

PACIFIC JUDICIAL STRENGTHENING INITIATIVE



ACTIVITY PREPARATION & REFRESHER TOT WORKSHOPS:
POHNPEI & CHUUK - FEDERATED STATES OF MICRONESIA
(21 July-5 August, 2018)

ACTIVITY COMPLETION REPORT

Report by: Lorenz Metzner



**FEDERAL COURT
OF AUSTRALIA**



*PJSI is funded by the New Zealand Government and
implemented by the Federal Court of Australia*

A. Introduction

The *Activity Preparation & Refresher ToT Workshops* were held in the Federated States of Micronesia (FSM) in Pohnpei (24-27 July, 2018) and Chuuk (31 July-3 August, 2018) with the aim of *strengthening FSM's capacity to lead and manage local judicial/court development activities and to produce and show results*. The **outcomes** of workshops and visit were to:

- Plan and prepare to implement the approved *Leadership Incentive Fund (LIF) Project*.
- Develop awareness of FSM's *Access to Justice Plan*.
- Develop self-reliance and confidence in leading, designing, delivering, monitoring, and evaluating activities using established steps, processes, methods and tools.

The *Activity Preparation & Refresher ToT Workshop agenda* and the FSM Visit schedule are attached as **Annex A**.

The workshop was practical in focus and promoted participant interaction. It: discussed and refined the planning to ensure the smooth implementation of the LIF Project activities; developed participant's awareness and understanding of FSM's newly developed Access to Justice Plan (see **Annex B**); supported participants to develop monitoring and evaluation frameworks to allow them to understand and track and demonstrate change or

results over time; and supported those participants that will act as local FSM faculty in the State-based Access to Justice training to develop their understanding of effective techniques of adult learning. At the conclusion of the workshop, participants had developed comprehensive session plans for four topics to be used in the access to justice training, namely:

1. *Court Structure, Roles and Responsibilities* - focussing on: Constitution; jurisdiction; independence; structure; court functions; and roles and responsibilities of judges and clerks.
2. *Community Outreach on the New Domestic Violence Legislation* - focussing on: what are your rights (victims and defendants); who can help if you have a problem; and key local contacts to support victims.
3. *Community Roles & Responsibilities with regards to Human Trafficking* - focussing on: Prevention; Protection; Prosecution; and Partnerships (the 4 P's).
4. *Reporting Crimes* - focussing on: what matters should be reported; what process to follow when reporting; and how to overcome obstacles to reporting (culture, family, 'fear').

"I strongly believe that the workshop is very helpful and has expanded my comfort zone and understanding of Access to Justice. Previously I thought that only lawyers were concerned with Access to Justice, but I now know that everyone has a responsibility to ensure Access to Justice."

Participant's Feedback

B. Statistics - Combined for Both Workshops

A total of 34 participants participated in both workshops (18 in Pohnpei and 16 in Chuuk). 50% (17 of 34) were female. The participants' lists are found in **Annex C**.

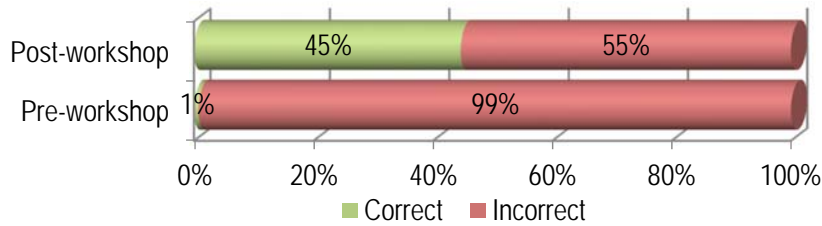
Participants completed a pre-/post-training survey which: assessed the level of prior knowledge;



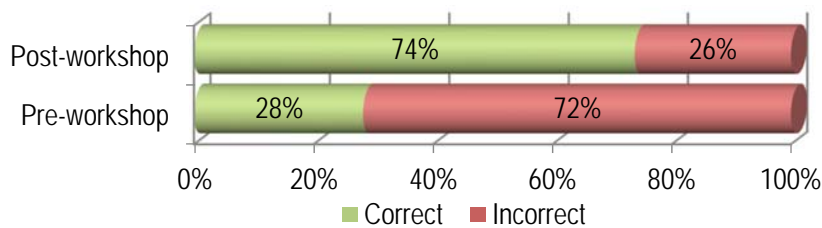
provided a comparative assessment of knowledge on completion of the course for the purposes of measuring any gains and improvements; and gathered perceptions of participants' satisfaction with the course. The survey questions are found in **Annex D**.

Knowledge Gained: Participants were asked a series of knowledge-based questions to ascertain their understanding of key concepts presented and discussed during the training. Of the conforming responses received to both pre-/post-training surveys, a demonstrated **average overall increase in knowledge gained of 847%** was shown. Results against individual learning outcome areas were:

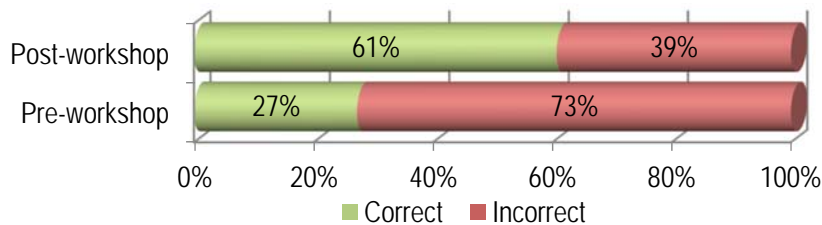
a) Learning styles/preferences for adult learners:



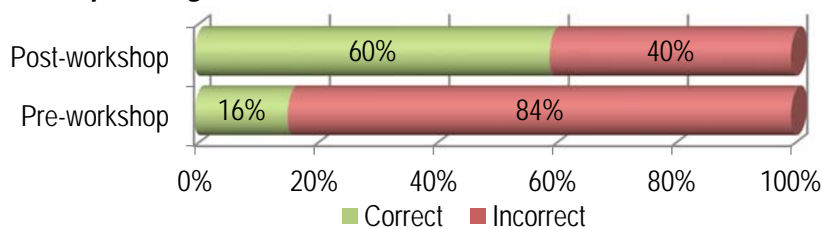
b) Presentation techniques when training a group of learners:



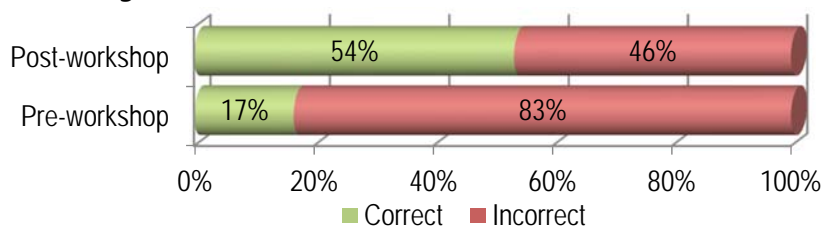
c) Learning outcomes:



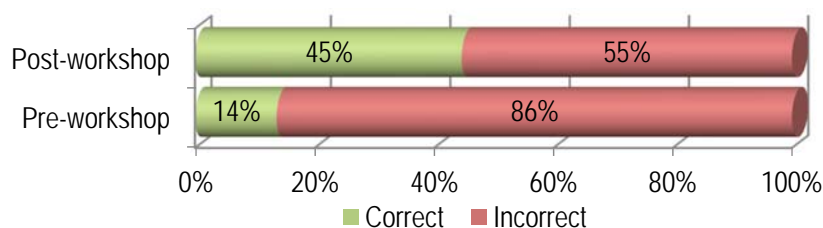
d) Session planning:



e) Monitoring and when it is undertaken?



f) **Evaluation and when it is undertaken?**



Quality and satisfaction assessment: Participants were asked to assess the quality and value of the training and their satisfaction with the workshops. Participants’ rated their **overall satisfaction** across all aspects of the workshops at **87.69%**, demonstrating that participants were very satisfied with the training. Participants’ satisfaction with each element of the course was rated as follows:¹

“I learned to be a champion for access to justice through the Pacific Judicial Strengthening Initiative training.”

Participant’s Feedback

- Achievement of the workshop’s aims and objectives - 76.92%
- Relevance and usefulness of the resources/materials received - 88.46%
- Relevance and usefulness of the workshop - 89.74%
- Presentation, participation and effectiveness of the facilitators - 92.31%
- Overall satisfaction with the *Activity Preparation & Refresher ToT Workshops* - 91.03%

Pre-/Post-training self-assessment: **Over 88%** of all participants rated themselves as ‘More’ or ‘Much More’ confident in managing and facilitating the planned State-level Access to Justice Training, after the workshop. As such, the workshop achieved its outcome to “...develop self-reliance and confidence in leading, designing, delivering, monitoring, and evaluating activities using established steps, processes, methods and tools.”

The post-workshop assessments and a summary of text-based responses received are attached in **Annex E**, for reference.

C. Discussion

Participants indicated that the structure, content and format of the workshops worked well, notably:

- The approach of presenting and building awareness of the National Supreme Court’s LIF Project and Access to Justice Plan was seen as positive. Participants greatly valued the opportunity to develop a better understanding of: the innovative approach that the Court was developing to improve access to justice for marginalised individuals; participant’s roles and responsibilities with regards to promoting improved access; and gaining practical assistance and knowledge in monitoring and evaluation.
- Using the development of State-based access to justice training sessions to frame and contextualise the individual and group activities undertaken throughout the *Activity*

¹ Based on a response rate of 93%



Preparation & Refresher ToT Workshop was seen as valuable. This made the workshop more meaningful and useful, as well as giving the FSM National Supreme Court a framework and draft session materials for the State-based Access to Justice Training planned under the approved LIF Project.

- For future workshops, selection of participants for ToT workshops might be refined so that these can develop training sessions related to their areas of personal expertise/knowledge.
- The allocation of ample time for participants to both develop and then present and refine draft session plans was seen as valuable by participants as it provided practical experience with the training development and facilitation planning. The opportunity to have draft session plans critiqued by the peer group during the workshop was also seen as valuable as this was a further opportunity to practically embed participant understanding of the theoretical aspects of training and presentation.
- Training and practical discussions and group exercises on M&E - with a focus on the A2J Plan - was seen by participants as very valuable.

D. Conclusion

I would like to thank all those who participated in the *Activity Preparation & Refresher ToT Workshop* for their time, contributions, and support. In particular, I would like to thank Chief Justice Yamase for enabling this activity to be held in FSM, and the guidance, support, and inputs of Ms. Emeliana Musrasrik-Carl (Director), Mr. Daniel Rescue, Jr. (General Counsel) and the whole FSM Supreme Court team, without whom this visit and the two workshops would not have been possible. Kalangan!



Annex A: Visit Schedule & Workshop Agenda

Week One:

Sunday - 22 July, 2018

Arrive in Pohnpei

Monday - 23 July, 2018

Initial briefing/discussions with Ms. Emeliana J. Musrasrik-Carl (Director, Court Administration) Mr Daniel Rescue, Jr. (FSM Supreme Court General Counsel)

Final preparations for Activity Preparation & Refresher ToT (AP & Refresher ToT) Workshop and activities in Pohnpei and Chuuk

Tuesday-Friday - 24-27 July, 2018

AP & Refresher ToT Workshop, Pohnpei

Saturday & Sunday- 28-29 July, 2018

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Week Two:

Monday - 30 July, 2018

Travel to Chuuk

Final preparations for AP & Refresher ToT Workshop in Chuuk

Tuesday-Thursday - 31 July-2 August, 2018

AP & Refresher ToT Workshop, Chuuk

Friday - 3 August, 2018

Travel to Pohnpei

Exit briefings - Chief Justice Yamase, Associate Justice Beaulen Carl-Worswick, Mr Daniel Rescue, Jr. (FSM Supreme Court General Counsel), Mr Atarino Helieisar (Supreme Court Librarian)

Saturday & Sunday - 4 & 5 August, 2018

Depart Pohnpei



Activity Preparation & Refresher ToT Workshop (Pohnpei) - Workshop-at-a-Glance

Time	Day 1 24 July, 2018	Day 2 25 July, 2018	Day 3 26 July, 2018	Day 4 27 July, 2018
9:00-10:00	Session 1 - Welcome; workshop overview; and Our Role in Managing Change	Session 6 - LIF Project & A2J Plan - Monitoring and Evaluation (M&E): - Introduction to M&E concepts - <i>Group exercise</i> : Developing a M&E Framework (MEF) for the A2J Plan	Session 10 - Preparation of locally-led A2J Training Activities: <i>Group exercises</i> : - Session Plan development - Presentation of sessions/plans - Group feedback - Refinement of Session Plans	Session 14 - Preparation of locally-led A2J Training Activities: <i>Group exercises</i> (cont...)
10:00-10:30	Session 2 - LIF Project: Review of FSM's approved LIF Project [Emeliana J. Musrasrik-Carl]			
10:30-10:45	Morning Tea			
10:45-12:15	Session 3 - LIF Project: Planning and check-list development <i>Group Discussion</i> on roles, responsibilities, expectations	Session 7 - M&E for the LIF Project & A2J Plan: <i>Group exercise</i> : (cont...)	Session 11 - Preparation of locally-led A2J Training Activities: <i>Group exercises</i> (cont...)	Session 15 - Preparation of locally-led A2J Training Activities: <i>Group exercises</i> (cont...) - participant presentations
12:15-1:15	Lunch			
1:15-2:45	Session 4 - Presentation of FSM's Access to Justice (A2J) Plan [Emeliana J. Musrasrik-Carl]	Session 8 - Presentation of the FSM SC's Draft Annual Plan M&E for the A2J Plan <i>Group exercise</i> : Developing selected M&E Tools	Session 12 - Preparation of locally-led A2J Training Activities: <i>Group exercises</i> (cont...)	Session 16 - Preparation of locally-led A2J Training Activities: <i>Group exercises</i> (cont...) - participant presentations
2:45-3:00	Afternoon Tea			
3:00-4:30	Session 5 - FSM's A2J (cont...): <i>Group discussion</i> : objectives and implementation of the A2J Plan	Session 9 - LIF Project: Activity and Financial Reporting	Session 13 - Preparation of locally-led A2J Training Activities: <i>Group exercises</i> (cont...)	Session 17 - Summary & Wrap-up: - Workshop Summary - <i>Next steps</i> : Implementing A2J Plan - Workshop Close



Activity Preparation & Refresher ToT Workshop (Chuuk) - Workshop-at-a-Glance

Time	Day 1 31 July, 2018	Day 2 1 August, 2018	Day 3 2 August, 2018
9:00-10:00	Session 1 - Welcome; workshop overview; and Our Role in Managing Change	Session 6 - <i>Group Discussion</i> : Access to Justice and our roles & responsibilities in the Court	Session 10 - Preparation of locally-led A2J Training Activities: - <i>Group exercises</i> (cont...)
10:00-10:30	Session 2 - LIF Project: Review of FSM's approved LIF Project [Emeliana J. Musrasrik-Carl]		
10:30-10:45	Morning Tea		
10:45-12:15	Session 3 - Presentation of FSM's Access to Justice (A2J) Plan [Emeliana J. Musrasrik-Carl]	Session 7 - Preparation of locally-led A2J Training Activities: <i>Group exercises</i> : - Session Plan development - Presentation of selected sessions/plans - Group feedback - Refinement of Session Plans	Session 11 - Preparation of locally-led A2J Training Activities: <i>Group exercises</i> (cont...) - participant presentations
12:15-1:15	Lunch		
1:15-2:45	Session 4 - LIF Project and A2J Plan - Planning and preparations - Discussion	Session 8 - Preparation of locally-led A2J Training Activities: <i>Group exercises</i> (cont...)	Session 12 - Preparation of locally-led A2J Training Activities: - <i>Group exercises</i> (cont...) - participant presentations
2:45-3:00	Afternoon Tea		
3:00-4:30	Session 5 - LIF Project & A2J Plan - Monitoring and Evaluation (M&E): - Introduction to M&E concepts	Session 9 - Preparation of locally-led A2J Training Activities: <i>Group exercises</i> (cont...)	Session 13 - Summary & Wrap-up: - Workshop Summary - <i>Next steps</i> : Implementing A2J Plan



Annex B: FSM - Draft Access to Justice Plan (Draft - 24 July, 2018)



FSM SUPREME COURT ACCESS TO JUSTICE PLAN 2018

Introduction

The following Access to Justice Plan developed by the FSM Supreme Court in July 2018 serves as a guideline as to how the court can improve the administration of justice to the citizens of the FSM. This Plan has been developed in collaboration with the Pacific Judicial Strengthening Initiative (PJSI), through the Federal Court of Australia.

An Access to Justice training was conducted in May of 2017, where PJSI and FSM Supreme Court staffs went out into the local communities, government and non-governmental agencies, and met with interested stake-holders of our legal system to gather information on obstacles in the administration of justice.

Based on the data gathered, a one-week training was conducted with stake-holders, judges, and court staffs on ways of improving access to justice in the FSM. The next phase of this project is to identify ways in which the court can have a sustainable long-term plan to improve Access to Justice in the FSM.

Community Outreach

The FSM Supreme Court has developed the E-Filing system, which allows attorneys to file documents electronically. In also utilizing modern technology, the following is in place:

FSM Supreme Court website, FSM Law Libraries website, FSM LIS (Legal Information System) website:

Features case laws, statutes, rules, and regulations. The FSM Supreme Court website also has an interactive court calendar, updated news, and announcements. The reason these websites are in the Plan going forward, is that these sites need to be continuously updated and maintained.

Radio Broadcasts

Public announcements should be made in the local languages as to the services offered by the courts.



Printed Materials

Similar to the *Pro Se* Litigants brochure, brochures and flyers on the functions of the court will be made and distributed to visitors to the court, and when community outreach programs are conducted. The local FSM newspaper in regular circulation may also be utilized to take out ads for public information purposes.

Community Outreach

Currently, the FSM Supreme Court regularly hosts student groups that schedule visits to the court. These student groups range from elementary to high-school students. As part of the Access to Justice Plan, the court should make scheduled outreach visits to the schools (instead of waiting for them to come to us), women's groups, and other NGO's (Non-Governmental Organizations).

Training with Municipal & State Courts

Judges and Attorneys

The FSM Supreme Court realizes the independence of each level of the judiciaries, based on their respective Constitutions. However, because the common law and U.S. case laws serve as the foundation for most of the judiciaries, on-going trainings with each of the respective courts should be conducted for judges and attorneys.

Clerks and Administrative Staffs

Because most clerical and administrative duties are mostly uniform for the judiciaries, clerical and administrative trainings will be on going and can be conducted jointly.

Annual Report

Transparency and Information

The Annual Report is a transparency mechanism for the court. This report is submitted to the Executive and Legislative Branches, and is made accessible to the public on the court's website.

The report contains information, such as data on disposed and pending cases, meeting strategic and performance goals, and other relevant statistics. The significance of the report as applied to Access to Justice, is that it grants access as to what the court is doing, and identifies any areas of needed improvements.

On-going Project

Because this report is compiled and distributed annually, this will remain as an on-going project for the court. New statistics and data will be compiled on an annual basis and incorporated into the report for general distribution to the appropriate governmental agencies and to the public.

Human Trafficking & Domestic Violence

New Area

With the recent enactment of FSM Public Law 17-38 in 2017, Human Trafficking is a new area of law for the court, which will require continuous training. In February of 2017, the FSM Bi-annual Judicial Conference featured a section on the discussion of Human



Trafficking, where a representative from the International Organization for Migration (IOM) gave a presentation on various issues related to Human Trafficking.

The State of Pohnpei also recently passed its Domestic Violence law. Although most Domestic Violence matters are handled at the State level, it is that the FSM Supreme Court take the lead in trainings and activities related to this issue.

Future Activities

Further interactions with IOM, Women's Groups, and other NGO's is needed to be familiar with the various issues that arise with Human Trafficking and Domestic Violence. The court realizes that the laws of the FSM, for the most part, focuses mainly on the offenders of Human Trafficking and Domestic Violence and the punishment for these defendants. Often times, the victims are left without any assistance and support, making them a vulnerable section of the community.

The court may serve as a referral for these victims to NGO's who may focus on assistance for Human Trafficking and Domestic Violence victims. Memorandums of Understanding (MOU's) may be established between the court and certain NGO's to assist victims.

Translation of Enabling Rights Toolkit

The court is currently undertaking a project where the Enabling Rights Toolkit is being translated into the four (4) local languages of the FSM. Because of the geographic, linguistic, and cultural differences between the FSM States, the translated toolkit will assist court users in utilizing the different functions and services provided by the court.

Court Infrastructure Improvement Projects

The courts in all four (4) States are undergoing renovations to be more accessible to court users. Improvements to courts in all four (4) states to accommodate people with disabilities.



Annex C: Activity Preparation & Refresher ToT Workshops - Participant / Facilitator List

Pohnpei Workshop →

Name	Position	Gender	Nature of Involvement
1. Emeliana Musrasrik-Carl	Director of Court Administration, FSM Supreme Court	F	Co-facilitator & Participant
2. Daniel Rescue, Jr.	General Counsel, FSM Supreme Court	M	Group-facilitator & Participant
3. Carleila C. Edgar	FSM Supreme Court, Pohnpei	F	Participant
4. Belan Yoma	FSM Supreme Court, Pohnpei	M	Participant
5. Atarino Helieisar	FSM Supreme Court, Pohnpei	M	Participant
6. Senda Helgen	FSM Supreme Court, Pohnpei	F	Participant
7. Joyleen Wichep	FSM Supreme Court, Pohnpei	F	Participant
8. Mayleen David	FSM Supreme Court, Pohnpei	F	Participant
9. Johnny Peter	FSM Supreme Court, Pohnpei	M	Participant
10. Harry Naruuhn	FSM Supreme Court, Chuuk	M	Participant
11. Lovelynn Berdon	FSM Supreme Court, Chuuk	F	Participant
12. Linson Waguk	FSM Supreme Court, Kosrae	M	Participant
13. Shrue Lonno	Kosrae State Court, Kosrae	F	Participant
14. Peter Garangmau	FSM Supreme Court, Yap	M	Participant
15. Craig Reffner	FSM Department of Justice	M	Participant
16. Anstain Ioanis	Pohnpei State Supreme Court	M	Participant
17. Jackson Luke	Pohnpei State Supreme Court	M	Participant
18. David Alfons	Pohnpei State Supreme Court	M	Participant
19. Lorenz Metzner	Pacific Judicial Strengthening Initiative	M	Lead Facilitator



Chuuk Workshop →

Name	Position	Gender	Nature of Involvement
1. Emeliena J. Musrasrik- Carl	Director of Court Administration, FSM Supreme Court	F	Co-facilitator
2. Daniel Rescue, Jr.	General Counsel, FSM Supreme Court	M	Co-facilitator & Participant
3. Samuel Bisalen	Chief of Operation, Department of Public Safety, Chuuk	M	Participant
4. Richella Dois	Intern, FSM Supreme Court	F	Participant
5. Sherry-Jane Edmond	Prosecutor, Office of the Attorney General, Chuuk State	F	Participant
6. Christopher Estaquio	Executive Director, Chuuk Chamber of Commerce	M	Participant
7. Jayleen Irons	Intern, FSM Supreme Court	F	Participant
8. J.K. Kaminaga	Prosecutor, Office of the Attorney General-Chuuk State	M	Participant
9. Isauo Kuena	Director of Court Administration- Chuuk State Supreme Court	M	Participant
10. Joanne Nakamura	Assistant Chief Clerk of Court, Chuuk State Supreme Court	F	Participant
11. Gina Nowell	Secretary Court Reporter - FSM Supreme Court	F	Participant
12. Xavier Maras	Administrative Officer Department of Public Safety, Chuuk	M	Participant
13. Achipen Martinez	Legal Assistant, Department of Justice	F	Participant
14. Atrina Mori Soichy	Secretary to Justice, FSM Supreme Court	F	Participant
15. Mori-M Mori	President, Chuuk Youth Council		Participant
16. Lucille Sain	Pacific Youth Board Member & PREL	F	Participant
17. Masiko Ann Sipenuk	Chief Clerk of Court, Chuuk State Supreme Court	F	Participant
18. Lorenz Metzner	Pacific Judicial Strengthening Initiative	M	Lead Facilitator



Annex D: Pre- / Post-workshop Assessments

- Question 1:* List up to four learning styles/preferences for adult learners:
- Question 2:* List three presentation techniques you can use when training a group of learners:
- Question 3:* What are the 'learning outcomes'?
- Question 4:* List three matters that should be included in a session plan:
- Question 5:* Can you describe what 'monitoring' is and when it is undertaken?
- Question 6:* Can you describe what 'evaluation' is and when it is undertaken?

After the Activity Preparation & Refresher ToT Workshop:

- Question 7:* After the workshop, how confident do you feel in managing or facilitating the Access to Justice (A2J) Training?
- Question 8:* Were the aims of the Workshop clear, and were they achieved?
- Question 9:* Was the information presented and discussed during the Workshop practical and useful to you?
- Question 10:* Were the materials / toolkits provided relevant and useful to you?
- Question 11:* Did you find that the facilitator and presentations were effective and allowed for adequate participation, discussion, and interaction?
- Question 12:* Overall, were you satisfied with the Activity Preparation & Refresher ToT Workshop?
- Question 13:* Briefly describe the most useful experience(s) of the Workshop:
- Question 14:* Briefly describe the least useful experience(s) of the Workshop:
- Question 15:* Do you wish to offer any other comments or suggestions for improving this Workshop?

Thank you for your time and assistance with completing this survey!



Annex E: Collation of Responses to Pre- and Post-workshop / Activity Surveys

Pohnpei Workshop →

Key Knowledge Area	Pre-workshop Correct	Post-workshop Correct	Improvement	
			Diff.	%
<i>Question 1:</i> List up to four learning styles/preferences for adult learners:	0	6	6	-
<i>Question 2:</i> List three presentation techniques you can use when training a group of learners:	15	31	16	107%
<i>Question 3:</i> What are the 'learning outcomes'?	4	7	3	75%
<i>Question 4:</i> List three matters that should be included in a session plan:	5	27	22	440%
<i>Question 5:</i> Can you describe what 'monitoring' is and when it is undertaken?	3.5	8	4.5	129%
<i>Question 6:</i> Can you describe what 'evaluation' is and when it is undertaken?	1	5.5	4.5	450%
Average Increase in Knowledge Gained:				240%

Question 7: After the workshop, how confident do you feel in managing or facilitating the Access to Justice (A2J) Training? 84.62% of respondents rated themselves 'More' or 'Much More' confident.

Question	Rating
<i>Question 8:</i> Were the aims of the Workshop clear, and were they achieved?	79.49%
<i>Question 9:</i> Was the information presented and discussed during the Workshop practical and useful to you?	89.74%
<i>Question 10:</i> Were the materials / toolkits provided relevant and useful to you?	87.18%
<i>Question 11:</i> Did you find that the facilitator and presentations were effective and allowed for adequate participation, discussion, and interaction?	92.31%
<i>Question 12:</i> Overall, were you satisfied with the Activity Preparation & Refresher ToT Workshop?	89.74%
Averaged Rating of Quality and Satisfaction:	87.69%

Question 13: Briefly describe the most useful experience(s) of the Workshop:

- The most useful experience of this workshop is the exercise on coming up with the session plan.
- Developing/Presenting on Session Plan



- The group session when come up with the topic, objectives & sub-topics
- Sharing experiences of different jurisdictions/participant
- I think the most useful experience is the group activity where everyone needs to take part and discuss/present ideas.
- learning how to present material
- The most useful experience of the workshop was the session plan on how to conduct A2J to the public
- The way the sessions are setup.
- The workshop in its entirety - from logistics to lunch.
- The most useful experience of workshop is when we got into groups and shared ideas and present our ideas as a team
- Different people sharing ideas to finish assignments
- the group presentation
- most useful experience for me is the M&E session, I learn The elements of each and when done do Monitoring & Evaluation

Question 14: Briefly describe the least useful experience(s) of the Workshop:

- the least useful experience I had is eating too much. I mean it's very important but not useful to my knowledge.
- The brainstorming when post it on the board.
- I think the least useful experience is nothing, everything seems useful to me.
- Too much material in too little time.
- Looking at the cards or pictures and describing how it relates to justice.
- Everything Are OKAY.
- Everything about the workshop, I find it very useful. Now I can go back and use it at my workplace.
- Least part is the tea breaks, less time is better in a workshop like this one. That more materials needed to be thought to participants.
- No comment/none x 10

Question 15: Do you wish to offer any other comments or suggestions for improving this Workshop?

- No. Am very well satisfied with how this workshop is been conducted.
- Yes, this workshop is great and hope it will involve the other jurisdiction.
- Thank you to Lorry + PJS!!!
- I strongly recommend more training such as this in the future.
- Everything was good.
- We need more of this kind in FSM.
- Not at this time.
- I just want to thank Mr. Lorenz for a job well done on this workshop. Thank you very much. I learned a lot from this workshop.
- Observation on the performances of the participants in the communities.
- More training days rather than just 4 days.



Chuuk Workshop →

Key Knowledge Area	Pre-workshop Correct	Post-workshop Correct	Improvement	
			Diff.	%
<i>Question 1:</i> List up to four learning styles/preferences for adult learners:	1	44	43	4,300%
<i>Question 2:</i> List three presentation techniques you can use when training a group of learners:	13	31	18	138%
<i>Question 3:</i> What are the 'learning outcomes'?	5	10	5	100%
<i>Question 4:</i> List three matters that should be included in a session plan:	10.5	23	12.5	119%
<i>Question 5:</i> Can you describe what 'monitoring' is and when it is undertaken?	2	7	5	250%
<i>Question 6:</i> Can you describe what 'evaluation' is and when it is undertaken?	3.5	7	3.5	100%
Average Increase in Knowledge Gained:				835%

Question 7: After the workshop, how confident do you feel in managing or facilitating the Access to Justice (A2J) Training? 92.31% of respondents rated themselves 'More' or 'Much More' confident.

Question	Rating
<i>Question 8:</i> Were the aims of the Workshop clear, and were they achieved?	74.36%
<i>Question 9:</i> Was the information presented and discussed during the Workshop practical and useful to you?	89.74%
<i>Question 10:</i> Were the materials / toolkits provided relevant and useful to you?	89.74%
<i>Question 11:</i> Did you find that the facilitator and presentations were effective and allowed for adequate participation, discussion, and interaction?	92.31%
<i>Question 12:</i> Overall, were you satisfied with the Activity Preparation & Refresher ToT Workshop?	92.31%
Averaged Rating of Quality and Satisfaction:	87.69%

Question 13: Briefly describe the most useful experience(s) of the Workshop:

- Mostly everything was very useful. I have definitely learned more through this training & feel more confident in discussing the contents of this workshop.
- Gain knowledge on how to develop a plan.
- I find the session planning activity very useful as it is one of the hardest part of what to do.
- 'KSA' was very useful because it is something new which will help me do a better/organised training.



- Creating and presenting session plan.
- Learning of the PJSI and the FSM A2J Plan.
- Easy Access to Justice, and understand more about my role as a clerk of Court, and other's responsibility (i.e. Bailiff etc).
- Access to A2J Plan.
- I've most experience learning about laws or justices and changes. I've learn ways in order to be access to justice.
- I now know how to make a session plan.
- Learn how to prepare and do a clear and knowledgeable workshop/training plan. Some useful Toolkits.
- Lesson learned based on what the commondator [sic] provided or made available.
- I find useful, the presentation of the four learning styles.
- Understanding 'why I do what I do' is more than before the workshop.

Question 14: Briefly describe the least useful experience(s) of the Workshop:

- Going over the annual report of the FSM court - I found it irrelevant to the training of trainers workshop.
- Not enough time to create a good session plan.
- How we see things differently.
- There are several least useful things we've been doing in the workshop which are, group activities (during presentation) and etc.
- Not enough needed materials to cover presentations.
- The least useful part was the idea of going through the entire court annual report. Highlighting key info would have been okay.
- Short/less days of training.
- None, I found everything useful.
- Nothing/none x 6.

Question 15: Do you wish to offer any other comments or suggestions for improving this Workshop?

- Thank you very much, *kinisou chapur* for all the useful lessons that you have taken your time to present to our Chuuk group.
- More time for practises.
- More time to do the ToT as I find it very useful and for the A2J Plan session to be more detailed on the actual plan.
- I liked how engaging yet relaxed this training has been. The facilitator did a great job!
- Longer workshop so presenters could complete and present full session plans.
- If the timing will be longer, it will be more appreciated.
- I'd like to say "THANK YOU"!!, to Mr. Lorenz and Mrs. Emy, for this wonderful workshop. I have experience a lot.
- No, I am happy and will want to attend more things like this.
- The time of the workshop should be increase to at least 5 days instead of 3 days
- I think more time for the group work sessions would be great.
- "Training-of-Trainers" training is different from the previous trainings I've gone through.



Annex F: Photographs with Captions

Pohnpei Workshop →



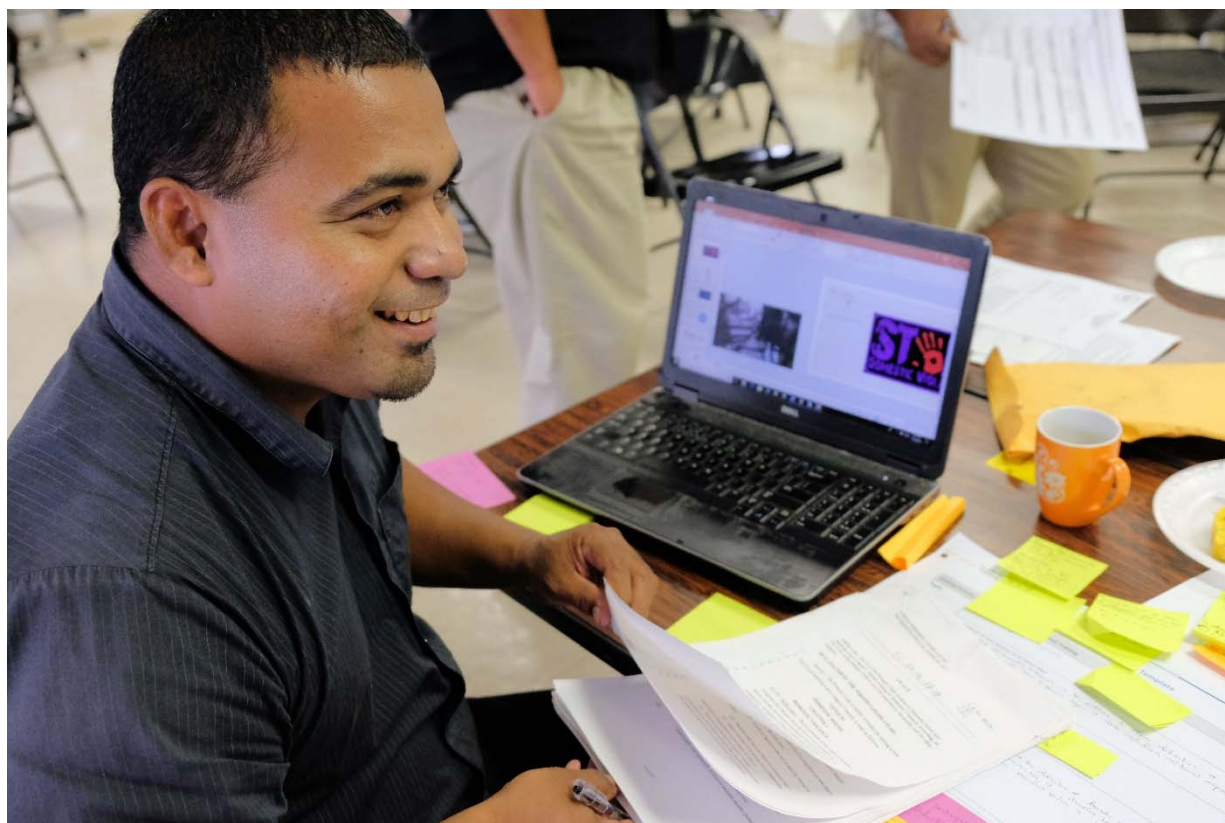
Front Row (left to right): Joyleen Wichep - *Secretary/Court Reporter*; Shrue Lonno - *Chief Clerk of Courts*, Lovelynn Berdon - *Secretary/Court Report*, Mayleen David - *Secretary/Court Reporter*, Cheryl Freeman - *Administrative Assistant*, Carleila Carl-Edgar - *Staff Attorney*, Emeliana J. Musrasrik-Carl - *Director of Court Administration*, Anstain Ioanis - *Chief Clerk of Courts*, Senda Helgen - *Deputy Chief Clerk*, Johnny Peter - *State Justice Ombudsman*, Peter Garangmau - *State Justice Ombudsman*.

Back Row (left to right): JJ Abrams - *Staff Attorney*, Craig Reffner - *Assistant Secretary of Justice*, Harry Naruuhn - *State Justice Ombudsman*, Lorenz Metzner - *PJSI Team Leader*, Atarino Helieisar - *Chief Librarian/Publications*, Jackson Luke - *Probation Officer*, Belan Yoma - *National Justice Ombudsman*, Linson Waguk - *State Justice Ombudsman*

Not shown: Daniel Rescue, Jr. - *General Counsel*, David Alfons - *Administrative Assistant*.







Chuuk Workshop →



Front Row left to right: Ms. Jayleen Irons - Intern, FSM Supreme Court; Ms. Richella Dois - Intern, FSM Supreme Court; Ms. Joanne Nakamura - Assistant Chief Clerk of Court, Chuuk State Supreme Court; Ms. Achipen Martinez - Legal Assistant, Department of Justice; Ms. Lucille Sain - Pacific Youth Board Member & PREL; Ms. Atrina Mori Soichy - Secretary to Justice, FSM Supreme Court; Ms. Emeliena J. Musrasrik- Carl - Director of Court



Administration, FSM Supreme Court; Ms. Gina Nowell - Secretary Court Reporter - FSM Supreme Court; Mr. Lorenz Metzner - Team Leader, PJSI

Back Row left to right: Mr. Daniel Rescue Jr - *General Counsel, FSM Supreme Court*; Mr. J.K. Kaminaga - *Prosecutor, Office of the Attorney General-Chuuk State*; Ms. Masiko Ann Sipenuk - *Chief Clerk of Court, Chuuk State Supreme Court*; Mr. Samuel Bisalen - *Chief of Operation - Department of Public Safety, Chuuk*; Mr. Isauo Kuenta - *Director of Court Administration - Chuuk State Supreme Court*; Mr. Xavier Maras - *Administrative Officer, Department of Public Safety, Chuuk*; Mr. Christopher Estaquio - *Executive Director, Chuuk Chamber of Commerce*

Not shown: Ms. Sherry-Jane Edmond - *Prosecutor, Office of the Attorney General, Chuuk State*; and Mr. Mori-M Mori - *President, Chuuk Youth Council*





