

Implementing a Leadership Framework and High Visibility Enforcement Implementation Law Enforcement Personnel Interview Guide

Mid-Implementation

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Personnel Background (for new interviewees only)

- How long have you been working in law enforcement? How long have you worked in this department?
- What led you to work in law enforcement (or “traffic safety” IF part of the traffic division or a state trooper)?
- Can you describe what you do in a typical day on the job related to traffic safety?
- [*For line officers only*] What percentage of your time is spent on seatbelt enforcement?
- [*For line officers only*] Do you get regular briefings on seatbelt enforcement goals and strategies?

Details about New/Enhanced Seat Belt Enforcement Program

- What new or enhanced seat belt enforcement activities has the department undertaken since we last visited? Has seat belt enforcement changed as a result of these new/enhanced activities? Has your day-to-day work changed at all? What specifically has changed?
- In practice, are deputies/officers/troopers able to implement the new enforcement activities exactly as instructed, or have they needed to make changes? If so, what changes have been made and why?
- Has the department done any other (non-enforcement) activities to support your seat belt initiatives?
- How were the new/enhanced activities communicated or publicized within the department? Were they communicated to everyone, or did you focus on those people who needed to know about them (e.g., deputies/officers/troopers responsible for enforcement)? Do you feel the communication was effective? [*For line officers only*] Do you feel you were given enough information?

- What is your opinion of the new/enhanced activities so far? What is going well? What challenges have you experienced in your implementation? Would you make any changes to these activities? If so, what would you change and why?
- What made the department decide to undertake these activities? Why did the department choose this approach for addressing seat belt compliance?
- [*For line officers only*] Have you had any opportunities to provide feedback to your supervisors or leadership about the new/enhanced enforcement activities? If so, have you provided feedback? What have you told them? Have they acted on your feedback?
- Were these ideas created within the department, or are they based on successful approaches from elsewhere? If based on other successful approaches, what programs are the basis for your department's activities? Did the department make any changes from the original model(s)? If so, what was changed and why?
- How did the department plan for implementing these activities? Who was consulted when you were trying to decide what to do? Who was involved in planning for implementation? Did the department have to make any changes to policies or procedures to support the new activities?
- How is the department evaluating the results of the new/enhanced activities? Are your existing data systems adequate? Have you needed to collect any new data? If so, what new data is being collected? How is the new data collection being integrated into existing systems?
- Have you seen any changes (within the department, within the community, etc.) that you can attribute to the new/enhanced activities? If so, what changes have you seen? Do you think that the activities you are undertaking may make an impact on seat belt compliance?

Departmental Support for New/Enhanced Efforts

- Among department leadership, what is your opinion of the level of support for the new/enhanced activities? What about among the deputies/officers/troopers responsible for enforcement? What leads you to believe that they feel that way?
- [*For line officers only*] When you first learned of the new/enhanced seatbelt enforcement efforts, how receptive were you? Has your opinion changed as they've been implemented?
- Were there any challenges in engaging members of leadership in the new activities? What about the deputies/officers/troopers responsible for enforcement? What approaches were taken to get their buy-in? Were these approaches effective?
- Are there any departmental "champions" (whether in leadership or among line officers) who have been instrumental in supporting the new activities? What have they done to support or assist these efforts?

Community Support for New/Enhanced Efforts

- Is the local community aware of your new/enhanced activities? What, if anything, has the department done to raise their awareness? Were the efforts publicized locally? If so, how?
- What is your opinion of the level of support in the local community for the new/enhanced activities?
- Is the department working with any individuals or community groups to champion these efforts outside of the department? If so, how did they become involved? What are they doing to support these efforts?
- Are there any local individuals or community groups who you hoped to work with, but have been unable to engage? What challenges have been experienced in trying to bring them on-board? What approaches have been used to engage them?

Technical Assistance Needed and Received

- As you were planning or implementing the new/enhanced activities, did you need any technical assistance, information, or training? What types of assistance did you need? Who did you go to for this assistance? Did you receive it? Was it effective?
- [*For line officers only*] Do you have any further needs for information or training? If so, what additional information or training is needed? Have you requested this from your supervisors or leadership? If so, what was their response?
- Have you received technical assistance from the Westat team? What assistance did they provide you? Was it useful and/or helpful? Did it meet your needs?
- Have you used the toolkit provided by the Westat team? If so, how did you use it? What parts of it did you use? Did you find it helpful?
- Do you have any suggestions for improving the toolkit or other technical assistance offered by the Westat team? If so, what needs to be improved?
- Do you have any technical assistance needs that have not been met? Why have they not been addressed so far? Do you foresee any future technical assistance needs?

Other

- Is there anything else you'd like to tell us about your seatbelt enforcement activities that has not been covered already?