

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 Pima County**

**Hon. Kellie L. Johnson**

<b>2024</b>		
<b>Evaluation Category</b>	Total Survey Responses	Average Percentage of Satisfactory or Above
Legal Ability	62	90%
Integrity	141	97%
Communication Skills	170	94%
Judicial Temperament	182	96%
Administrative Performance	178	97%
Administrative Skills	6	100%
Settlement Activities	24	88%

Responses based upon 192 returned survey questionnaires from a distribution of 762 questionnaires. Survey respondents may not necessarily answer all survey questions.

ARIZONA COMMISSION ON JUDICIAL PERFORMANCE REVIEW

Superior Court

Name of Judge: **Hon. Kellie L. Johnson** Total Surveys: 185 Assignment: Civil Cycle: 2021 & 2023

Name of Judge:	ATTORNEY					76		LIT/WIT/PRO PER					52		JUROR					57		
	SU	VG	SA	PO	UN	Resp	Mean	SU	VG	SA	PO	UN	Resp	Mean	SU	VG	SA	PO	UN	Resp	Mean	
<b>Hon. Kellie L. Johnson</b>																						
<b>Section I: Legal Ability</b>	<b>33</b>	<b>17</b>	<b>5</b>	<b>5</b>	<b>2</b>	<b>62</b>	<b>3.2</b>															
Legal reasoning ability	34	18	5	5	2	64	3.2															
Knowledge of substantive law	32	19	5	5	2	63	3.2															
Knowledge of rules of evidence	32	16	3	3	2	56	3.3															
Knowledge of rules of procedure	35	15	8	5	1	64	3.2															
<b>Section II: Integrity</b>	<b>32</b>	<b>8</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>43</b>	<b>3.6</b>	<b>25</b>	<b>8</b>	<b>2</b>	<b>1</b>	<b>2</b>	<b>39</b>	<b>3.4</b>	<b>48</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>52</b>	<b>3.9</b>	
Basic fairness and impartiality	40	17	4	5	1	67	3.3	28	12	2	1	4	47	3.3	50	5	0	1	0	56	3.9	
Equal treatment regardless of race	31	8	1	0	1	41	3.7	27	8	3	0	2	40	3.5	49	5	0	0	0	54	3.9	
Equal treatment regardless of gender	32	9	3	2	1	47	3.5	27	9	2	1	1	40	3.5	49	5	0	0	0	54	3.9	
Equal treatment regardless of religion	29	4	1	0	1	35	3.7	24	8	2	0	2	36	3.4	46	3	0	0	0	49	3.9	
Equal treatment regardless of national origin	30	7	1	0	1	39	3.7	25	9	2	1	1	38	3.5	48	5	0	0	0	53	3.9	
Equal treatment regardless of disability	30	5	1	0	1	37	3.7	23	8	2	1	2	36	3.4	47	4	0	0	0	51	3.9	
Equal treatment regardless of age	33	8	2	0	1	44	3.6	27	8	3	0	2	40	3.5	49	5	0	0	0	54	3.9	
Equal treatment regardless of sexual orientation	29	4	1	0	1	35	3.7	23	7	2	0	2	34	3.4	44	4	0	0	0	48	3.9	
Equal treatment regardless of economic status	31	8	1	0	1	41	3.7	25	7	3	1	1	37	3.5	47	4	0	0	0	51	3.9	
<b>Section III: Communication Skills</b>	<b>40</b>	<b>14</b>	<b>5</b>	<b>4</b>	<b>1</b>	<b>64</b>	<b>3.4</b>	<b>27</b>	<b>5</b>	<b>7</b>	<b>1</b>	<b>3</b>	<b>42</b>	<b>3.3</b>	<b>56</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>57</b>	<b>4.0</b>	
Clear and logical communications																						
Clear and logical oral communications and directions	42	16	4	6	1	69	3.3															
Clear and logical written decisions	35	8	2	6	1	52	3.3															
Gave all parties an adequate opportunity to be heard	43	18	8	1	1	71	3.4															
Explained proceedings (to the jury)								31	6	5	2	2	46	3.3	56	0	1	0	0	57	4.0	
Explained reason for delays								23	3	8	0	3	37	3.2	56	0	0	1	0	57	3.9	
Clearly explained the juror's responsibilities															56	0	0	1	0	57	3.9	
<b>Section IV: Judicial temperament</b>	<b>44</b>	<b>16</b>	<b>7</b>	<b>2</b>	<b>1</b>	<b>70</b>	<b>3.4</b>	<b>33</b>	<b>9</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>49</b>	<b>3.4</b>	<b>55</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>57</b>	<b>4.0</b>	
Understanding and compassion	40	16	8	3	1	68	3.3	31	11	1	2	3	48	3.4	55	2	0	0	0	57	4.0	
Dignified	45	16	8	1	1	71	3.5	31	11	4	1	2	49	3.4	55	2	0	0	0	57	4.0	
Courteous	47	15	7	1	1	71	3.5	35	8	3	1	2	49	3.5	55	2	0	0	0	57	4.0	
Conduct that promotes public confidence in the court	44	14	6	1	3	68	3.4	36	7	2	2	3	50	3.4	55	2	0	0	0	57	4.0	
Patient	42	19	5	3	1	70	3.4	34	10	2	2	2	50	3.4	54	3	0	0	0	57	3.9	
<b>Section V: Administrative Performance</b>	<b>41</b>	<b>18</b>	<b>8</b>	<b>1</b>	<b>1</b>	<b>69</b>	<b>3.4</b>	<b>30</b>	<b>11</b>	<b>3</b>	<b>0</b>	<b>3</b>	<b>47</b>	<b>3.4</b>	<b>54</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>56</b>	<b>4.0</b>	
Punctual in conducting proceedings	39	24	7	0	1	71	3.4	31	12	4	0	2	49	3.4	53	3	0	0	0	56	3.9	
Maintained proper control of courtroom	41	19	7	1	1	69	3.4	28	11	3	0	3	45	3.4	54	2	0	0	0	56	4.0	
Prompt in making rulings and rendering decisions	41	15	11	1	1	69	3.4															
Was prepared for the proceedings	43	17	7	2	2	71	3.4	31	9	3	0	3	46	3.4	54	2	0	0	0	56	4.0	
Respectful treatment of staff																						
Cooperation with peers																						
Efficient management of calendar	40	16	6	1	1	64	3.5															
<b>Section VI: Settlement Activities</b>	<b>16</b>	<b>4</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>24</b>	<b>3.3</b>															
Appropriately promoted or conducted settlement	16	4	1	2	1	24	3.3															

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: 185					Assignment: Civil					Cycle: 2021 & 2023								
	ATTORNEY					76	LIT/WIT/PRO PER					52	JUROR					57	
Hon. Kellie L. Johnson	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>54%</b>	<b>28%</b>	<b>9%</b>	<b>7%</b>	<b>3%</b>	<b>3.2</b>													
Legal reasoning ability	53%	28%	8%	8%	3%	3.2													
Knowledge of substantive law	51%	30%	8%	8%	3%	3.2													
Knowledge of rules of evidence	57%	29%	5%	5%	4%	3.3													
Knowledge of rules of procedure	55%	23%	13%	8%	2%	3.2													
<b>Section II: Integrity</b>	<b>74%</b>	<b>18%</b>	<b>4%</b>	<b>2%</b>	<b>2%</b>	<b>3.6</b>	<b>66%</b>	<b>22%</b>	<b>6%</b>	<b>1%</b>	<b>5%</b>	<b>3.4</b>	<b>91%</b>	<b>9%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>3.9</b>	
Basic fairness and impartiality	60%	25%	6%	7%	1%	3.3	60%	26%	4%	2%	9%	3.3	89%	9%	0%	2%	0%	3.9	
Equal treatment regardless of race	76%	20%	2%	0%	2%	3.7	68%	20%	8%	0%	5%	3.5	91%	9%	0%	0%	0%	3.9	
Equal treatment regardless of gender	68%	19%	6%	4%	2%	3.5	68%	23%	5%	3%	3%	3.5	91%	9%	0%	0%	0%	3.9	
Equal treatment regardless of religion	83%	11%	3%	0%	3%	3.7	67%	22%	6%	0%	6%	3.4	94%	6%	0%	0%	0%	3.9	
Equal treatment regardless of national origin	77%	18%	3%	0%	3%	3.7	66%	24%	5%	3%	3%	3.5	91%	9%	0%	0%	0%	3.9	
Equal treatment regardless of disability	81%	14%	3%	0%	3%	3.7	64%	22%	6%	3%	6%	3.4	92%	8%	0%	0%	0%	3.9	
Equal treatment regardless of age	75%	18%	5%	0%	2%	3.6	68%	20%	8%	0%	5%	3.5	91%	9%	0%	0%	0%	3.9	
Equal treatment regardless of sexual orientation	83%	11%	3%	0%	3%	3.7	68%	21%	6%	0%	6%	3.4	92%	8%	0%	0%	0%	3.9	
Equal treatment regardless of economic status	76%	20%	2%	0%	2%	3.7	68%	19%	8%	3%	3%	3.5	92%	8%	0%	0%	0%	3.9	
<b>Section III: Communication Skills</b>	<b>63%</b>	<b>22%</b>	<b>7%</b>	<b>7%</b>	<b>2%</b>	<b>3.4</b>	<b>65%</b>	<b>11%</b>	<b>16%</b>	<b>2%</b>	<b>6%</b>	<b>3.3</b>	<b>98%</b>	<b>0%</b>	<b>1%</b>	<b>1%</b>	<b>0%</b>	<b>4.0</b>	
Clear and logical communications																			
Clear and logical oral communications and directions	61%	23%	6%	9%	1%	3.3													
Clear and logical written decisions	67%	15%	4%	12%	2%	3.3													
Gave all parties an adequate opportunity to be heard	61%	25%	11%	1%	1%	3.4													
Explained proceedings (to the jury)							67%	13%	11%	4%	4%	3.3	98%	0%	2%	0%	0%	4.0	
Explained reason for delays							62%	8%	22%	0%	8%	3.2	98%	0%	0%	2%	0%	3.9	
Clearly explained the juror's responsibilities													98%	0%	0%	2%	0%	3.9	
<b>Section IV: Judicial temperament</b>	<b>63%</b>	<b>23%</b>	<b>10%</b>	<b>3%</b>	<b>2%</b>	<b>3.4</b>	<b>68%</b>	<b>19%</b>	<b>5%</b>	<b>3%</b>	<b>5%</b>	<b>3.4</b>	<b>96%</b>	<b>4%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>4.0</b>	
Understanding and compassion	59%	24%	12%	4%	1%	3.3	65%	23%	2%	4%	6%	3.4	96%	4%	0%	0%	0%	4.0	
Dignified	63%	23%	11%	1%	1%	3.5	63%	22%	8%	2%	4%	3.4	96%	4%	0%	0%	0%	4.0	
Courteous	66%	21%	10%	1%	1%	3.5	71%	16%	6%	2%	4%	3.5	96%	4%	0%	0%	0%	4.0	
Conduct that promotes public confidence in the court	65%	21%	9%	1%	4%	3.4	72%	14%	4%	4%	6%	3.4	96%	4%	0%	0%	0%	4.0	
Patient	60%	27%	7%	4%	1%	3.4	68%	20%	4%	4%	4%	3.4	95%	5%	0%	0%	0%	3.9	
<b>Section V: Administrative Performance</b>	<b>59%</b>	<b>26%</b>	<b>11%</b>	<b>1%</b>	<b>2%</b>	<b>3.4</b>	<b>64%</b>	<b>23%</b>	<b>7%</b>	<b>0%</b>	<b>6%</b>	<b>3.4</b>	<b>96%</b>	<b>4%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>4.0</b>	
Punctual in conducting proceedings	55%	34%	10%	0%	1%	3.4	63%	24%	8%	0%	4%	3.4	95%	5%	0%	0%	0%	3.9	
Maintained proper control of courtroom	59%	28%	10%	1%	1%	3.4	62%	24%	7%	0%	7%	3.4	96%	4%	0%	0%	0%	4.0	
Prompt in making rulings and rendering decisions	59%	22%	16%	1%	1%	3.4													
Was prepared for the proceedings	61%	24%	10%	3%	3%	3.4	67%	20%	7%	0%	7%	3.4	96%	4%	0%	0%	0%	4.0	
Respectful treatment of staff																			
Cooperation with peers																			
Efficient management of calendar	63%	25%	9%	2%	2%	3.5													
<b>Section VI: Settlement Activities</b>	<b>67%</b>	<b>17%</b>	<b>4%</b>	<b>8%</b>	<b>4%</b>	<b>3.3</b>													
Appropriately promoted or conducted settlement	67%	17%	4%	8%	4%	3.3													

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

ARIZONA COMMISSION ON JUDICIAL PERFORMANCE REVIEW

Presiding Judges

Name of Judge:	Total Surveys: 7							Fall 2023							
	ALL RESPONDENTS					Total	Mean	ALL RESPONDENTS					Total	Mean	
Hon. Kellie L. Johnson	SU	VG	SA	PO	UN			SU	VG	SA	PO	UN			
<b>Section I: Integrity</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>7</b>	<b>4.0</b>	<b>Section IV: Administrative Performance</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>7</b>	<b>4.0</b>
Exhibits professional conduct	7	0	0	0	0	7	4.0	Is well informed on all phases of work	7	0	0	0	0	7	4.0
Exhibits equal treatment to all	7	0	0	0	0	7	4.0	Is willing to make difficult decisions	6	0	0	0	0	6	4.0
Exhibits fairness and impartiality	7	0	0	0	0	7	4.0	Is punctual	6	1	0	0	0	7	3.9
Exhibits personal integrity	7	0	0	0	0	7	4.0	Makes decisions in a timely manner	6	0	0	0	0	6	4.0
Exhibits conduct that promotes public confidence in the court and the judge's ability	7	0	0	0	0	7	4.0	Is resourceful in resolving problems	6	1	0	0	0	7	3.9
<b>Section II: Communication Skills</b>	<b>6</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>7</b>	<b>3.9</b>	Exhibits impartiality in administrative decisions	7	0	0	0	0	7	4.0
Gives clear and logical oral communications/directions	6	1	0	0	0	7	3.9	Makes reasonable and prudent judicial assignments	6	0	0	0	0	6	4.0
Listens effectively	5	2	0	0	0	7	3.7	Exhibits impartiality in making judicial assignments	6	0	0	0	0	6	4.0
Keeps everyone appropriately informed	6	1	0	0	0	7	3.9	Exhibits impartiality in allocation of resources	6	0	0	0	0	6	4.0
Produces clear and logical written communication	6	1	0	0	0	7	3.9	Provides for appropriate training for judges and staff	7	0	0	0	0	7	4.0
Responds in a timely manner	7	0	0	0	0	7	4.0	Asks for input before reaching decisions	7	0	0	0	0	7	4.0
<b>Section III: Temperament</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>6</b>	<b>4.0</b>	Works diligently	7	0	0	0	0	7	4.0
Is patient	6	0	0	0	0	6	4.0	Considers and implements change	7	0	0	0	0	7	4.0
Is courteous	6	0	0	0	0	6	4.0	Displays organizational integrity	6	0	0	0	0	6	4.0
Is accessible	6	0	0	0	0	6	4.0	<b>Section V: Administrative Skills</b>	<b>5</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>6</b>	<b>3.9</b>
Responds appropriately to the circumstance	6	0	0	0	0	6	4.0	Establishes a clear focus for projects for which he/she is responsible	4	3	0	0	0	7	3.6
								Has the ability to identify and analyze relevant issues	6	1	0	0	0	7	3.9
								Accurately assesses and attempts to secure the resources necessary for the effective	6	0	0	0	0	6	4.0
								Accepts and incorporates diversity	5	0	0	0	0	5	4.0
								Coaches and develops others	6	0	0	0	0	6	4.0
								Cooperates with peers	7	0	0	0	0	7	4.0
								Cooperates with staff	3	1	0	0	0	4	3.8
								Effectively delegates responsibility	5	1	0	0	0	6	3.8
								Creates a cooperative environment	6	1	0	0	0	7	3.9

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

ARIZONA COMMISSION ON JUDICIAL PERFORMANCE REVIEW

Presiding Judges

Name of Judge:

Total Surveys: 7

Fall 2023

Name of Judge:	ALL RESPONDENTS						Mean	Section	ALL RESPONDENTS						Mean
	SU	VG	SA	PO	UN	SU			VG	SA	PO	UN			
Hon. Kellie L. Johnson															
<b>Section I: Integrity</b>	<b>100%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>4.0</b>	<b>Section IV: Administrative Performance</b>	<b>98%</b>	<b>2%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>4.0</b>		
Exhibits professional conduct	100%	0%	0%	0%	0%	4.0	Is well informed on all phases of work	100%	0%	0%	0%	0%	4.0		
Exhibits equal treatment to all	100%	0%	0%	0%	0%	4.0	Is willing to make difficult decisions	100%	0%	0%	0%	0%	4.0		
Exhibits fairness and impartiality	100%	0%	0%	0%	0%	4.0	Is punctual	86%	14%	0%	0%	0%	3.9		
Exhibits personal integrity	100%	0%	0%	0%	0%	4.0	Makes decisions in a timely manner	100%	0%	0%	0%	0%	4.0		
Exhibits conduct that promotes public confidence in the court and the judge's ability	100%	0%	0%	0%	0%	4.0	Is resourceful in resolving problems	86%	14%	0%	0%	0%	3.9		
<b>Section II: Communication Skills</b>	<b>86%</b>	<b>14%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>3.9</b>	Exhibits impartiality in administrative decisions	100%	0%	0%	0%	0%	4.0		
Gives clear and logical oral communications/directions	86%	14%	0%	0%	0%	3.9	Makes reasonable and prudent judicial assignments	100%	0%	0%	0%	0%	4.0		
Listens effectively	71%	29%	0%	0%	0%	3.7	Exhibits impartiality in making judicial assignments	100%	0%	0%	0%	0%	4.0		
Keeps everyone appropriately informed	86%	14%	0%	0%	0%	3.9	Exhibits impartiality in allocation of resources	100%	0%	0%	0%	0%	4.0		
Produces clear and logical written communication	86%	14%	0%	0%	0%	3.9	Provides for appropriate training for judges and staff	100%	0%	0%	0%	0%	4.0		
Responds in a timely manner	100%	0%	0%	0%	0%	4.0	Asks for input before reaching decisions	100%	0%	0%	0%	0%	4.0		
<b>Section III: Temperament</b>	<b>100%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>4.0</b>	Works diligently	100%	0%	0%	0%	0%	4.0		
Is patient	100%	0%	0%	0%	0%	4.0	Considers and implements change	100%	0%	0%	0%	0%	4.0		
Is courteous	100%	0%	0%	0%	0%	4.0	Displays organizational integrity	100%	0%	0%	0%	0%	4.0		
Is accessible	100%	0%	0%	0%	0%	4.0	<b>Section V: Administrative Skills</b>	<b>87%</b>	<b>13%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>3.9</b>		
Responds appropriately to the circumstance	100%	0%	0%	0%	0%	4.0	Establishes a clear focus for projects for which he/she is responsible	57%	43%	0%	0%	0%	3.6		
							Has the ability to identify and analyze relevant issues	86%	14%	0%	0%	0%	3.9		
							Accurately assesses and attempts to secure the resources necessary for the effective	100%	0%	0%	0%	0%	4.0		
							Accepts and incorporates diversity	100%	0%	0%	0%	0%	4.0		
							Coaches and develops others	100%	0%	0%	0%	0%	4.0		
							Cooperates with peers	100%	0%	0%	0%	0%	4.0		
							Cooperates with staff	75%	25%	0%	0%	0%	3.8		
							Effectively delegates responsibility	83%	17%	0%	0%	0%	3.8		
							Creates a cooperative environment	86%	14%	0%	0%	0%	3.9		

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 02/2023 - 09/2023