Early Intervention Systems: An Exploration of Interventions Handled by Supervisors to Address At-Risk Officer Behavior

With the national conversation surrounding critical incidents and officer misconduct, accountability tools such as Early Intervention (EI) systems to identify and address at-risk officers have never been more valuable. Limited EI research has been conducted, and EI interventions handled by supervisors to hold officers accountable have yet to be explored. The current study used EI data and supervisor response memos between 2014-2020 from a large, metropolitan U.S. police agency to examine the EI process including differences between non-flagged and flagged officers, the execution of EI interventions, and the likelihood of and temporal distance between EI alerts. Key findings, limitations, future research, and policy implications are discussed.