

## Interview Script for Program Outcomes Evaluations (Level 3 Evaluations)

Focus Programs:

1. Strengthening Police and Community Partnerships
  2. School-SPIRIT
  3. Engaging and Building Partnerships with Muslim Americans
  4. Engaging and Building Partnerships with Sikh Americans
- 

Today's Date:

Program Name:

Program Location:

### PHONE OR WEBINAR INTERVIEWS OR ELECTRONIC SURVEY

Hello, my name is XXXX and I am joined by my colleague XXXX. We represent LinkVisum Consulting Group, who is conducting follow-up interviews on behalf of the Community Relations Service of the Department of Justice.

We appreciate your agreeing to interview regarding your participation in the CRS XXXX program held on XXXXXX. The purpose of the interview is to identify the impact and outcomes of the SPCP program and make recommendations for how CRS can improve its programs and services.

Let me share information and expectations about the interview. First, I will read the confidentiality statement to you.

#### Confidentiality Statement

- a. According to the Paperwork Reduction Act of 1995, an agency may not conduct or sponsor, and a person is not required to respond to, a collection of information unless it displays a valid OMB control number. The valid OMB control number for this information collection is                     .
- b. Your participation in this research study is voluntary. You may choose not to participate. If you decide to participate in this research study, you may withdraw at any time.
- c. The procedure involves completing an interview that will take approximately 60 minutes. We will also be taking notes.
- d. Your responses will be confidential, and we do not collect identifying information such as your name, email address, or IP address.
- e. The results of this study will be used for program enhancement purposes and may be shared with DOJ representatives and may be included in the agency's Congressional reporting requirements.

## Questions

Before we get started, we have some questions.

1. Do you agree to participate and proceed with the interview?
2. Do we have your permission to record this interview?
3. May we contact you if we need to follow upon a topic, for example, to ensure clarity or elaborate on an idea?
4. Do you have any questions before we start?

Let us get started.

## Questions for Strengthening Police and Community Partnerships Program

1. Check all the following statements that apply:
  - I am a member of the SPCP Council.
  - I am a community leader.
  - I am a member of law enforcement.
  - I am a planning group member.
2. Did the SPCP Council meet at least one time?
  - Yes (If you answered yes, go on to question 3.)
  - No (If you answered no, go directly to questions 42-54.)
3. Is the SPCP Council still meeting?
  - Yes (If you answered yes, go directly to questions 4-22.)
  - No (If you answered no, go directly to questions 23-41.)

### If the SPCP Council met at least once and is still meeting:

4. How often does the Council meet?
5. How many SPCP Council meetings have been held since the SPCP program was conducted?
6. What factors enabled the SPCP Council to be successful?
7. What challenges, if any, has the SPCP Council experienced?

### Improved Skills of SPCP Council Members

8. Please rate your level of agreement or disagreement with the following statement:  
"The strategic planning and implementation skills of the SPCP Council members improved over the course of the Council's meetings." Do you:
  - Strongly Agree

- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree

### **Actions of the SPCP Council**

9. a. *Please rate your level of agreement or disagreement with the following statement:*  
 “The actions of the SPCP Council successfully addressed the issues, tensions, or conflicts that were identified during the program.” Do you:

- Strongly Agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree

- b. If you agree or strongly agree with this statement, why?

10. *You will see the top three issues from the SPCP report identified in the table below.*

- a. For each issue, what actions (if any) were completed by the Council?
- b. For each action, what were the impacts of those actions?
- Probe: Do you believe the actions have had an impact on the relationship between the police and the community?

Issues	Actions	Impacts of Actions
1 Issue		
2 Issue		
3 Issue		

- c. Has the Council completed any other actions (i.e., that weren’t related to any of the top three issues)? If so, what were those actions and their impacts?
- d. What future actions, if any, does the SPCP Council plan to implement in the next 3 to 6 months?

### **Perceptions of Capacities: City and Police Leadership**

11. a. *Please rate your level of agreement or disagreement with the following statement:*  
 “The capacities of the city and police leadership have improved to prevent and respond to conflicts because of the work of the SPCP Council.” Do you:

- Strongly Agree
- Agree
- Neither Agree nor Disagree
- Disagree

- Strongly Disagree

b. If you agree or strongly agree, how have capacities of the community leaders and police department improved?

### Perceptions of the SPCP Planning Group

**12. If you were a planning group member:** Please rate your level of agreement or disagreement with the following statement:

“The event planning skills of the SPCP planning group improved over the course of the planning group’s meetings.” Do you:

- Strongly Agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree
- N/A

### Perceptions of Racial Tensions

**13. a.** Please rate below your perceptions of the level of racial tensions prior to the SPCP Program, immediately following the SPCP Program delivery, and now.

Prior to the SPCP Program	Immediately Following the SPCP Program Delivery	Now
<ul style="list-style-type: none"> <li>• Very low</li> <li>• Low</li> <li>• Neither high nor low</li> <li>• High</li> <li>• Very High</li> </ul>	<ul style="list-style-type: none"> <li>• Very low</li> <li>• Low</li> <li>• Neither high nor low</li> <li>• High</li> <li>• Very High</li> </ul>	<ul style="list-style-type: none"> <li>• Very low</li> <li>• Low</li> <li>• Neither high nor low</li> <li>• High</li> <li>• Very High</li> </ul>

b. What factors, if any, have changed your perceptions of the level of racial tensions since the delivery of the SPCP program?

### Perceptions of Relationships: Police and Community

**14. a.** Please rate below your perceptions of the state of the relationship between police and the community prior to the SPCP Program, immediately following the SPCP Program delivery, and now.

Prior to the SPCP Program	Immediately Following the SPCP Program Delivery	Now
<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>

- b. What factors, if any, have changed your perceptions of the state of the relationship between the police and the community since the delivery of the SPCP program?

**15.** Please rate below your perceptions of the level of community trust in the police prior to the SPCP Program, immediately following the SPCP Program delivery, and now.

Prior to the SPCP Program	Immediately following the SPCP program delivery	Now
<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>

### Your Relationships with Community Groups, Local Officials, and Police Department

**16.** Please rate below the strength of your relationships with other community groups, local officials, and the police department BEFORE the SPCP program and NOW.

	Community Groups	Local Officials	Police Department
Before the SPCP Program	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>
Now	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>

**17. If you were a planning group member:** Please rate below the strength of your relationships with other community groups, local officials, and the police department BEFORE the planning meetings began and AFTER the planning group's work was completed.

	Community Groups	Local Officials	Police Department
Before	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>
After	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>

### **CRS Services and Support**

18. a. *Please rate your level of agreement or disagreement with the following statement:*  
“CRS’s facilitation of the SPCP Council’s meetings met the Council’s needs.” Do you:

- Strongly Agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree

b. If you agree or strongly agree, what specifically did the conciliator do to meet the Council’s needs?

c. If you neither agree nor disagree, disagree, or strongly disagree, what could the conciliator have done to meet the Council’s needs?

19. *Please rate your level of agreement or disagreement with the following statement:*  
“CRS provided the SPCP Council with tools to sustain the Council and implement actions.” Do you:

- Strongly Agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree

20. What other services and support could CRS have provided to the SPCP Council to improve its ability to implement actions?

### **Significant Impacts of SPCP Program**

21. Overall, what were the most significant impacts of the SPCP Program?

### **Recommendation of the Program**

22. a. Would you recommend the SPCP program to another city or town? (Yes or No)

b. If yes, why would you recommend the SPCP Program?

c. If no, why would you not recommend the SPCP Program?

### **Closing Comments**

Before we complete the interview, do you have any additional comments?

### **Closing**

Again, thank you for taking the time to speak with us. We greatly appreciate your responses and perspective. If you have any questions about the research study, please contact Kit Chalberg at [Christopher.Chalberg@usdoj.gov](mailto:Christopher.Chalberg@usdoj.gov).

**If the SPCP Council met, but is no longer meeting:**

23. Why did the SPCP Council stop meeting?
24. How often did the SPCP Council meet?
25. How many SPCP Council meetings were held?
26. What factors, if any, enabled the SPCP Council to be successful?
27. What challenges, if any, did the SPCP Council experienced?

**Actions of SPCP Council**

28. a. *Please rate your level of agreement or disagreement with the following statement:*  
“The actions of the SPCP Council successfully addressed the issues, tensions, or conflicts that were identified during the program.” Do you:

- Strongly Agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree

- b. If you agree or strongly agree with this statement, why?

29. *You will see the top three issues from the SPCP report identified in the table below.*

- a. For each issue, what actions (if any) were completed by the Council?
- b. For each action, what were the impacts of those actions?
- Probe: Do you believe the actions have had an impact on the relationship between the police and the community?

Issues	Actions	Impacts of Actions
1 Issue		
2 Issue		
3 Issue		

- c. Has the Council completed any other actions (i.e., that weren't related to any of the top three issues)? If so, what were those actions and their impacts?



30. a. Please rate your level of agreement or disagreement with the following statement:  
 “The capacities of the city and police leadership have improved to prevent and respond to conflicts because of the work of the SPCP Council.” Do you:
- Strongly Agree
  - Agree
  - Neither Agree nor Disagree
  - Disagree
  - Strongly Disagree
- b. If you agree or strongly agree, how have capacities of the community leaders and police department improved?

#### Perceptions of SPCP Planning Group

31. **If you were a planning group member:** Please rate your level of agreement or disagreement with the following statement:  
 “The event planning skills of the SPCP planning group improved over the course of the planning group’s meetings.” Do you:
- Strongly Agree
  - Agree
  - Neither Agree nor Disagree
  - Disagree
  - Strongly Disagree

#### Perceptions of Racial Tensions

32. a. Please rate below your perceptions of the level of racial tensions prior to the SPCP Program, immediately following the SPCP Program delivery, and now.

Prior to the SPCP Program	Immediately Following the SPCP Program Delivery	Now
<ul style="list-style-type: none"> <li>• Very low</li> <li>• Low</li> <li>• Neither high nor low</li> <li>• High</li> <li>• Very High</li> </ul>	<ul style="list-style-type: none"> <li>• Very low</li> <li>• Low</li> <li>• Neither high nor low</li> <li>• High</li> <li>• Very High</li> </ul>	<ul style="list-style-type: none"> <li>• Very low</li> <li>• Low</li> <li>• Neither high nor low</li> <li>• High</li> <li>• Very High</li> </ul>

- b. What factors, if any, have changed your perceptions of the level of racial tensions since the delivery of the SPCP program?

#### Perceptions of Relationships: Police and Community

33. a. Please rate below your perceptions of the state of the relationship between police and the community prior to the SPCP Program, immediately following the SPCP

Program delivery, and now.

Prior to the SPCP Program	Immediately Following the SPCP Program Delivery	Now
<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>

- b. What factors, if any, have changed your perceptions of the state of the relationship between the police and the community since the delivery of the SPCP program?

34. Please rate below your perceptions of the level of community trust in the police prior to the SPCP Program, immediately following the SPCP Program delivery, and now.

Prior to the SPCP Program	Immediately following the SPCP program delivery	Now
<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>

#### Your Relationships with Community Groups, Local Officials, and Police Department

35. Please rate below the strength of your relationships with other community groups, local officials, and the police department BEFORE the SPCP program and NOW.

	Community Groups	Local Officials	Police Department
Before the SPCP Program	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>
Now	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>

36. If you were a planning group member: Please rate below the strength of your relationships with other community groups, local officials, and the police department BEFORE the planning meeting began and AFTER the planning group's work was completed.

	Community Groups	Local Officials	Police Department
Before	<ul style="list-style-type: none"> <li>• Very poor</li> </ul>	<ul style="list-style-type: none"> <li>• Very poor</li> </ul>	<ul style="list-style-type: none"> <li>• Very poor</li> </ul>

	<ul style="list-style-type: none"> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>	<ul style="list-style-type: none"> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>	<ul style="list-style-type: none"> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>
<b>After</b>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>

### CRS Services and Support

37. a. Please rate your level of agreement or disagreement with the following statement:  
“CRS’s facilitation of the SPCP Council’s meetings met the Council’s needs.” Do you:

- Strongly Agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree

b. If you agree or strongly agree, what specifically did the conciliator do to meet the Council’s needs?

c. If you did not agree or strongly agree, what could the conciliator have done to meet the Council’s needs?

38. Please rate your level of agreement or disagreement with the following statement:

“CRS provided the SPCP Council with tools to sustain the Council and implement actions.” Do you:

- Strongly Agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree

39. What other services and support could CRS have provided to the SPCP Council to improve its ability to implement actions?

### Significant Impacts of SPCP Program

40. Overall, what were the most significant impacts of the SPCP Program?

### Recommendation of the Program

41. a. Would you recommend the SPCP program to another city or town? (Yes or No)

b. If yes, why would you recommend the SPCP Program?

- c. If no, why would you not recommend the SPCP Program?

**Closing Comments**

Before we complete the interview, do you have any additional comments?

**Closing**

Again, thank you for taking the time to speak with us. We greatly appreciate your responses and perspective. If you have any questions about the research study, please contact Kit Chalberg at [Christopher.Chalberg@usdoj.gov](mailto:Christopher.Chalberg@usdoj.gov).

## If the SPCP Council did not meet at all:

42. Why did the SPCP Council not conduct meetings?

43. Did the community leadership (e.g., city officials and police chiefs) implement any of the solutions created during the SPCP program?

## Perceptions of Capacities: City and Police Leadership

44. a. Please rate your level of agreement or disagreement with the following statement:

"The capacities of the city and police leadership have improved to prevent and respond to conflicts because of the SPCP program." Do you:

- Strongly Agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree

b. If you agree or strongly agree, how have capacities of the community leaders and police department improved?

## Perceptions of SPCP Planning Group

45. If you were a planning group member: Please rate your level of agreement or disagreement with the following statement:

"The event planning skills of the SPCP planning group improved over the course of the planning group's meetings." Do you:

- Strongly Agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree

## Perceptions of Racial Tensions

46. a. Please rate below your perceptions of the level of racial tensions prior to the SPCP Program, immediately following the SPCP Program delivery, and now.

Prior to the SPCP Program	Immediately Following the SPCP Program Delivery	Now
<ul style="list-style-type: none"><li>• Very low</li><li>• Low</li><li>• Neither high nor low</li><li>• High</li><li>• Very High</li></ul>	<ul style="list-style-type: none"><li>• Very low</li><li>• Low</li><li>• Neither high nor low</li><li>• High</li><li>• Very High</li></ul>	<ul style="list-style-type: none"><li>• Very low</li><li>• Low</li><li>• Neither high nor low</li><li>• High</li><li>• Very High</li></ul>

- b. What factors, if any, have changed your perceptions of the level of racial tensions since the delivery of the SPCP program?

### Perceptions of Relationships: Police and Community

47. a. Please rate below your perceptions of the state of the relationship between police and the community prior to the SPCP Program, immediately following the SPCP Program delivery, and now.

Prior to the SPCP Program	Immediately Following the SPCP Program Delivery	Now
<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>

- b. What factors, if any, have changed your perceptions of the state of the relationship between the police and the community since the delivery of the SPCP program?

48. Please rate below your perceptions of the level of community trust in the police prior to the SPCP Program, immediately following the SPCP Program delivery, and now.

Prior to the SPCP Program	Immediately following the SPCP program delivery	Now
<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>

### Your Relationships with Community Groups, Local Officials, and Police Department

49. Please rate below the strength of your relationships with other community groups, local officials, and the police department BEFORE the SPCP program and NOW.

	Community Groups	Local Officials	Police Department
Before the SPCP Program	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>
Now	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>

**50. If you were a planning group member:** Please rate below the strength of your relationships with other community groups, local officials, and the police department BEFORE the planning meetings began and AFTER the planning group's work was completed.

	Community Groups	Local Officials	Police Department
<b>Before</b>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>
<b>After</b>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>

### CRS Services and Support

**51.** What other service or support could CRS have provided to the SPCP Council and community leadership to have improved the likelihood for the Council to have scheduled and conducted meetings?

**52.** Did CRS provide the Council with tools to conduct SPCP meetings?

### Significant Impacts of SPCP Program

**53.** Overall, what were the most significant impacts of the SPCP Program?

### Recommendation of the Program

- 54.** a. Would you recommend the SPCP program to another city or town? (Yes or No)  
 b. If yes, why would you recommend the SPCP Program?  
 c. If no, why would you not recommend the SPCP Program?

### Closing Comments

Before we complete the interview, do you have any additional comments?

### Closing

Again, thank you for taking the time to speak with us. We greatly appreciate your responses and perspective. If you have any questions about the research study, please contact Kit Chalberg at [Christopher.Chalberg@usdoj.gov](mailto:Christopher.Chalberg@usdoj.gov).





## Questions for School-SPIRIT Program

1. Check all the following statements that apply:
  - I am a school principal or administrator.
  - I am a teacher, counselor, or school staff member.
  - I am a facilitator or advisor to the SPIRIT Council.
  - I am a student leader on the SPIRIT Council.
2. Did the SPIRIT Council meet at least one time?
  - Yes (If you answered yes, go on to question 3.)
  - No (If you answered no, go directly to questions 42-54.)
3. Is the SPIRIT Council still meeting?
  - Yes (If you answered yes, go directly to questions 4-22.)
  - No (If you answered no, go directly to questions 23-41.)

### If the SPIRIT Council met at least once and is still meeting:

4. How often does the SPIRIT Council meet?
5. How many SPIRIT Council meetings have been held since the SPIRIT program was conducted?
6. What factors enabled the SPIRIT Council to be successful?
7. What challenges, if any, has the SPIRIT Council experienced?

### Improved Skills of SPIRIT Council Members

8. *Please rate your level of agreement or disagreement with the following statement:*  
“The strategic planning and implementation skills of the SPIRIT Council members improved over the course of the Council’s meetings.” Do you:
  - Strongly Agree
  - Agree
  - Neither Agree nor Disagree
  - Disagree
  - Strongly Disagree

### Actions of the SPIRIT Council

9. a. *Please rate your level of agreement or disagreement with the following statement:*  
“The actions of the SPIRIT Council successfully addressed the issues, tensions, or conflicts that were identified during the program.” Do you:
  - Strongly Agree
  - Agree

- Neither Agree nor Disagree
- Disagree
- Strongly Disagree

b. If you agree or strongly agree with this statement, why?

**10.** *You will see the top three issues from the SPIRIT report identified in the table below.*

- For each issue, what actions (if any) were completed by the SPIRIT Council?
- For each action, what were the impacts of those actions?
  - Probe: Do you believe the actions have had an impact on the relationships among student groups, between student groups and school administrators, or between student groups and teachers?

Issues	Actions	Impacts of Actions
1 Issue		
2 Issue		
3 Issue		

- Has the Council completed any other actions (i.e., that weren't related to any of the top three issues)? If so, what were those actions and their impacts?
- What future actions, if any, does the SPIRIT Council plan to implement in the next 3 to 6 months?

### **Perceptions of Capacities: School Community**

- Please rate your level of agreement or disagreement with the following statement:*  
 "The capacities of the school community have improved to prevent and respond to conflicts because of the work of the SPIRIT Council." Do you:
  - Strongly Agree
  - Agree
  - Neither Agree nor Disagree
  - Disagree
  - Strongly Disagree
- If you agree or strongly agree, how have capacities of the school community improved?

### **Perceptions of the SPIRIT Planning Group**

- 12. If you were a planning group member:** Please rate your level of agreement or disagreement with the following statement:  
 “The event planning skills of the SPIRIT planning group improved over the course of the planning group’s meetings.” Do you:

- Strongly Agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree
- N/A

### Perceptions of Racial Tensions

- 13. a.** Please rate below your perceptions of the level of racial tensions prior to the SPIRIT Program, immediately following the SPIRIT Program delivery, and now.

Prior to the SPIRIT Program	Immediately Following the SPIRIT Program Delivery	Now
<ul style="list-style-type: none"> <li>• Very low</li> <li>• Low</li> <li>• Neither high nor low</li> <li>• High</li> <li>• Very High</li> </ul>	<ul style="list-style-type: none"> <li>• Very low</li> <li>• Low</li> <li>• Neither high nor low</li> <li>• High</li> <li>• Very High</li> </ul>	<ul style="list-style-type: none"> <li>• Very low</li> <li>• Low</li> <li>• Neither high nor low</li> <li>• High</li> <li>• Very High</li> </ul>

- b.** What factors, if any, have changed your perceptions of the level of racial tensions since the delivery of the SPCP program?

### Perceptions of Relationships: Student Groups, Administrators, and Teachers

- 14. a.** Please rate below your perceptions of the state of relationships in the school community among student groups, between student groups and administrators, and between student groups and teachers prior to the SPIRIT Program, immediately following the SPIRIT Program delivery, and now.

	Prior to the SPIRIT Program	Immediately following the SPIRIT program delivery	Now
<b>Among student groups</b>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>
<b>Between student groups and school administrators</b>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> </ul>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> </ul>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> </ul>

	<ul style="list-style-type: none"> <li>• Very good</li> </ul>	<ul style="list-style-type: none"> <li>• Very good</li> </ul>	<ul style="list-style-type: none"> <li>• Very good</li> </ul>
<b>Between student groups and teachers</b>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>

b. What factors, if any, have changed your perceptions of the state of the relationship in the school community among student groups, between student groups and administrators, and between student groups and teachers since the delivery of the SPIRIT program?

15. Please rate below your perceptions of the level of engagement among student groups, between student groups and school administrators, and between student groups and teachers prior to the SPIRIT Program, immediately following the SPIRIT Program delivery, and now.

	<b>Prior to the SPIRIT Program</b>	<b>Immediately following the SPIRIT program delivery</b>	<b>Now</b>
<b>Among student groups</b>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>
<b>Between student groups and school administrators</b>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>
<b>Between student groups and teachers</b>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>

### Your Relationships with Student Groups, Administrators, and Teachers

**16.** Please rate below the strength of your relationships with other student groups, school administrators, and teachers BEFORE the SPIRIT program and NOW.

	Student Groups	Administrators	Teachers
<b>Before the SPIRIT Program</b>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>
<b>Now</b>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>

**17. If you were a planning group member:** Please rate below the strength of your relationships with other student groups, school administrators, and teachers BEFORE the planning meetings began and AFTER the planning group's work was completed.

	Student Groups	Administrators	Teachers
<b>Before</b>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>
<b>After</b>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> </ul>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> </ul>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> </ul>

	<ul style="list-style-type: none"> <li>• Good</li> <li>• Very good</li> </ul>	<ul style="list-style-type: none"> <li>• Good</li> <li>• Very good</li> </ul>	<ul style="list-style-type: none"> <li>• Good</li> <li>• Very good</li> </ul>
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### CRS Services and Support

18. a. *Please rate your level of agreement or disagreement with the following statement:*  
 “CRS’s facilitation of the SPIRIT Council’s meetings met the Council’s needs.” Do you:
- Strongly Agree
  - Agree
  - Neither Agree nor Disagree
  - Disagree
  - Strongly Disagree
- b. If you agree or strongly agree, what specifically did the conciliator do to meet the Council’s needs?
- c. If you did not agree or strongly agree, what could the conciliator have done to meet the Council’s needs?
19. *Please rate your level of agreement or disagreement with the following statement:*  
 “CRS provided the SPIRIT Council with tools to sustain the Council and implement actions.” Do you:
- Strongly Agree
  - Agree
  - Neither Agree nor Disagree
  - Disagree
  - Strongly Disagree
20. What other service or support could CRS have provided to the SPCP Council and community leadership to have improved the likelihood for the Council to have scheduled and conducted meetings?

### Significant Impacts of SPIRIT Program

21. Overall, what were the most significant impacts of the SPIRIT Program?

### Recommendation of the Program

22. a. Would you recommend the SPIRIT program to another city or town? (Yes or No)
- b. If yes, why would you recommend the SPIRIT Program?
- c. If no, why would you not recommend the SPIRIT Program?

**Closing Comments**

Before we complete the interview, do you have any additional comments?

**Closing**

Again, thank you for taking the time to speak with us. We greatly appreciate your responses and perspective. If you have any questions about the research study, please contact Kit Chalberg at [Christopher.Chalberg@usdoj.gov](mailto:Christopher.Chalberg@usdoj.gov).

### **If the SPIRIT Council met, but is no longer meeting:**

23. Why did the SPIRIT Council stop meeting?
24. How often did the SPIRIT Council meet?
25. How many SPIRIT Council meetings were held?
26. What factors, if any, enabled the SPIRIT Council to be successful?
27. What challenges, if any, did the SPIRIT Council experienced?

### **Actions of SPIRIT Council**

28. a. *Please rate your level of agreement or disagreement with the following statement:*

"The actions of the SPIRIT Council successfully addressed the issues, tensions, or conflicts that were identified during the program." Do you:

- Strongly Agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree

- b. If you agree or strongly agree with this statement, why?

29. *You will see the top three issues from the SPIRIT report identified in the table below.*

- a. For each issue, what actions (if any) were completed by the SPIRIT Council?
- b. For each action, what were the impacts of those actions?
- Probe: Do you believe the actions have had an impact on the relationship among the student groups, between student groups and administrators, and between student groups and teachers?

Issues	Actions	Impacts of Actions
1 Issue		
2 Issue		
3 Issue		

- c. Has the Council completed any other actions (i.e., that weren't related to any of the top three issues)? If so, what were those actions and their impacts?

### **Perceptions of Capacities: School Community**

30. a. *Please rate your level of agreement or disagreement with the following statement:*



“The capacities of the school community have improved to prevent and respond to conflicts because of the work of the SPIRIT Council.” Do you:

- Strongly Agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree

- b. If you agree or strongly agree, how have capacities of the school community improved?

### Perceptions of SPIRIT Planning Group

**31. If you were a planning group member:** *Please rate your level of agreement or disagreement with the following statement:*

“The event planning skills of the SPIRIT planning group improved over the course of the planning group’s meetings.” Do you:

- Strongly Agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree

### Perceptions of Racial Tensions

- 32. a.** Please rate below your perceptions of the level of racial tensions prior to the SPIRIT Program, immediately following the SPIRIT Program delivery, and now.

Prior to the SPIRIT Program	Immediately Following the SPIRIT Program Delivery	Now
<ul style="list-style-type: none"><li>• Very low</li><li>• Low</li><li>• Neither high nor low</li><li>• High</li><li>• Very High</li></ul>	<ul style="list-style-type: none"><li>• Very low</li><li>• Low</li><li>• Neither high nor low</li><li>• High</li><li>• Very High</li></ul>	<ul style="list-style-type: none"><li>• Very low</li><li>• Low</li><li>• Neither high nor low</li><li>• High</li><li>• Very High</li></ul>

- b. What factors, if any, have changed your perceptions of the level of racial tensions since the delivery of the SPCP program?

### Perceptions of Relationships: Student Groups, Administrators, and Teachers

- 33. a.** Please rate below your perceptions of the state of relationships in the school community among student groups, between student groups and administrators, and

between student groups and teachers prior to the SPIRIT Program, immediately following the SPIRIT Program delivery, and now.

	Prior to the SPIRIT Program	Immediately following the SPIRIT program delivery	Now
Among student groups	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>
Between student groups and school administrators	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>
Between student groups and teachers	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>

- b. What factors, if any, have changed your perceptions of the state of the relationship in the school community among student groups, between student groups and administrators, and between student groups and teachers since the delivery of the SPIRIT program?

34. Please rate below your perceptions of the level of engagement among student groups, between student groups and school administrators, and between student groups and teachers prior to the SPIRIT Program, immediately following the SPIRIT Program delivery, and now.

	Prior to the SPIRIT Program	Immediately following the SPIRIT program delivery	Now
Among student groups	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>
Between	<ul style="list-style-type: none"> <li>• Very poor</li> </ul>	<ul style="list-style-type: none"> <li>• Very poor</li> </ul>	<ul style="list-style-type: none"> <li>• Very poor</li> </ul>

student groups and school administrators	<ul style="list-style-type: none"> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>	<ul style="list-style-type: none"> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>	<ul style="list-style-type: none"> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>
Between student groups and teachers	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>

### Your Relationships with Student Groups, Administrators, and Teachers

35. Please rate below the strength of your relationships with other student groups, school administrators, and teachers BEFORE the SPIRIT program and NOW.

	Student Groups	Administrators	Teachers
Before the SPIRIT Program	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>
Now	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>

**36. If you were a planning group member:** Please rate below the strength of your relationships with other student groups, school administrators, and teachers BEFORE the planning meetings began and AFTER the planning group's work was completed.

	Student Groups	Administrators	Teachers
<b>Before</b>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>
<b>After</b>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>

### CRS Services and Support

**37. a.** Please rate your level of agreement or disagreement with the following statement:

"CRS's facilitation of the SPIRIT Council's meetings met the Council's needs." Do you:

- Strongly Agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree

b. If you agree or strongly agree, what specifically did the conciliator do to meet the Council's needs?

c. If you did not agree or strongly agree, what could the conciliator have done to meet the Council's needs?

**38.** Please rate your level of agreement or disagreement with the following statement:

"CRS provided the SPIRIT Council with tools to sustain the Council and implement actions." Do you:

- Strongly Agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree

**39.** What other service or support could CRS have provided to the SPCP Council and community leadership to have improved the likelihood for the Council to have scheduled and conducted meetings?

**Significant Impacts of SPIRIT Program**

40. Overall, what were the most significant impacts of the SPIRIT Program?

**Recommendation of the Program**

41. a. Would you recommend the SPIRIT program to another city or town? (Yes or No)
- b. If yes, why would you recommend the SPIRIT Program?
- c. If no, why would you not recommend the SPIRIT Program?

**Closing Comments**

Before we complete the interview, do you have any additional comments?

**Closing**

Again, thank you for taking the time to speak with us. We greatly appreciate your responses and perspective. If you have any questions about the research study, please contact Kit Chalberg at [Christopher.Chalberg@usdoj.gov](mailto:Christopher.Chalberg@usdoj.gov).

### If the SPIRIT Council did not meet at all:

42. Why did the SPIRIT Council not conduct meetings?

43. Did the school community and leadership implement any of the solutions created during the SPIRIT program?

### Perceptions of Capacities: School Community

44. a. Please rate your level of agreement or disagreement with the following statement:

"The capacities of the school community have improved to prevent and respond to conflicts because of the SPIRIT program." Do you:

- Strongly Agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree

b. If you agree or strongly agree, how have capacities of the school community improved?

### Perceptions of SPIRIT Planning Group

45. **If you were a planning group member:** Please rate your level of agreement or disagreement with the following statement:

"The event planning skills of the SPIRIT planning group improved over the course of the planning group's meetings." Do you:

- Strongly Agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree

### Perceptions of Racial Tensions

46. a. Please rate below your perceptions of the level of racial tensions prior to the SPIRIT Program, immediately following the SPIRIT Program delivery, and now.

Prior to the SPIRIT Program	Immediately Following the SPIRIT Program Delivery	Now
<ul style="list-style-type: none"><li>• Very low</li><li>• Low</li><li>• Neither high nor low</li><li>• High</li><li>• Very High</li></ul>	<ul style="list-style-type: none"><li>• Very low</li><li>• Low</li><li>• Neither high nor low</li><li>• High</li><li>• Very High</li></ul>	<ul style="list-style-type: none"><li>• Very low</li><li>• Low</li><li>• Neither high nor low</li><li>• High</li><li>• Very High</li></ul>

- b. What factors, if any, have changed your perceptions of the level of racial tensions since the delivery of the SPCP program?

**Perceptions of Relationships: Student Groups, Administrators, and Teachers**

47. a. Please rate below your perceptions of the state of relationships in the school community among student groups, between student groups and administrators, and between student groups and teachers prior to the SPIRIT Program, immediately following the SPIRIT Program delivery, and now.

	Prior to the SPIRIT Program	Immediately following the SPIRIT program delivery	Now
Among student groups	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>
Between student groups and school administrators	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>
Between student groups and teachers	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>

- b. What factors, if any, have changed your perceptions of the state of the relationship in the school community among student groups, between student groups and administrators, and between student groups and teachers since the delivery of the SPIRIT program?

48. Please rate below your perceptions of the level of engagement among student groups, between student groups and school administrators, and between student groups and teachers prior to the SPIRIT Program, immediately following the SPIRIT Program delivery, and now.

	Prior to the SPIRIT Program	Immediately following the SPIRIT program delivery	Now
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<b>Among student groups</b>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>
<b>Between student groups and school administrators</b>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>
<b>Between student groups and teachers</b>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>

### **Your Relationships with Student Groups, Administrators, and Teachers**

**49.** Please rate below the strength of your relationships with other student groups, school administrators, and teachers BEFORE the SPIRIT program and NOW.



	Student Groups	Administrators	Teachers
Before the SPIRIT Program	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>
Now	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>

**50. If you were a planning group member:** Please rate below the strength of your relationships with other student groups, school administrators, and teachers BEFORE the planning meetings began and AFTER the planning group's work was completed.

	Student Groups	Administrators	Teachers
Before	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>
After	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>	<ul style="list-style-type: none"> <li>• Very poor</li> <li>• Poor</li> <li>• Neither good nor poor</li> <li>• Good</li> <li>• Very good</li> </ul>

### CRS Services and Support

**51.** What other service or support could CRS have provided to the SPCP Council and community leadership to have improved the likelihood for the Council to have scheduled and conducted meetings?

**52.** Did CRS provide the Council with tools to conduct SPIRIT meetings?

### Significant Impacts of SPIRIT Program

**53.** Overall, what were the most significant impacts of the SPIRIT Program?

### Recommendation of the Program

**54. a.** Would you recommend the SPIRIT program to another city or town? (Yes or No)

- b. If yes, why would you recommend the SPIRIT Program?
- c. If no, why would you not recommend the SPIRIT Program?

**Closing Comments**

Before we complete the interview, do you have any additional comments?

**Closing**

Again, thank you for taking the time to speak with us. We greatly appreciate your responses and perspective. If you have any questions about the research study, please contact Kit Chalberg at [Christopher.Chalberg@usdoj.gov](mailto:Christopher.Chalberg@usdoj.gov).

## Questions for Engaging and Building Partnerships with Muslim and Sikh Americans Programs

Note: The word “community” refers to the Muslim-American community and/or the Sikh-American community.

1. Please check all statements that apply to you.
  - I am a patrol officer.
  - I am a supervisor.
  - I am an outreach officer.
  - I am a chief of police.
2. a. *Please rate your level of agreement or disagreement with the following statement:* “The training improved my ability to interact with the community.” Do you:
  - Strongly Agree
  - Agree
  - Neither Agree nor Disagree
  - Disagree
  - Strongly Disagree

b. If you agree or strongly agree, how have your abilities improved?

c. As a result, has there been a change in your level of outreach to the Muslim-American and/or Sikh-American community? (Yes or No)

d. If you answered yes, what has been the change?

e. If you answered no, what barriers have you encountered?
3. a. Did you create an action plan during or after the training? (Yes or No)

b. If you answered no, why didn't you create an action plan?

c. If you answered yes, please refer to your action plan. Have you completed any individual actions on your action plan? (Yes or No)

d. If you answered yes to 3c, what were those actions, and how have those actions helped you? Check all that apply.

  - I now know more members of the community.
  - I get more information and support from community members and leaders.
  - People seem friendlier and less afraid of me.
  - I am increasing my comfort level and knowledge to work with members of the community.
  - Other: \_\_\_\_\_

- e. If you answered *no* to 3c, why haven't you completed any of the individual actions?  
Check all that apply.

- I have not had the time.
- I am not sure how to begin.
- My agency doesn't have the resources to conduct community outreach.
- The actions are not within my job responsibilities.
- Other: \_\_\_\_\_

4. a. Has your agency done any new community outreach since the training program? (Yes or No)

- b. If you answered yes, what has been the outcome of those activities? Check all that apply.

- We now have more regular communications with community leaders.
- Reporting of incidents has increased.
- Reporting of crime tips has increased.
- Tension in the community has decreased.
- Other: \_\_\_\_\_

5. a. Have you done any new community outreach since the training program? (Yes or No)

- b. If you answered yes, please rate your level of agreement or disagreement with the following statement:

"I now have more regular communications with community leaders." Do you:

- Strongly Agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree

6. a. *Please rate your level of agreement or disagreement with the following statement:*  
"CRS has helped me and/or my agency improve relations with the community since the training." Do you:

- Strongly Agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree

- b. If you agreed or strongly agreed, check all that apply.

- CRS provided guidance on how to do some of the best practices discussed in the training.
- CRS helped us plan to implement some of the best practices.
- CRS convened meetings between my organization and the community.

- CRS introduced us to community leaders.
- Not sure
- Other: \_\_\_\_\_

c. What additional CRS services would have been helpful?

7. What content from the course have you found to be the most useful in your work?

8. a. Have you used what you learned from the training?

- No. I doubt I will have an opportunity.
- No, but I'm still planning on using what I have learned.
- Yes, I have already used what I learned.

b. If you answered yes, what specifically have you used?

9. a. Since the training, have you had any enforcement contacts with the community? (Yes or No)

b. If you answered yes, did the training improve specific interactions you've had with members of the community during these enforcement contacts? (Yes or No)

- If you answered yes, how?

10. What part of the training had the most impact on your beliefs and perceptions about the Muslim and/or the Sikh community?

11. What part of the training had the largest impact on your behavior, if any?

12. Overall, what were the most significant impacts of the training Program?

13. a. Would you recommend the training program to another city or town? (Yes or No)

b. If yes, why would you recommend the training program?

c. If no, why would you not recommend the training program?

### **Closing Comments**

Before we complete the interview, do you have any additional comments?

### **Closing**

Again, thank you for taking the time to speak with us. We greatly appreciate your responses and perspective. If you have any questions about the research study, please contact Kit Chalberg at [Christopher.Chalberg@usdoj.gov](mailto:Christopher.Chalberg@usdoj.gov).