NACM CORE
VIRTUAL EDUCATION: 
WHAT YOU NEED TO KNOW

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ENGAGEMENT TIPS

STORIES FROM THE VIRTUAL CLASSROOM
Curriculum Design & Format

- Introduction
- Learning Objectives
- Use of curriculum
- NACM Core reference
- Target Audience

- Educational content
- Faculty resources
- Participant activities
- Special notes for faculty
- Bibliography
Additional Resources

Core Guide

Curriculum
The Competency

Educational Development

Excellence in court performance starts with a court leader who fosters a culture that embraces education, training, and development and who actively leads judicial branch education.

Relevance
A key function for the court leader is the assurance of excellent court performance by actively leading judicial branch education. In their courts, judicial branch education helps courts maintain the balance between a continually changing operational environment and the enduring principles and predictable processes of the court. It cannot be removed and left to training alone. Rather, educational development must be strategic and involve education, training, and development.

The effective court leader ensures that education, training, and development are recognized as essential and works to build a culture within the courts to support it. This means excellence in programming, demonstrable results, both inside and outside the courts, and reliable and consistent funding.

Application
To succeed in fostering a well-educated court, the court leader should strive to ensure that education, training, and development be:

- Continuous and creative — responding both to traditional legal processes and powerful and changing demands;
- Inclusive — ensuring that education, training, and development (judicial branch education) happens in all courts and across the judiciary and justice systems and is delivered to a target audience that is broader than judges and court staff;
- Accessible and tailored — requiring that personal and professional growth and skill development opportunities are equally available and fairly available and affordable, in time and money, and they consider the background, experiences, and needs of individual judges, staff, and other courts;
- Well-managed — ensuring that judicial branch education for judges, staff, and others is aligned with the court's mission, vision, structure, and workflows and that it is built using adult learning and instructional design principles to create a transformative learning experience that will empower judges and court staff to apply this learning in their work environment to achieve positive change. Content should be based on the needs of the audience, with the ultimate goal of improving the administration of justice and enhancing public trust and confidence;
- Delivered using multiple mechanisms — ensuring that education is interactive and uses blended teaching involving multiple delivery mechanisms including in-person courses and online learning through networked and asynchronous learning management systems.

Resources
Court leaders ensure education is:

- Continuous and creative
- Inclusive
- Accessible and tailored
- Well-managed
- Delivered using multiple mechanisms
- Evaluated
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1. Education in the Courts: Fundamentals
2. Education’s Effective Implementation
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2.2 Learning Styles
2.3 Instructional Design
2.4 Delivery Mechanisms
2.5 Charting an Educational Path
Delivery Mechanisms

1. In-person Delivery
2. Electronic Delivery: Synchronous
3. Electronic Delivery: Asynchronous
4. Blended Delivery: In-person and Electronic
2. Electronic Delivery: Synchronous

- Adaptation of content designed for in-person delivery is necessary to ensure participant engagement

3. Electronic Delivery: Asynchronous

- Not as easy as simply taping an in-person session
- Development process is often lengthy and expensive
- Shelf life can be short
High Performance Courts, continued
CHANGE OF PARADIGM

“We have to do it this way…”

“We get to explore another option that may have even better outcomes and options.”
VIRTUAL ENGAGEMENT
TIMING

MANAGING SILENCE
1. How do you feel about transitioning to offer virtual education for your learners? Select all that apply. (Multiple choice)

- Nervous: 100%
- Disappointed: 0%
- Happy: 0%
- Excited: 100%
- Motivated: 0%
- Other (type your answer in chat): 0%
64% of National Association of State Judicial Educators surveyed said they have done onboarding remotely.
“just because it's virtual doesn't mean you can ignore all the aspects of effective instructional delivery”
“Make it as interactive as possible. An hour lecture online is death.”