**INTRODUCTIONS**

1. What is your role in the LEAD program?
2. How long have you been involved in the program?
   1. Probe: Were you involved from the start of the program?
3. How many hours per week do you devote to the LEAD program?
4. What type of training did you receive, if any, to do your role in the LEAD program?
   1. Probe: Was the training adequate?
   2. Probe: What type of additional training, if any, would be helpful?
5. How would you describe the work you do for the LEAD program?

**ROLE SPECIFIC QUESTIONS: See below**

**REFERRAL PROCESS**

1. How do you think officers select which individuals to refer to LEAD?
   1. How are police officers choosing individuals for social referrals?
2. When you look at the demographics (e.g., race/ethnicity, gender, age) of the LEAD participants, who is less likely to be referred or to participate?
   1. Probe: Are there any specific crimes, or circumstances that garner more referrals than others?
3. In your opinion, is the referral process fair?
   1. Are the eligibility requirements fair? Capturing the people who could benefit most?

**PARTNERSHIPS**

1. Whom do you consider to be the key partners in the LEAD program in your city?
2. How do the key partners communicate and coordinate with each other?
   1. Probe: What about that works well? What could be improved?
3. What works well about case staffings? What could be improved?

**COMMUNITY**

1. What role, if any, do community members play in the LEAD program?
2. Have you received any feedback from the broader community about the LEAD program?
   1. Probe: What is that feedback like?
   2. Probe: Have race or racism come up at all in the community’s feedback about the LEAD program? Harm-reduction? Decriminalization?
   3. Probe: Have you heard anything about the LEAD program being described as a “snitch” program?
      1. Probe: Is anything being done to combat this misconception?
3. How have the community’s attitudes about diversion as an alternative to arrest and incarceration changed since LEAD began, if they have?
   1. Probe: Prior to LEAD, how would you describe the community’s attitudes about diversion as an alternative to arrest and incarceration?

**CORE VALUES**

1. In your opinion, what are the core values or program objectives of the LEAD program in your city?
2. How do those values or objectives factor into your LEAD work?
   1. Probe: When is it difficult to use those values in your LEAD work?
3. To what extent do you think the LEAD partners share those values/objectives?
   1. Probe: How are they similar / different?
4. Is there ever internal discussion about those values?
5. The people who started LEAD say that LEAD is a harm reduction approach that was intended to promote racial equity. Are harm reduction and/or racial equity within the core values of your LEAD program?
   1. Probe: How is that reflected, or not reflected, in your city’s LEAD program?

**IMPLEMENTATION**

**Everyone**:

1. From your perspective, what were the main reasons LEAD was implemented in your city?
   1. Probe: Prior to the LEAD program, what was your city doing to address the opioid crisis?

**People working on LEAD during start-up:**

1. Describe the type of people that your LEAD program intended to reach when it was getting started?
   1. Probe: First-time offenders or frequent offenders?
   2. Probe: Who do you think is the focus for enrollment now?
2. What were the biggest obstacles that you faced during the implementation process?
   1. Probe: How did you address those obstacles?
3. In what ways did you rely on another organization’s or LEAD program’s documents, guidelines, or logistical support when implementing the LEAD program?
   1. Probe: What other resources were used when the LEAD program was implemented in your city?

**Everyone:**

1. What resources or materials does the LEAD program rely on, currently, for ongoing program implementation?
2. How is the LEAD program funded?
3. In your opinion, is the LEAD program funding adequate?
   1. Probe: Is the LEAD program funding sustainable?

**LESSONS LEARNED AND PLANS FOR THE FUTURE**

1. What have been the most successful components of the LEAD program?
2. What has not worked well with the LEAD program?
3. In what ways has the LEAD program changed since you started working for LEAD?
   1. Probe: What effect did these changes have on the LEAD participants?
   2. Probe: What effect did these changes have on program sustainability?
4. Do you think there are any circumstances in your jurisdiction that might make the LEAD program different than in other places?
   1. Probe: Do you know of any adaptations that were made in your jurisdiction in order to make LEAD more successful for your jurisdiction’s context?
5. What changes or additions to the LEAD program would you like to see in the next year?
   1. Probe: Five years?
6. What advice would you give to other communities that are interested in starting a LEAD program?

**ROLE SPECIFIC QUESTIONS:**

**Case Manager/Peer:**

1. Can you describe the documentation process you use while working with LEAD participants?
   1. Probe: Has this documentation process changed over time?
2. What type of goal setting or plan making do you do with LEAD participants?
   1. Probe: In your opinion, how effective are these plans?
   2. Probe: How often are they revisited and/or revised?
3. What are the most common immediate needs for new LEAD participants?
   1. Probe: What are the most common needs for LEAD participants who have been in the program for several months?
4. What kind of needs do LEAD participants have that are particularly challenging to help with?
   1. Probe: Have there been instances when treatment or resources for LEAD participants could not be provided because of funding issues?
   2. Probe: What about issues of insurance coverage?
   3. Probe: What happens when services are not available?
5. When in the process are you most likely to see a LEAD participant stop engaging with you?
   1. Probe: Referral follow-up? One month in? Six months in?
   2. Probe: Why do you think that is?
   3. Probe: What reasons do you hear most often from individuals who stop engaging with you?
6. What role do you play, if any, if one of the LEAD participants is arrested?
   1. Probe: In what ways are LEAD participants treated differently or the same by the DA’s office compared to someone who is not in LEAD?
7. Do you notice any differences in the demeanor or outcomes for individuals who come into the program via a pre-arrest diversion compared to those who are social contact referrals?
8. In general, how well do you feel the LEAD program engages the people it aims to help?
9. Can you describe a specific individual (no names) who was a LEAD “success story”, and what their experience was?
10. Can you describe someone who was NOT helped by LEAD, and what their experience was?

**Law Enforcement LEAD Coordinator:**

1. What happens when someone does not show-up for an intake appointment?
   1. Probe: How well does this process work?
2. What are reasons why someone might decline participating in LEAD when they are referred?
   1. Probe: Are people with certain characteristics, (e.g., race/ethnicity, gender, age), crimes, or circumstances more likely to decline?
3. When a LEAD participant is arrested, how does being in the LEAD program impact the way police officers and/or the DA’s office treats them going forward?
4. Who decides which officers get LEAD-trained?
   1. Probe: How do they make that decision?
   2. Probe: Is LEAD training voluntary for officers that have been selected?
5. What attributes does a police officer need to have to be an effective LEAD officer?
6. Can you describe any resistance or reluctance among officers for being LEAD trained?
7. Can you describe any resistance or reluctance among officers for making LEAD referrals, once they are trained?
8. Thinking about the entire community, not just LEAD participants, have you seen any evidence that crime and arrest rates are changing in your jurisdiction since the LEAD program started?
   1. Probe: How much do you attribute those changes to the LEAD program?
   2. Probe: What types of crimes are getting reduced (or increased)?

**District Attorney/Assistant District Attorney:**

1. Do you attend the case review meetings? What role do you have during those meetings?
2. What happens when someone does not show-up for an intake appointment?
   1. Probe: What role does the DA’s office have during that process?
   2. Probe: How well does this process work?
3. In what ways are LEAD participants treated differently or the same by the DA’s office compared to someone who is not in LEAD?
4. Are there any aspects of LEAD that make your job as DA/ADA more challenging?
5. Why did you agree to support LEAD in your district? Why do you continue to support LEAD in your district?
6. Was supporting, or implementing, LEAD part of your political platform when you were running for your position?
   1. Probe: Would you run on that platform now?
7. Thinking about the entire community, not just LEAD participants, have you seen any evidence that crime and arrest rates are changing in your jurisdiction since the LEAD program started?
   1. Probe: How much do you attribute those changes to the LEAD program?
   2. Probe: What types of crimes are getting reduced (or increased)?