



DISTRICT COURT OF MARYLAND
ALTERNATIVE DISPUTE RESOLUTION (ADR) OFFICE
Sweeney District Courthouse
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Annapolis, Maryland 21401
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Mediator Applicant Qualifications

PREAMBLE

We care about the quality of services provided in the District Court, and developed qualifications we believe help increase the competence of the practitioners we are welcoming into our Day of Trial ADR Program.

We believe that mediation, like other learned skills, atrophies over time without constant practice and exercise of those skills. We believe that the more time that passes without practicing mediation or learning about mediation, the more difficult it becomes to run a high-quality process.

It is our expectation that mediator applicants, even those who have not yet had an opportunity to practice their skills, are staying connected to Maryland's mediation network and the plethora of resources available through various programs and membership organizations.

One finding of the "Effectiveness" study from the Statewide ADR Research in District Court was that cases were less likely to return to court if the ADR Practitioner had more ADR experience in the previous 12 months. This supports the idea that frequency and recentness of experience leads to better long-term mediation outcomes. <https://mdcourts.gov/courtoperations/adrprojects>

Mediator Applicant Qualifications

Applicants will be assessed against these qualifications both at the time their application is received by the District Court ADR Office, and again at the time they are invited to a New Volunteer Mediator Orientation.

1. Applicant is at least 21 years of age (17-304 (a)(1)); and,
2. Applicant has completed at least 40 Hours of Basic (Beginning) Mediation Training (BMT) (17-304 (a)(2)) from a training provider in Maryland; and,
3. Applicant is a member of the Maryland Program for Mediator Excellence (MPME); and
4. a. Since completion of Basic Mediation Training, applicant has completed at least **four activities♦ annually** (prorated+ from Basic Mediation Training date) in one or more of the following capacities (in any combination):
 - Mediation (includes, but is not limited to, court mediation, for a community mediation center, or as a private practitioner)
 - Live mediation observations (does not include video sessions)
 - Continuing mediation education courses*
 - Role-plays with coaching, interactive practice of mediation skills

OR

- b. i. Applicant has completed a refresher BMT or Advanced Mediation Training consisting of at least 14 hours over a consecutive-day training, and,
- ii. Since completion of the refresher BMT or Advanced Mediation Training, applicant has completed at least **four activities♦ annually** (prorated+ from refresher BMT or Advanced Mediation Training date) in one or more of the following capacities (in any combination):
 - Mediation (includes, but is not limited to, court mediation, for a community mediation center, or as a private practitioner)
 - Live mediation observations (does not include video sessions)
 - Continuing mediation education courses*
 - Role-plays with coaching, interactive practice of mediation skills

♦ An initial list of activities, including title/date/trainer, will be included on the Application. Additional verification of attendance may include but is not limited to: certificate of completion, a letter/email from the trainer, copy of the syllabus, screen shot of completed training.

PRO-RATING ‘MEDIATION-RELATED ACTIVITIES’ CHART:

0 to 3 months post-training	By 3 months post-training	By 6 months post-training	By 9 months post-training	By 12 months post-training
= no activities required	= must have completed 1 activity	= must have completed 2 activities	= must have completed 3 activities	= must have completed 4 activities

* Continuing mediation education is defined as successful completion of any of the below (list may not be all-inclusive) that is at least 60 minutes or more in length:

- Mediation-specific skill-building courses (including role-plays as the mediator, role-plays as the mediator with coaching, interactive practice of mediation skills)
- Mediation webinars
- Mediation teleconferences
- Mediation-focused workshops
- Mediation conference sessions
- Mediation college courses
- Community Mediation Center led/sponsored courses (including in-service training)