

Work Improvement Plan	
Goal 1: Improve the quality of my writing and the clarity of my reasoning.	
<i>Action</i>	<i>Timeframe</i>
Work with Judge Zonay to identify and participate in educational opportunities for judicial writing.	Completed by April 1, 2027
Incorporate review of relevant decisions written by other trial judges as a tool to improve my own writing.	Ongoing
Submit written decisions to an experienced trial judge for feedback.	Ongoing
Implement good writing habits, such as using outlines and allowing time for revision.	Ongoing
Goal 2: Improve management of my workload and timeliness of written decisions	
<i>Action</i>	<i>Timeframe</i>
Work with Judge Zonay to identify and participate in educational opportunities for judicial decision making.	Completed by April 1, 2027
Speak with experienced trial judges about their strategies and approach to issuing decisions on the record.	By March 1, 2026
Continue to monitor management of workload on a daily basis (including issuing orders, completing tasks in queue, preparing for hearings, and writing pending decisions),	Ongoing
Utilize support from law clerks.	Ongoing
Set realistic expectations for parties regarding under advisement decisions.	Ongoing
Continue to update Judge Zonay on a weekly basis as to any decisions that have been under advisement for thirty days.	Ongoing until all decisions have been completed within 30 days for at least six months
Prioritize promptly completed written decisions, with consideration of the impact of the decision on the litigants and the case.	Ongoing
Continue to work sufficient and reasonable hours by arriving early for work daily, and working in the evenings and one day per weekend when necessary.	Ongoing
Improve focus by spending findings time at the courthouse, to avoid distractions.	Ongoing
Follow judiciary policy regarding reserving findings time.	Ongoing
Continue to meet with an individual therapist at least every other week, and take medication as prescribed.	Ongoing
Participate in executive coaching with Ret. Assoc. Justice Cohen. Provide any plan and progress with the plan to Judge Zonay and the CAO upon request.	For at least 6 months
Meet with the presiding judge on a weekly basis to review adherence to expectations, discuss any problem areas, and commit to solutions.	Ongoing
Check in with the COM on a weekly basis to review and address any staff, attorney, or litigant complaints or concerns.	Ongoing