

From: [EOIR Director \(EOIR\)](#)
To: [All of Judges \(EOIR\)](#)
Subject: Immigration Judge Performance Metrics
Date: Friday, March 30, 2018
Attachments: [PWP Element 3 new.pdf](#)

Good afternoon,

As you have likely heard, EOIR has established new performance metrics for immigration judges. In advance of implementing these new metrics on October 1, 2018, I am happy to share them with you today (attached). The new metrics will be added to the current immigration judge Performance Work Plan at Job Element 3: Accountability for Organizational Results.

At the outset, I would like to encourage you to review the metrics in conjunction with Article 22 of the Collective Bargaining Agreement between EOIR and NAIJ. For example, Article 22.3.h. contains a number of relevant factors that will be taken into consideration when evaluating an immigration judge's performance against these metrics. Similarly, Article 22.5.d. requires the Agency to give an immigration judge the opportunity to provide input regarding his or her performance prior to rating the judge below Satisfactory in any element.

Article 22.4.c. requires the Agency to "make available on a routine basis reports necessary for the Judge to assess his or her performance based on any numerical standards imposed by the Agency." In an effort to ensure that you are able to track your performance against the metrics in real time, we are in the process of creating a performance dashboard that will enable each of you to see how you are performing in relation to the metrics. We anticipate that the dashboard will be available in April, and we will provide additional information about it at that time.

As for evaluating immigration judge performance, please note that we are changing the performance rating period to align with the fiscal year. This change is being made across the Agency for all employees. As a result of this realignment, the current rating period for immigration judges that began on July 1, 2017, will now end on September 30, 2019.

The purpose of announcing the metrics now is to give you an opportunity to become familiar with them and the performance dashboard, when it becomes available. On October 1, 2018, the Agency plans to begin reviewing immigration judge performance in accordance with the new metrics. Subject to the terms of Article 22, when appraising performance for the 2017-2019 rating period, rating officials will take into consideration immigration judge performance as compared to the metrics from October 1, 2018, through September 30, 2019.

The impact and implementation of the metrics are subject to bargaining with NAIJ, so further details regarding the application of the metrics may be forthcoming.

Using metrics to evaluate performance is neither novel nor unique to EOIR. The purpose of implementing these metrics is to encourage efficient and effective case management while preserving immigration judge discretion and due process. I am confident that you will meet and surpass our high expectations. As always, I thank you for your hard work and dedication to the

mission of EOIR.

Sincerely,

James McHenry
Director