

Judges are evaluated by survey on their judicial performance midway through their term and prior to their retention election. Beginning in 2022, their survey evaluations include midterm and retention feedback. Newly appointed judges serve a two-year term and are evaluated prior to their retention election. The composite percentage table is an average of all evaluators who rated the judge "superior", "very good", or "satisfactory" in each of the Commission's evaluation categories. Some evaluators select "Can't Rate" on the questionnaire affecting the average response number within their respondent category. The JPR Commission votes whether a judge "Meets" or "Does Not Meet" Judicial Performance Standards, based on the survey information and any other information submitted by the public or the judge. Further information on the judges and justices can be found on each court's website.

**Commission on Judicial Performance Review  
Composite Percentage - Average of all Evaluation Categories**

**Superior Court in Maricopa County**

**Hon. Michael D. Gordon**

<b>2024</b>		
<b>Evaluation Category</b>	Total Survey Responses	Average Percentage of Satisfactory or Above
Legal Ability	91	97%
Integrity	161	99%
Communication Skills	172	98%
Judicial Temperament	178	98%
Administrative Performance	177	96%
Settlement Activities	28	100%

Responses based upon 186 returned survey questionnaires from a distribution of 627 questionnaires. Survey respondents may not necessarily answer all survey questions.

ARIZONA COMMISSION ON JUDICIAL PERFORMANCE REVIEW

Superior Court

Name of Judge: **Hon. Michael D. Gordon** Total Surveys: 174 Assignment: Juvenile Cycle: 2021 & 2023

Name of Judge:	ATTORNEY					85		LIT/WIT/PRO PER					82		JUROR					7		
	SU	VG	SA	PO	UN	Resp	Mean	SU	VG	SA	PO	UN	Resp	Mean	SU	VG	SA	PO	UN	Resp	Mean	
<b>Hon. Michael D. Gordon</b>						<b>81</b>	<b>3.5</b>															
<b>Section I: Legal Ability</b>	<b>51</b>	<b>23</b>	<b>5</b>	<b>2</b>	<b>1</b>	<b>81</b>	<b>3.5</b>															
Legal reasoning ability	52	25	4	1	1	83	3.5															
Knowledge of substantive law	52	23	5	1	1	82	3.5															
Knowledge of rules of evidence	49	21	5	2	1	78	3.5															
Knowledge of rules of procedure	51	24	4	2	1	82	3.5															
<b>Section II: Integrity</b>	<b>59</b>	<b>10</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>73</b>	<b>3.7</b>	<b>38</b>	<b>22</b>	<b>11</b>	<b>1</b>	<b>0</b>	<b>71</b>	<b>3.3</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>7</b>	<b>4.0</b>
Basic fairness and impartiality	60	16	5	1	1	83	3.6	38	19	12	8	1	78	3.1	7	0	0	0	0	0	7	4.0
Equal treatment regardless of race	59	10	4	0	1	74	3.7	39	25	13	0	0	77	3.3	6	0	0	0	0	0	6	4.0
Equal treatment regardless of gender	59	12	2	0	1	74	3.7	38	23	16	0	0	77	3.3	7	0	0	0	0	0	7	4.0
Equal treatment regardless of religion	58	8	2	0	1	69	3.8	36	20	7	0	0	63	3.5	7	0	0	0	0	0	7	4.0
Equal treatment regardless of national origin	59	10	2	0	0	71	3.8	38	21	9	0	0	68	3.4	7	0	0	0	0	0	7	4.0
Equal treatment regardless of disability	58	8	2	0	0	68	3.8	36	19	11	0	0	66	3.4	6	0	0	0	0	0	6	4.0
Equal treatment regardless of age	60	10	4	0	0	74	3.8	39	24	11	0	0	74	3.4	7	0	0	0	0	0	7	4.0
Equal treatment regardless of sexual orientation	58	7	2	0	0	67	3.8	36	20	8	0	0	64	3.4	6	0	0	0	0	0	6	4.0
Equal treatment regardless of economic status	59	9	4	1	0	73	3.7	38	24	12	1	1	76	3.3	7	0	0	0	0	0	7	4.0
<b>Section III: Communication Skills</b>	<b>54</b>	<b>18</b>	<b>5</b>	<b>1</b>	<b>0</b>	<b>79</b>	<b>3.6</b>	<b>37</b>	<b>26</b>	<b>11</b>	<b>2</b>	<b>1</b>	<b>76</b>	<b>3.3</b>	<b>6</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>7</b>	<b>3.8</b>
Clear and logical communications																						
Clear and logical oral communications and directions	51	22	8	1	0	82	3.5															
Clear and logical written decisions	51	16	5	1	0	73	3.6															
Gave all parties an adequate opportunity to be heard	61	16	3	2	0	82	3.7															
Explained proceedings (to the jury)								38	26	12	2	0	78	3.3	6	1	0	0	0	0	7	3.9
Explained reason for delays								35	26	10	2	1	74	3.2	6	0	1	0	0	0	7	3.7
Clearly explained the juror's responsibilities															6	1	0	0	0	0	7	3.9
<b>Section IV: Judicial temperament</b>	<b>62</b>	<b>15</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>82</b>	<b>3.7</b>	<b>40</b>	<b>21</b>	<b>14</b>	<b>3</b>	<b>1</b>	<b>79</b>	<b>3.2</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>7</b>	<b>4.0</b>
Understanding and compassion	64	12	6	0	0	82	3.7	40	19	17	2	1	79	3.2	7	0	0	0	0	0	7	4.0
Dignified	59	18	6	0	0	83	3.6	41	20	16	2	0	79	3.3	7	0	0	0	0	0	7	4.0
Courteous	65	12	5	0	0	82	3.7	41	22	13	3	0	79	3.3	7	0	0	0	0	0	7	4.0
Conduct that promotes public confidence in the court	62	15	4	1	1	83	3.6	41	21	11	4	2	79	3.2	7	0	0	0	0	0	7	4.0
Patient	60	18	1	0	1	80	3.7	37	24	13	4	0	78	3.2	7	0	0	0	0	0	7	4.0
<b>Section V: Administrative Performance</b>	<b>46</b>	<b>22</b>	<b>8</b>	<b>3</b>	<b>1</b>	<b>81</b>	<b>3.4</b>	<b>39</b>	<b>26</b>	<b>11</b>	<b>2</b>	<b>1</b>	<b>79</b>	<b>3.3</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>7</b>	<b>4.0</b>
Punctual in conducting proceedings	40	22	13	4	2	81	3.2	36	27	12	3	1	79	3.2	7	0	0	0	0	0	7	4.0
Maintained proper control of courtroom	44	25	8	5	0	82	3.3	40	26	11	1	1	79	3.3	7	0	0	0	0	0	7	4.0
Prompt in making rulings and rendering decisions	51	19	7	1	0	78	3.5															
Was prepared for the proceedings	58	22	2	1	0	83	3.7	40	25	10	3	1	79	3.3	7	0	0	0	0	0	7	4.0
Respectful treatment of staff																						
Cooperation with peers																						
Efficient management of calendar	39	24	12	4	1	80	3.2															
<b>Section VI: Settlement Activities</b>	<b>22</b>	<b>4</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>28</b>	<b>3.7</b>															
Appropriately promoted or conducted settlement	22	4	2	0	0	28	3.7															

UN=Unacceptable, PO=Poor,  
SA=Satisfactory, VG=Very Good,  
SU=Superior

Category summaries are averages and may not add up due to rounding.

Surveys were distributed to court users from 02/2021 -09/2023

ARIZONA COMMISSION ON JUDICIAL PERFORMANCE REVIEW

Superior Court

Name of Judge:	Total Surveys: 174					Assignment: Juvenile					Cycle: 2021 & 2023							
	ATTORNEY					85	LIT/WIT/PRO PER					82	JUROR					7
Hon. Michael D. Gordon	SU	VG	SA	PO	UN	Mean	SU	VG	SA	PO	UN	Mean	SU	VG	SA	PO	UN	Mean
<b>Section I: Legal Ability</b>	<b>63%</b>	<b>29%</b>	<b>6%</b>	<b>2%</b>	<b>1%</b>	<b>3.5</b>												
Legal reasoning ability	63%	30%	5%	1%	1%	3.5												
Knowledge of substantive law	63%	28%	6%	1%	1%	3.5												
Knowledge of rules of evidence	63%	27%	6%	3%	1%	3.5												
Knowledge of rules of procedure	62%	29%	5%	2%	1%	3.5												
<b>Section II: Integrity</b>	<b>81%</b>	<b>14%</b>	<b>4%</b>	<b>0%</b>	<b>1%</b>	<b>3.7</b>	<b>53%</b>	<b>30%</b>	<b>15%</b>	<b>1%</b>	<b>0%</b>	<b>3.3</b>	<b>100%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>4.0</b>
Basic fairness and impartiality	72%	19%	6%	1%	1%	3.6	49%	24%	15%	10%	1%	3.1	100%	0%	0%	0%	0%	4.0
Equal treatment regardless of race	80%	14%	5%	0%	1%	3.7	51%	32%	17%	0%	0%	3.3	100%	0%	0%	0%	0%	4.0
Equal treatment regardless of gender	80%	16%	3%	0%	1%	3.7	49%	30%	21%	0%	0%	3.3	100%	0%	0%	0%	0%	4.0
Equal treatment regardless of religion	84%	12%	3%	0%	1%	3.8	57%	32%	11%	0%	0%	3.5	100%	0%	0%	0%	0%	4.0
Equal treatment regardless of national origin	83%	14%	3%	0%	0%	3.8	56%	31%	13%	0%	0%	3.4	100%	0%	0%	0%	0%	4.0
Equal treatment regardless of disability	85%	12%	3%	0%	0%	3.8	55%	29%	17%	0%	0%	3.4	100%	0%	0%	0%	0%	4.0
Equal treatment regardless of age	81%	14%	5%	0%	0%	3.8	53%	32%	15%	0%	0%	3.4	100%	0%	0%	0%	0%	4.0
Equal treatment regardless of sexual orientation	87%	10%	3%	0%	0%	3.8	56%	31%	13%	0%	0%	3.4	100%	0%	0%	0%	0%	4.0
Equal treatment regardless of economic status	81%	12%	5%	1%	0%	3.7	50%	32%	16%	1%	1%	3.3	100%	0%	0%	0%	0%	4.0
<b>Section III: Communication Skills</b>	<b>69%</b>	<b>23%</b>	<b>7%</b>	<b>2%</b>	<b>0%</b>	<b>3.6</b>	<b>48%</b>	<b>34%</b>	<b>14%</b>	<b>3%</b>	<b>1%</b>	<b>3.3</b>	<b>86%</b>	<b>10%</b>	<b>5%</b>	<b>0%</b>	<b>0%</b>	<b>3.8</b>
Clear and logical communications																		
Clear and logical oral communications and directions	62%	27%	10%	1%	0%	3.5												
Clear and logical written decisions	70%	22%	7%	1%	0%	3.6												
Gave all parties an adequate opportunity to be heard	74%	20%	4%	2%	0%	3.7												
Explained proceedings (to the jury)							49%	33%	15%	3%	0%	3.3	86%	14%	0%	0%	0%	3.9
Explained reason for delays							47%	35%	14%	3%	1%	3.2	86%	0%	14%	0%	0%	3.7
Clearly explained the juror's responsibilities													86%	14%	0%	0%	0%	3.9
<b>Section IV: Judicial temperament</b>	<b>76%</b>	<b>18%</b>	<b>5%</b>	<b>0%</b>	<b>0%</b>	<b>3.7</b>	<b>51%</b>	<b>27%</b>	<b>18%</b>	<b>4%</b>	<b>1%</b>	<b>3.2</b>	<b>100%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>4.0</b>
Understanding and compassion	78%	15%	7%	0%	0%	3.7	51%	24%	22%	3%	1%	3.2	100%	0%	0%	0%	0%	4.0
Dignified	71%	22%	7%	0%	0%	3.6	52%	25%	20%	3%	0%	3.3	100%	0%	0%	0%	0%	4.0
Courteous	79%	15%	6%	0%	0%	3.7	52%	28%	16%	4%	0%	3.3	100%	0%	0%	0%	0%	4.0
Conduct that promotes public confidence in the court	75%	18%	5%	1%	1%	3.6	52%	27%	14%	5%	3%	3.2	100%	0%	0%	0%	0%	4.0
Patient	75%	23%	1%	0%	1%	3.7	47%	31%	17%	5%	0%	3.2	100%	0%	0%	0%	0%	4.0
<b>Section V: Administrative Performance</b>	<b>57%</b>	<b>28%</b>	<b>10%</b>	<b>4%</b>	<b>1%</b>	<b>3.4</b>	<b>49%</b>	<b>33%</b>	<b>14%</b>	<b>3%</b>	<b>1%</b>	<b>3.3</b>	<b>100%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>4.0</b>
Punctual in conducting proceedings	49%	27%	16%	5%	2%	3.2	46%	34%	15%	4%	1%	3.2	100%	0%	0%	0%	0%	4.0
Maintained proper control of courtroom	54%	30%	10%	6%	0%	3.3	51%	33%	14%	1%	1%	3.3	100%	0%	0%	0%	0%	4.0
Prompt in making rulings and rendering decisions	65%	24%	9%	1%	0%	3.5												
Was prepared for the proceedings	70%	27%	2%	1%	0%	3.7	51%	32%	13%	4%	1%	3.3	100%	0%	0%	0%	0%	4.0
Respectful treatment of staff																		
Cooperation with peers																		
Efficient management of calendar	49%	30%	15%	5%	1%	3.2												
<b>Section VI: Settlement Activities</b>	<b>79%</b>	<b>14%</b>	<b>7%</b>	<b>0%</b>	<b>0%</b>	<b>3.7</b>												
Appropriately promoted or conducted settlement	79%	14%	7%	0%	0%	3.7												

UN=Unacceptable, PO=Poor,  
 SA=Satisfactory, VG=Very Good,  
 SU=Superior

Category summaries are averages and may not add up due to rounding.

Surveys were distributed to court users from 02/2021 - 09/2023

ARIZONA COMMISSION ON JUDICIAL PERFORMANCE REVIEW

Superior Court

Name of Judge:	Total Surveys: 12					Fall 2023	
	PEER JUDGE					Total	Mean
Hon. Michael D. Gordon	EX	VG	AC	PO	FA		
<b>Section I: Legal Ability</b>	<b>9</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>10</b>	<b>4.9</b>
Decisions based on law and facts	9	1	0	0	0	10	4.9
Knowledge of rules of evidence	9	1	0	0	0	10	4.9
Knowledge of rules of procedure	9	1	0	0	0	10	4.9
<b>Section II: Integrity</b>	<b>8</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>10</b>	<b>4.8</b>
Unbiased and impartial	8	2	0	0	0	10	4.8
<b>Section III: Communication Skills</b>	<b>8</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>10</b>	<b>4.8</b>
Communication skills	8	2	0	0	0	10	4.8
<b>Section IV: Judicial temperament</b>	<b>9</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>10</b>	<b>4.9</b>
Conduct that promotes public confidence in the court and judge's ability	9	1	0	0	0	10	4.9
Respectful to all individuals	9	1	0	0	0	10	4.9
<b>Section V: Administrative Performance</b>	<b>8</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>10</b>	<b>4.8</b>
Works effectively with other judges	8	2	0	0	0	10	4.8
Works effectively with court personnel	8	2	0	0	0	10	4.8
Efficient management of calendar	7	3	0	0	0	10	4.7
Does a fair share of work	9	1	0	0	0	10	4.9

FA=Failing, PO=Poor,  
AC=Acceptable, VG=Very Good,  
EX=Excellent

Category summaries are averages and may not add up due to rounding.

Surveys were distributed to court  
users from 09/2023 - 11/2023

ARIZONA COMMISSION ON JUDICIAL PERFORMANCE REVIEW

Superior Court

Name of Judge:	Total Surveys: 12					Fall 2023
	PEER JUDGE					Mean
Hon. Michael D. Gordon	EX	VG	AC	PO	FA	
<b>Section I: Legal Ability</b>	<b>90%</b>	<b>10%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>4.9</b>
Decisions based on law and facts	90%	10%	0%	0%	0%	4.9
Knowledge of rules of evidence	90%	10%	0%	0%	0%	4.9
Knowledge of rules of procedure	90%	10%	0%	0%	0%	4.9
<b>Section II: Integrity</b>	<b>80%</b>	<b>20%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>4.8</b>
Unbiased and impartial	80%	20%	0%	0%	0%	4.8
<b>Section III: Communication Skills</b>	<b>80%</b>	<b>20%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>4.8</b>
Communication skills	80%	20%	0%	0%	0%	4.8
<b>Section IV: Judicial temperament</b>	<b>90%</b>	<b>10%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>4.9</b>
Conduct that promotes public confidence in the court and judge's ability	90%	10%	0%	0%	0%	4.9
Respectful to all individuals	90%	10%	0%	0%	0%	4.9
<b>Section V: Administrative Performance</b>	<b>80%</b>	<b>20%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>4.8</b>
Works effectively with other judges	80%	20%	0%	0%	0%	4.8
Works effectively with court personnel	80%	20%	0%	0%	0%	4.8
Efficient management of calendar	70%	30%	0%	0%	0%	4.7
Does a fair share of work	90%	10%	0%	0%	0%	4.9

FA=Failing, PO=Poor,  
AC=Acceptable, VG=Very Good,  
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Category summaries are averages and may not add up due to rounding.

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users from 09/2023 - 11/2023