



**TRAINING OF TRAINERS AS A GUARANTEE  
OF SUCCESSFUL WORK OF THE NATIONAL  
SCHOOL OF JUDGES OF UKRAINE IN THE  
AREA OF THE JUDICIAL SYSTEM REFORM  
IN UKRAINE**

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The process of reforming the judicial system in Ukraine is closely related to the reform of judicial training, its development and upgrading. The National School of Judges of Ukraine (hereinafter – NSJU, the School) plays a key role in this process.

In accordance with the national legislation, NSJU is a public institution with a special status that provides training of highly qualified staff for the judiciary and carries out research activities. The main responsibilities of the School, among others, are: initial training of judicial candidates, in-service training of judges, including judges who are appointed to administrative positions in courts, in-service training of judges to improve their professional skills

Training of judges and judicial candidates is one of the most important steps towards building a democratic society in which rule of law should prevail. Independence of judges largely depends on effectiveness of the NSJU work. Mainly, it helps judges form their professional worldview, improve effectiveness of justice administration, increase judicial ethics and in the result strengthen the authority of the judicial power and increase public trust.

In order to implement the reform of judicial training, the National School of Judges of Ukraine designed the Concept of the National Standards of Judicial Training in Ukraine (hereinafter – the Concept). As stated in the Concept, initial training and in-service training are essential elements of the competent justice. Such training guarantees independence and impartiality of future judges. It is important key element to strengthen public respect for the judicial branch.

According to the Concept, judicial education is based on the development of trainings (obligatory and optional), introduction of skills-based interactive training techniques, training of trainers (facilitators and moderators), application of distance learning advantages, monitoring of the quality of training to improve training courses and training methodology. Training process is aimed at increasing the level of their self-perception as independent entities within the judiciary.

One of the most important stages in training judges and judicial candidates is selection of trainers. The School studies personal qualities and carries out a thorough selection of trainers among judges, including retired judges, and among the representatives of other legal professions: lawyers, scholars etc. But taking into account that training of judges and judicial candidates significantly differs from traditional education and is based on skills and abilities development, the advantage is given to judges-trainers. No doubt, the best mentor for judge is judge him/herself who has practical experience

and combine fundamental knowledge in the field of law with own professional experience.

In the process of future trainers selection NSJU takes into account professional capacity of the candidate, level of his/her preparedness, availability of professional and practical experience, self-study skills and readiness for self-education, ability to apply a creative approach to training. The motivation of the candidate is highly important. Among the ways of trainer's selection applied by the NSJU are competitive selection and interview with candidate trainers.

NSJU actively involves in cooperation young judges with a certain experience in scientific or training activity, high professional level and the best ethical principles.

The Concept of the National Standards of Judicial Training in Ukraine set a range of requirements to training methodology, selection and training of trainers. Among them, trainers of the NSJU are expected to:

- meet the challenges immanent to training activity;
- know how to apply modern interactive training techniques;
- be able to apply modern IT in training;
- understand the concept and methods of distance learning (including on-line learning) and seek to obtain necessary knowledge and skills;
- be able to work in team, build partnership relations and mutual support;
- work hard to develop training skills and improve training capacity;
- be always committed to acquire new experience and skills;
- understand the basic principles of effectiveness of work in small groups;
- experiment with new ideas and methods;
- have a systemized and a whole-system approach to problem solving.

Training of trainers is carried out in faculty development trainings and training of trainers on relevant topics.

Mentioned above forms of training are targeted at gaining not only content filling, but also interactive training techniques. Training is a form of education that creates opportunities not only gain new knowledge, but also develop existing one and obtain new qualities and skills. In comparison with other forms, training is that one which does help digest information the best.

In 2017 NSJU working group of experts of the School, retired judges, acting judges and professional psychologist of the School has designed specialized two-day faculty development training. This training takes into account both specific features of adult audience learning and specificity of judicial profession.

This faculty development training starts with the introduction of the participants and their expectations: “What knowledge, skills and abilities do you want to receive from the training?” Learning expectations allows meet the needs of participants in mastering particular interactive learning techniques.

Such faculty development trainings help future trainers better understand the importance of setting the goals and take into account specificities of social context of target audience. During the training, participants gain knowledge about the types and forms of judicial training, difference in learning and teaching. They learn different methods (forms) of training, mainly, mini-lecture, Power Point presentation, co-teaching, brain storm, work in small groups, quiz (with or without clickers), moderated discussion etc. Participants acquire skills in applying such methods through practical tasks, in particular, drafting mini-lecture with a Power Point presentation, in simulations, mock trials and case studies.

Experienced trainers of the NSJU provide methodological recommendations that facilitate the acquisition of practical experience and facilitate the craft of training techniques. Thanks to trainer who is professional psychologist, participants learn better the techniques of working with the audience, get the opportunity to master certain psychological techniques of influence on the target audience, are able quickly attract and maintain their attention and learn to work with the so-called “difficult, tough” participants. During the faculty development training, the most typical errors that may occur in trainers’ activity are analyzed.

Trainings of trainers on relevant topics are conducted in terms of training curriculum of the School and in future are to be delivered in the framework of judges training, in-service training or judicial candidates training. The specific feature of such trainings is that in addition to the general program in accordance with a certain topic, they also cover certain methodological aspects of training.

The feedback from the audience has an essential role in improving the quality of training skills and training process in the NSJU as a whole. Such feedback is carried out in the end of each training by filling questionnaire. Here are some examples of the opinions from the participants: “deep analysis, informative, accessible, clear delivery

of the information, successful work in small groups, well-established communication with the audience”; “creative, unobtrusive, interesting”; “very thorough and meaningful”; “training has united and brought together with colleagues-participants”; “the theme is clear and accessible, all necessary issues are discussed”.

Data collection from feedback questionnaires, namely, the achievement of the planned training goals set by developers of the training; the effectiveness of the selected forms of training; evaluation of the importance and usefulness of the topics covered in the training; training techniques and gained training skills, allow constantly improve the content of the trainings and the quality of training activities.