

## ATTORNEY EVALUATION – DISTRICT COURT

### MOTIONS/LAW

1. Demonstrates knowledge of the Rules of Criminal Procedure.
2. Demonstrates knowledge of search and seizure law.
3. Files appropriate motions to suppress results of searches/seizures.
4. Demonstrates knowledge of confession law.
5. Files appropriate motions to suppress confessions.
6. Demonstrates knowledge of DUI law.
7. Demonstrates knowledge of substantive criminal law issues.
8. Appropriately prepares for hearings.

### COURTROOM SKILL

1. Effectively presents the defense theory.
2. Performs effective voir dire.
3. Opening argument is persuasive.
4. Demonstrates ability to effectively cross-examine state's lay witnesses.
5. Demonstrates ability to effectively cross-examine state's expert witnesses.
6. Demonstrates ability to conduct effective direct examination of defense witnesses.
7. Demonstrates knowledge of the Rules of Evidence.
8. Demonstrates ability to think on his/her feet.
9. Closing arguments effectively present the defense theory and counter the prosecution's theory.

### PLEA BARGAINING AND SENTENCING

1. Negotiates best dispositions for each client.
2. Is well prepared on the facts for sentencing.
3. Introduces evidence at sentencing.
4. Makes effective arguments at sentencing.
5. Challenges facts in the PSI.

### PROFESSIONALISM

1. Demonstrates professional demeanor.
2. Well prepared for courtroom appearances.
3. Maintains reputation for credibility and ethical conduct.
4. Represents the Office of the Public Defender with zeal and dignity.
5. Able to establish and maintain effective working relationships.
6. Cooperates with others in the office and is willing to handle emergencies and help co-workers.
7. Works efficiently to meet deadlines and handle caseload.
8. Delegates work appropriately to staff.

<b>CLIENT RELATIONSHIP</b>
1. Is responsive to client needs and regularly informs clients about his/her case.
2. Demonstrates paramount concern for the legal rights of his/her client.
3. Ensures client understands his/her case, available options, and any offers from the State.
4. Ability to consider and identify interpersonal problems facing clients, such as learning disabilities, substance abuse issues and psychiatric needs, and how those problems may affect cases.