

**Schedule 1: Annual Performance Indicators & Targets for Kenya Judiciary Academy**

PERFORMANCE INDICATORS	Unit of measure	Weight	Baseline 2020/21	Target 2021/22
<b>A. CORE MANDATE</b>				
<b>A1. JUDICIAL EDUCATION AND TRAINING</b>				
1) Develop course specific training curricula and manuals in line with KJA curriculum	%	6		100
2) Develop annual training master calendar	No.	3		1
3) Operationalize the e-learning platform for training modules	%	4		100
4) Develop self-paced learning modules for the e-learning platform	%	4		100
5) Implement the master calendar	Report	5		1
6) Hold Annual colloquia for Judges and Judicial officers	Report	4		1
7) Monitor and evaluate training programs	Report	4		1
<b>Sub-Total</b>		<b>30</b>		
<b>A2. RESEARCH AND ADVISORY SERVICES</b>				
1) Finalize Development of Partnership and Linkages Policy	%	5		100
2) Finalize development of Methodology for Training of Judicial Trainers	%	5		100
3) Finalize development of Trainings Monitoring and Evaluation Framework	%	5		100
4) Develop Curriculum for Training at KJA	%	5		100
5) Finalize development of Judicial Performance Evaluation Tool (JPE)	%	5		100
<b>Sub-total</b>		<b>25</b>		
<b>A3. STRATEGIC PARTNERSHIPS AND ALLIANCES</b>				
1) Maintenance Strengthening of Partnerships and Linkages	Report	5		1
<b>Sub-total</b>		<b>5</b>		
<b>A4. INSTITUTIONAL CAPACITY DEVELOPMENT</b>				
1) Coordinate implementation of Performance Management Systems	%	5		100
2) Development of ERP System and ICT Policy at KJA	%	5		100
<b>Sub-Total</b>		<b>10</b>		
<b>TOTAL</b>		<b>70</b>		
<b>B. FINANCIAL PERSPECTIVE</b>				
1) Compliance with the allocated budget	%	2		100
2) Compliance with Procurement and Financial regulations and policies	Report	3		1
3) Utilization of the allocated funds as per AWP	%	3		100
4) Implement Audit Reports Recommendations	Report	2		1
<b>Sub-total</b>		<b>10</b>		
<b>C. CUSTOMER PERSPECTIVE</b>				
1) Monitor compliance with the Service Delivery Charter	Report	5		1
<b>Sub-total</b>		<b>5</b>		
<b>D. INNOVATION &amp; LEARNING PERSPECTIVE</b>				
1) Competency development	No.	5		10
2) Service delivery Innovation	No.	5		1
<b>Sub-total</b>		<b>10</b>		
<b>E. INTERNAL PROCESSES</b>				
1) Improve employee wellness	Report	4		1
2) Corruption eradication	Report	1		1