> | Yes | <input type="checkbox"/> | No | <input type="checkbox"/> | N/A |

Comments: [Click here to enter text.](#)

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INFORMATION ABOUT THE LAST JURY TRIAL THIS ATTORNEY PERFORMED:

XII. SENTENCING

- | | | | | | | |
|--|--------------------------|-----|--------------------------|----|--------------------------|-----|
| 1. Advises client of potential additional punishments, parole eligibility, or immigration consequences | <input type="checkbox"/> | Yes | <input type="checkbox"/> | No | <input type="checkbox"/> | N/A |
| 2. Explores specific alternatives to incarceration | <input type="checkbox"/> | Yes | <input type="checkbox"/> | No | <input type="checkbox"/> | N/A |
| 3. Presents evidence or witnesses | <input type="checkbox"/> | Yes | <input type="checkbox"/> | No | <input type="checkbox"/> | N/A |
| 4. DYS staffing hearings | <input type="checkbox"/> | Yes | <input type="checkbox"/> | No | <input type="checkbox"/> | N/A |

XIII. POST-TRIAL

- | | | | | | | |
|--|--------------------------|-----|--------------------------|----|--------------------------|-----|
| 1. Protects client's right of appeal | <input type="checkbox"/> | Yes | <input type="checkbox"/> | No | <input type="checkbox"/> | N/A |
| 2. Requests tape or transcript of proceeding promptly | <input type="checkbox"/> | Yes | <input type="checkbox"/> | No | <input type="checkbox"/> | N/A |
| 3. Files Motion to Revise and Revoke timely, if appropriate, or, in any case, if requested by client | <input type="checkbox"/> | Yes | <input type="checkbox"/> | No | <input type="checkbox"/> | N/A |

Comments: [Click here to enter text.](#)

XIV. OVERALL PERFORMANCE SCALE AND RATING

The rating scale is made up of the five factors listed beside the ratings below. Any factor rated (D) Opportunity for Improvements/Inconsistent, or, (E) Unsatisfactory, MUST have performance comments. For any factor, performance comments should support the overall rating given.

A	Highly Effective	Performance consistently achieved and very often exceeds YAD standards.
B	Newer Attorney - Extremely Promising	Attorney relatively new to practice and show exceptional promise, with time and experience will become a top performer.
C	Fully Competent	Good, solid performance. Fulfills all YAD requirements.
D	Opportunity for Improvements/Inconsistent	Attorney inconsistently meets established YAD standards. Performance achieves some but not all YAD standards and needs improvement in some areas. May be new attorney requiring more training and coaching or, may be established attorney whose practice needs improvement.
E	Unsatisfactory	Performance does not meet YAD requirements, either because the level of performance seldom rises to that requirement by YAD standards or, because significant gaps in performance require immediate review.

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XV. SUPERVISING ATTORNEYS OVERALL COMMENTS:

XVI. SUPERVISING ATTORNEY'S OVERALL RATING:

(Insert corresponding alphabet letter from rating scale above)

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Part II: Attorney Core Competency Assessment

This section of the performance report is designed to aid supervising attorneys, and the evaluated attorney, in gauging the evaluated attorney's knowledge and skill in each area of juvenile defense. The information will be used to put together an individualized professional development plan.

Instructions: Click on the box that most closely resembles the evaluated attorney's knowledge, ability and/or skill referenced in each row. The selection of number 1 indicates "no skill knowledge" and number 5 being "proficient". In the comments area, please identify particular areas of strength, as well as areas where a particular skill or knowledge needs improvement.

A. CLIENT-CENTERED REPRESENTATION	1	2	3	4	5
a. Interviewing clients (including working with kids)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Information gathering	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Use of GALs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Negotiating placements/ASAPs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Positive Youth Development (PYD)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Trauma	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Racial and Ethnic Disparities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. LGBTQ	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Comments:

B. ARRAIGNMENT/BAIL/FIRST APPEARANCE	1	2	3	4	5
a. Bail advocacy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Humberto H.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Conditions of Release	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Bail Reviews	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Dangers of detention	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Sec. 35s	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. JPAST	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Comments: [Click here to enter text.](#)

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C. TRIAL PREPARATION AND TRIAL SKILLS	1	2	3	4	5
a. Litigation skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Cross-examination	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
ii. Impeachment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
iii. Introducing evidence	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
iv. Evidentiary objections	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
v. Direct examination	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
vi. Jury selection and attorney conducted voir dire	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
vii. Opening statements (story telling)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
viii. Closing arguments	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Theory of the case development	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Criminal responsibility	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Exploring diminished capacity for kids	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Trial Motions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Motion to recuse	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
ii. Motion in Limine	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
iii. Motions for required findings	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Drafting jury instructions (including juvenile specific)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Competency of witnesses	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Preserving the record for appeal	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Comments: [Click here to enter text.](#)

D. DISPOSITION AND SENTENCING	1	2	3	4	5
a. Sentencing law	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Sentencing memo writing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Dispositional advocacy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Revise and revoke	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Probation conditions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Restitution hearings	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Comments: [Click here to enter text.](#)

E. PROBATION HEARINGS	1	2	3	4	5
a. Violation hearings	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Dispsitional advocacy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. OYAD	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Conditions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Comments: [Click here to enter text.](#)

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F. YOUTHFUL OFFENDER	1	2	3	4	5
a. Challenging indictments	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Dispositional advocacy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Sentencing law	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. YO specific trial issues	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Verdict Slips	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
ii. YO elements	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Research on adolescent sex offenders	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Motions for Relief from Registration	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Comments: [Click here to enter text.](#)

XVII. Core Competency Assessment – Professional and Organizational Skills:

G. PROFESSIONAL AND ORGANIZATION SKILLS	1	2	3	4	5
a. Punctuality	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Appropriate demeanor for meetings/court appearances	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. File keeping/TRIS	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Time management	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Comments: [Click here to enter text.](#)

XVIII. Attorney’s Areas of Strength (list three)

1.	
2.	
3.	

XIX. Attorney’s Areas of Needed Improvement (list three)

1.	
2.	
3.	