POLICE COMMANDERS’ EDUCATION: A CONTINUOUS PROCESS

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Societal Challenges

Educational needs

Environmental reconfiguration

Social knowledge

Educational needs
Police Commanders’ Education Context

• Different approaches

• Job description diversity:
  – Social demands
  – Personal development (social, organisational, self)
  – Social reconfiguration
What kind of knowledge?
Police Commanders’ Profiles

- Competencies
- Functional Diversity
- Long Career
- Increasing Autonomy
- Skills

- Capacities
Police Commanders’ Education: Approach

Functions

Police Commanders’ Profiles

- National
- District
- Local

International

Courses

Police Organisation

Police Sciences

Police Activities
Police Commanders’ Education: Problem

How to adjust police commanders’ education in face of permanent societal reconfiguration?
Police Commanders’ Education: Diagnosis

Police Sciences

Focus Group Seminar

Police Commanders’ Competencies

Commanders’ profiles Survey

Organisation needs

Strategical objectives

Job description
Police Commanders’ Competencies Survey

<table>
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<tr>
<th>Competency</th>
<th>Percentage</th>
<th>Total Responses</th>
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<tbody>
<tr>
<td>Técnicas de serviço policial</td>
<td>63%</td>
<td>106</td>
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<td>Sociologia</td>
<td>3%</td>
<td>9</td>
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<tr>
<td>Actividades desportivas</td>
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<td>Tática policial</td>
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<td>80</td>
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<td>Investigação científica/metodologia das ciências sociais</td>
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<td>Informática e programação</td>
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<td>Outra, Qual?</td>
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Total respondents: 293

Respondents who skipped this question: 0

https://www.survs.com/app/5/wo/kEd6k2XtZWzAzPD24l8PuM/21.0.19.13.1.1.1.1.1.0.1.1.5.9.1.17
Police Commanders’ Education: Outcomes

Experience → Learning Programme Scheme → Competencies (COP) → Other Scientific areas → Police Sciences (Concept)
Police Commanders’ Education: Learning Programme Scheme

- Local
- District
- National

Master

CCDP

CDEP

EQF 7
Police Commanders’ Education: Main Guidelines

• Self – Axis (a)
  – The policeman as an individual (man or woman);
  – The policeman of individuals (the police officer);
  – The “regular” citizen and the potential victims.

• Integration of the self (in the organisation) – Axis (b)
  – Main idea focused in the interpersonal relations, problem analysis, project management, time management, accountability, assessment and evaluation.

• Macroscopic Perspective – Axis (c)
  – The world, the country, the city and the street.
Police Commanders’ Education: Implementation

• Aiming
  – a teaching / learning experience starting with a subjectivation process on police sciences

Progressively translating into

– Increased reflexive capacity and decision making autonomy targeting police problem solving.
Police Commanders Must Be Able To:

• To locate the situations within the law,
• To put problems into context,
• To make decisions in order to solve problems,
• To use the management cycle to improve police activities.
Police Commanders’ Education: Final Remarks

- **Learn 2 learn**
- **Organisational infrastructure** must provide:
  - Learning environment
  - Up to date police practices
  - Fed by scientific knowledge & professional experience
- **Self-service learning system**
- **Quality assessment system**
Thank you for your attention!