



**FY09 PERFORMANCE PLAN  
Judicial Nomination Commission**

**MISSION**

The Mission of the Judicial Nomination Commission is to promote justice by recruiting, screening, selecting and recommending candidates to the President of the United States for nomination to judicial vacancies on the District of Columbia Superior Court and the Court of Appeals, and to appoint the chief judges to those courts.

**OBJECTIVE 1: Solicit highly qualified applicants to fill judicial vacancies within the required 60-day period either prior to or following the occurrence of a vacancy as indicated by the agency’s statute.**

**INITIATIVE 1.1: Revise judicial application materials, process, and procedures.**

The Commission will improve its visibility and ability to advertise and recruit potential candidates for judicial vacancies by improving its website. The expected outcomes include, but are not limited to, material that is clearer and more accessible (for example, forms that can be accessed and completed from the website) and procedures that enable the Commission members to receive applications and related information more efficiently.

**INITIATIVE 1.2: Create an electronic tracking system to control the flow of responses and provide the ability to gather insightful statistics for future reference.**

The expected outcome will be more efficient management of documents and reliable statistics available to the Commission. This effort also sets a foundation for the Commission to move from a paper-based operation to an automated, computer-driven office.

**INITIATIVE 1.3: Establish procedures for soliciting and reviewing public comment regarding fitness of applicants for judicial office.**

The Commission will explore making public the list of applicants for judicial office and will create and revise questionnaires and material for soliciting evaluation of and comment on applicants in a standardized format to more effectively compare and analyze applicants’ qualifications. These procedures would allow the public to provide structured input regarding candidates being considered for judicial office.

**INITIATIVE 1.4: Perform outreach efforts to improve the diversity of judicial applicants.**

Outreach efforts will be made to enhance racial and gender diversity, as well as more diversity in experience and legal practice among the applicants for judicial office. The Commission members and the Executive Director will attend bar association meetings, professional conferences, speak on panels and reach out to organizations and leaders in the legal community in order to increase the diversity of judicial applicants.

**PROPOSED KEY PERFORMANCE INDICATORS**

<b>Measure</b>	<b>FY07 Actual</b>	<b>FY08 Projection</b>	<b>FY08 YE Actual</b>	<b>FY09 Projection</b>	<b>FY10 Projection</b>	<b>FY11 Projection</b>
Percent of candidate panels for judicial vacancies presented within 60 days	100%	100%	100%	100%	100%	100%
Percent of required background investigations conducted and completed on judicial vacancy applicants	100%	100%	100%	100%	100%	100%