

Supplemental File: Qualitative Interview Instrument

1. Why did you decide to become a prosecutor? Where do you see your career going from here?

SECTION 1: Goals and Priorities for the Office

2. In your own words, what do you see as the current priorities in your office?

Probes:

- a) How are these priorities communicated to you and your colleagues?
- b) To what extent are priorities set by administration, and to what extent are they set by individual prosecutors or units?
- c) Do you understand the priorities?
- d) Do the priorities reflect your priorities?

3. In your view, have there been any changes in terms of how the office views its mission since the new administration took over?

Probe:

If supervisor, how do you communicate priorities set by management to your staff?

4. What criteria would you use to assess the overall success of your office?

5. What changes do you think would increase your office's overall success? (This can be anything including training, new guidelines, caseload management, technology upgrades, new diversion programs, etc.)

SECTION 2: Perceptions of What Constitutes a Good Prosecutor

6. How do you judge your own success as a prosecutor?

Probe:

How does the office evaluate your success as a prosecutor?

7. To what extent is your view about what makes a good prosecutor shared by other line prosecutors in your office?

8. What changes do you think would increase your own ability to be more effective as a prosecutor?

SECTION 3: Suggestions for Reform (Office-wide)

9. What do you see as some areas of reform necessary to promote the mission of your office?

10. Do you think your office seeks jail/prison sentences more or less often than it should?

11. In what ways can working with community groups help improve the work of your office?

12. Are there specific changes in existing law that you think should be made to increase or reduce the use of incarceration?

13. Are there data reports that you wish you could have on specific things that would help you to be more efficient and fairer in your job?

Probe:

When was the last time you thought to yourself, “I wish I had [this] data or [this] piece of information?”

14. What is your view of racial/ethnic disparities in the CJ system?
- Can you describe them and why do you think they exist?
 - What efforts is your office making, if any, to reduce racial and ethnic disparities in the justice system?
 - Are there specific changes in the existing law or office policies that you think should be made to reduce these disparities?
 - Is there anything you think lawmakers can do to reduce these disparities?

SECTION 4: Suggestions of What to Measure with Performance Indicators

As you may know, we are developing indicators to measure the performance of prosecutors’ offices over time. We wanted to get a sense of what you think should be measured under the following broad categories.

15. **Community safety and wellbeing** – what are some specific ways we can think about and measure “community safety and wellbeing” as it pertains to your office’s work? (e.g., successful completion of diversion programs)

16. **Capacity & Efficiency** – what are some specific ways we can think about and measure “capacity & efficiency” as it pertains to your office’s work? (e.g., timeliness of case processing)

17. **Fairness & Impartiality** – what are some specific ways we can think about and measure “fairness/impartiality” as it pertains to your office’s work? (e.g., differences in custodial sentences for similar offenders)

SECTION 5: Prosecutorial Characteristics

18. **Race** – what is your race (let them self-identify)?

Black White Asian *Other* _____

19. **Ethnicity** – what is your ethnicity (let them self-identify)?

Hispanic Non-Hispanic *Other* _____

20. **Age** – what year were you born?

Include number _____

21. **Unit identity** – in what unit/division/bureau of your office are you currently assigned?

22. **Experience level as a prosecutor** – how many years of prosecutorial experience do you have?

Include number _____

23. **Experience level as an attorney** – how many years of overall experience do you have as an attorney?

Include number _____

24. **Prior experience as a defense attorney** – have you ever worked as a defense attorney?

YES NO

25. **Prior experience as a law enforcement officer**– have you ever worked as a law enforcement officer?

YES NO

26. **Caseload** – how many open criminal cases do you currently have?

Include number _____