Performance Evaluation of the Public Defender, District XX

Term Ending: [date]
Report date: [date]

Introduction and Background

Enacted July 7, 2026, S.L. 2026-41, section 16.26, directs the Commission on Indigent Defense Services ("IDS Commission" or "Commission") to conduct performance evaluations of Chief Public Defenders whose terms are expiring. G.S. 7A-498.5 is amended to read in part:

> No later than three months prior to the end of a public defender's term pursuant to an appointment under G.S. 7A-498.7, the Commission shall submit to the senior resident superior court judge who is the appointing authority of that public defender a performance evaluation for that public defender.

The Commission was tasked with developing metrics to use in evaluating the performance of public defenders. Evaluations of individual public defenders are considered in closed session and adopted by a majority vote of a quorum of the Commission. All information pertaining to a public defender's performance evaluation is confidential, not a public record under G.S. 132-1, and is not subject to discovery or subpoena in a civil or criminal action. However, members of the General Assembly are permitted to inspect and examine performance evaluations.

Statutory Authority

- **Statutory authority for the office:** G.S. 7A-498.7 outlines North Carolina's defender districts and counties covered. District XX, consisting of XX County(ies), was established in [year] pursuant to [session law].
- **Evaluating body and its responsibilities:** The Commission on Indigent Defense Services was created in 2000 pursuant to S.L. 2000-144, the Indigent Defense Services Act. G.S. 7A-498.5 outlines the responsibilities of the IDS Commission. Pursuant to G.S. 7A-498.5(a), "[t]he Commission shall have as its principal purpose the development and improvement of programs by which the Office of Indigent Defense Services provides legal representation to indigent persons." The Commission consists of 13 appointed members who meet quarterly.

Section 1: Office Snapshot

Item	Detail
District number	[XX]
Counties covered	[county(ies)]
Legal Desert?	[Y/N]

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Item	Detail
Chief Public Defender	[name]
Date originally appointed	[date]
Date appointed to current term	[date]
Number of terms served	[#]
Number of physical offices	[#]
Office location(s)	[Address(es)]
Years office in effect	[year] – present [# of years]
Case types handled	[insert case types]
	social workers)
Does the Chief PD carry a caseload?	[Yes full/Yes partial/No]
Chief PD's community involvement/external engagements	[Committees, task forces, etc.]

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Staffing Breakdown

Position	Authorized	Filled	Vacant
Chief Public Defender	1	1	0
Assistant Public Defenders	[#]	[#]	[#]
Investigators	[#]	[#]	[#]
Legal Assistants	[#]	[#]	[#]
Administrative Assistants	[#]	[#]	[#]
Total	[#]	[#]	[#]

Vacancies and Recruitment Efforts

- **Current vacancies:** [Positions, length of time vacant]
- **Turnover over the evaluation period:** [Number of departures, reasons if known]

- **Recruitment strategies:** [Job fairs, law school outreach, loan repayment, salary supplements, etc.]

Section 2: Case Data

2.1 Case Assignments, Dispositions, and Farmouts

Measure	Value
Adult criminal cases assigned in [fiscal year]	[#]
Adult criminal cases disposed in [fiscal year]	[#]
Percentage of adult criminal caseload covered by office	[%]
Adult criminal cases assigned to private appointed counsel in [fiscal year]	[#]

Section 3: Stakeholder Surveys

Three stakeholder groups were identified as having insightful feedback regarding the performance of public defenders: staff (Assistant Public Defenders and Support Staff); judges; and PAC attorneys taking cases in the public defender's district. Each group received different surveys specific to their work with the Chief Public Defender, while the Chief Public Defender received a self-evaluation that included comparable measures to items on the other surveys. Each group was given a request to complete the survey within one week. Survey respondents were asked to score aspects of the Chief Public Defender using a Likert scale as follows:

- 1: Never
- 2: Rarely
- 3: Sometimes
- 4: Often
- 5: Consistently

3.1 Survey Results

This survey was sent to all members of the public defender's staff, including Assistant Public Defenders and support staff (administrative assistants, legal assistants, investigators, social workers).

[Insert survey results narrative]

[Insert survey results table]

Appendices

- Appendix A: Letter from Chief Public Defender (optional)