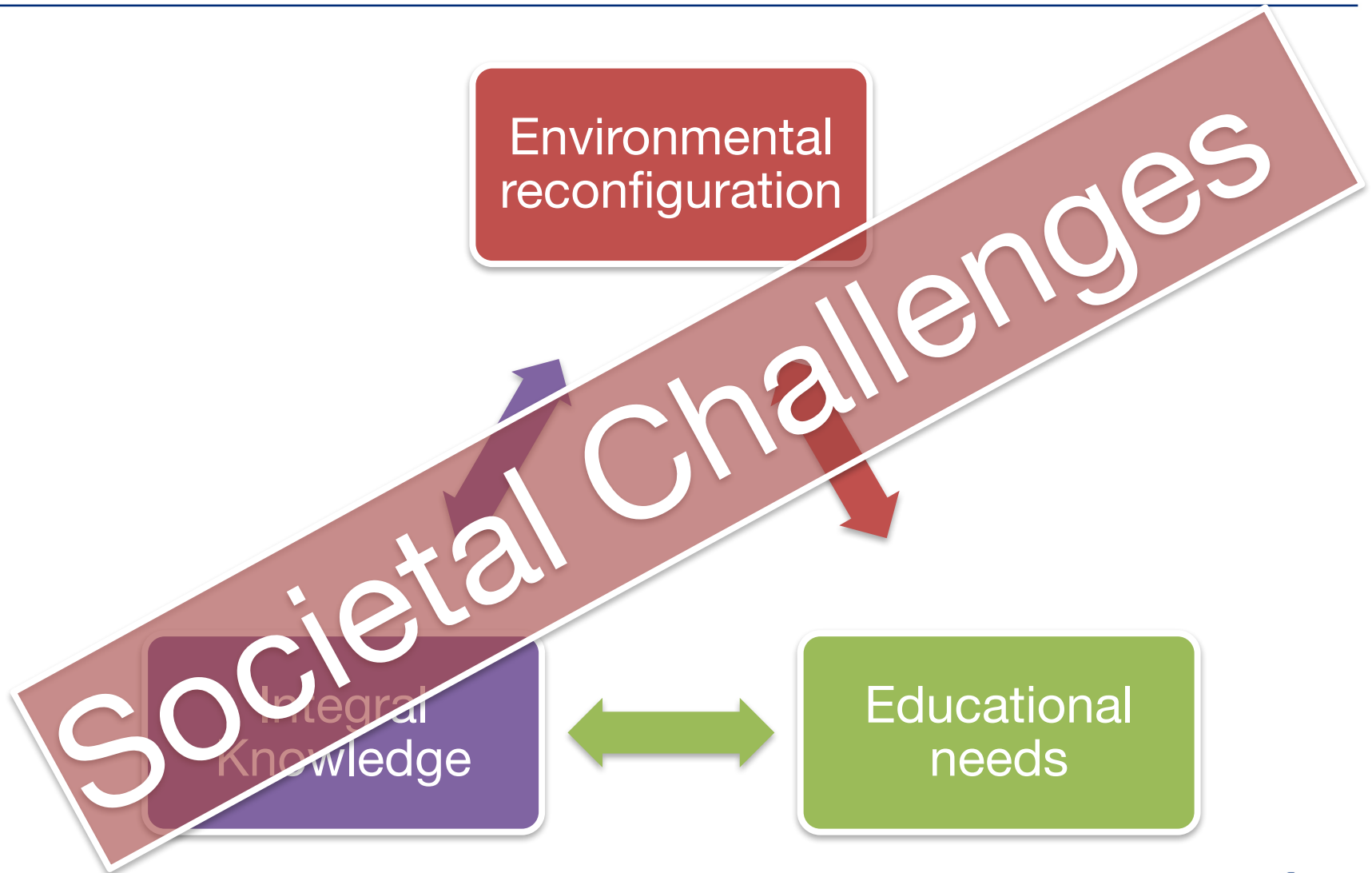


POLICE COMMANDERS' EDUCATION: A CONTINUOUS PROCESS

Sérgio Felgueiras & Lúcia G. Pais

CEPOL Research & Science Conference – 5 - 7 October 2016
Budapest, Hungary



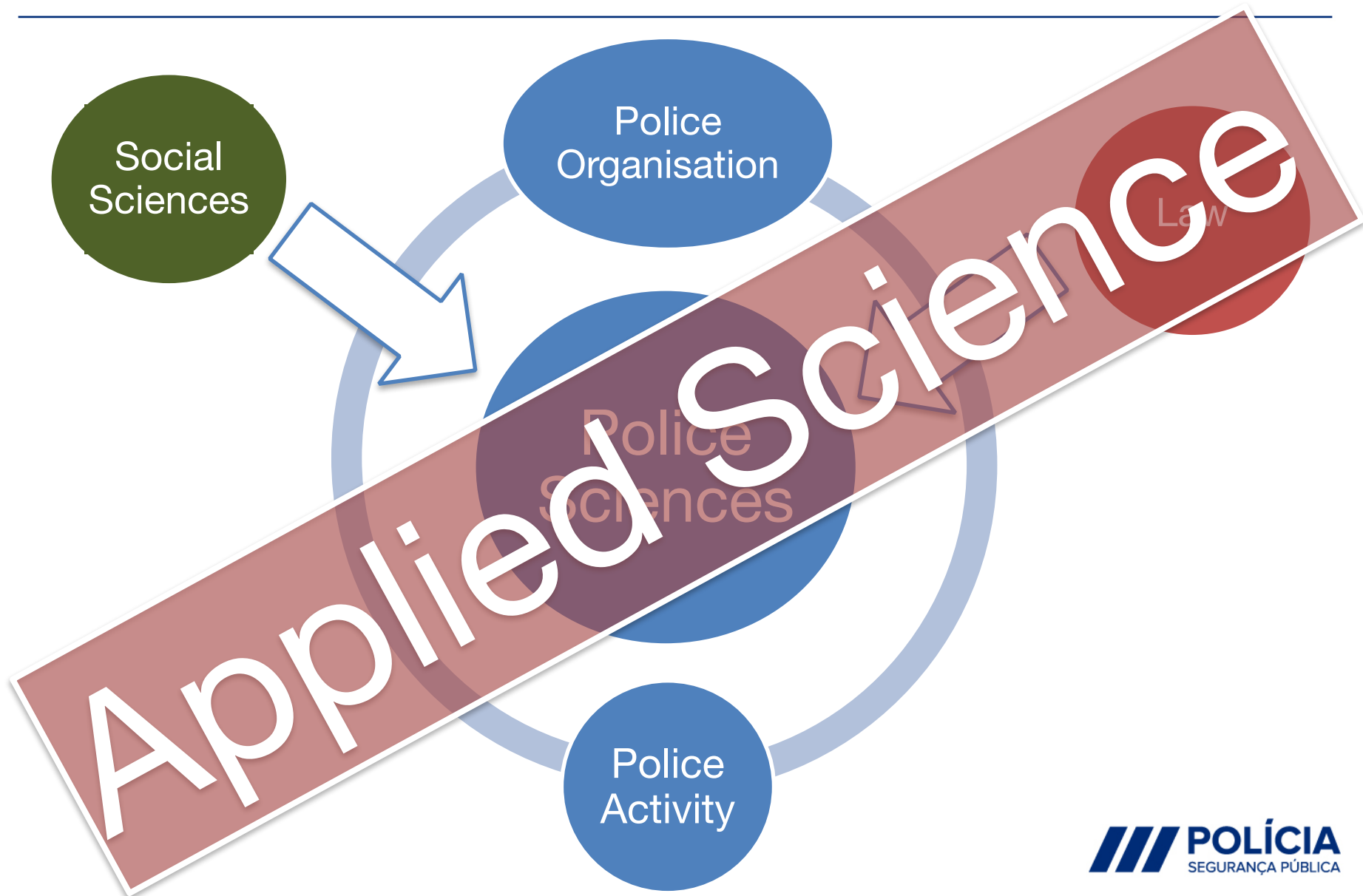


Police Commanders' Education Context

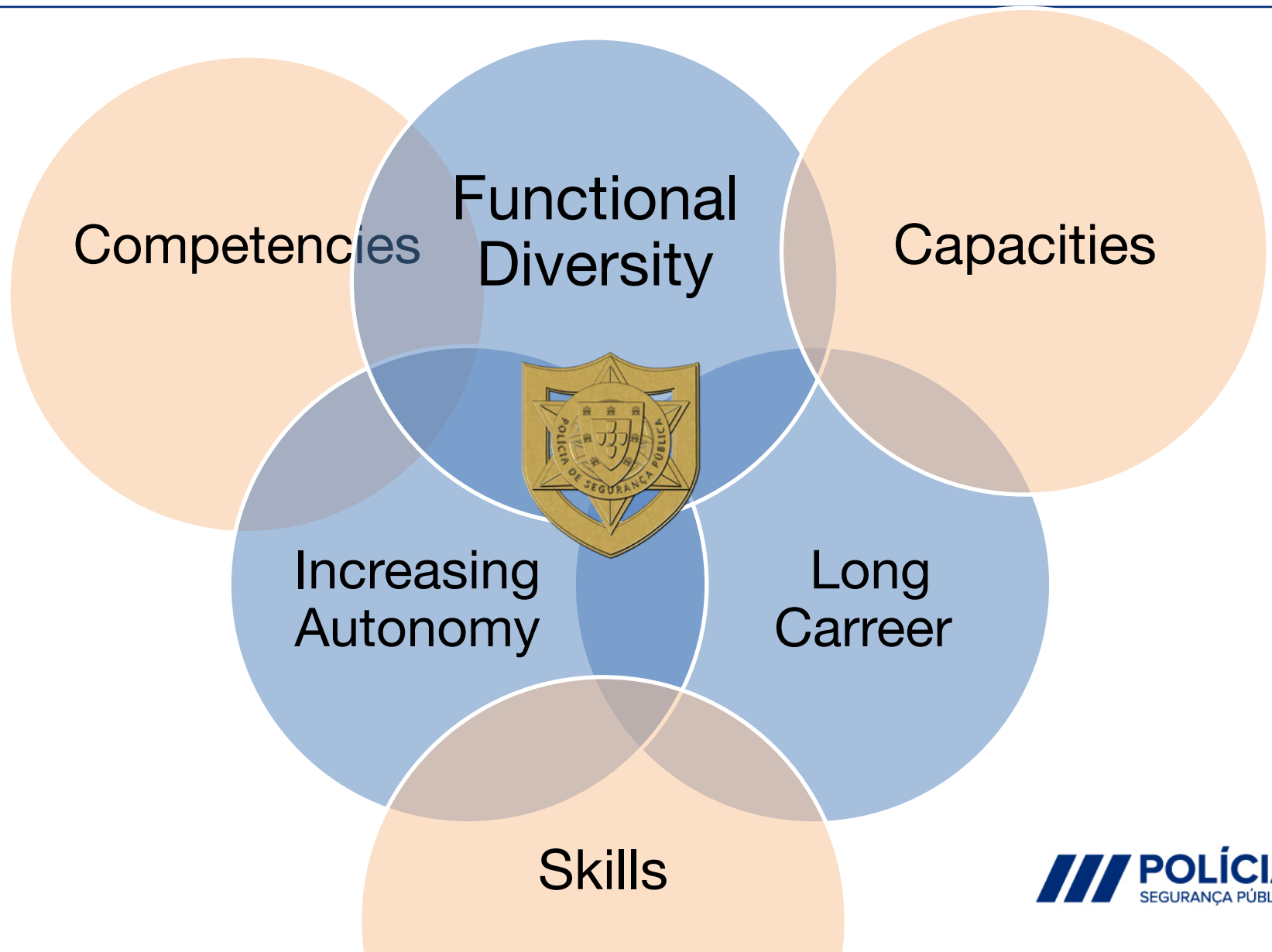
- Different approaches
- Job description diversity:
 - Social demands
 - Personal development
(social, organisational, self)
 - Social reconfiguration

Knowledge

What kind of knowledge?



Police Commanders' Profiles



Police Commanders' Education: Approach

Functions

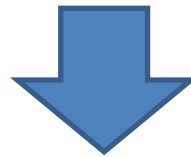
National

District

Local

International

Police
Commanders'
Profiles



Courses

Police
Organisation

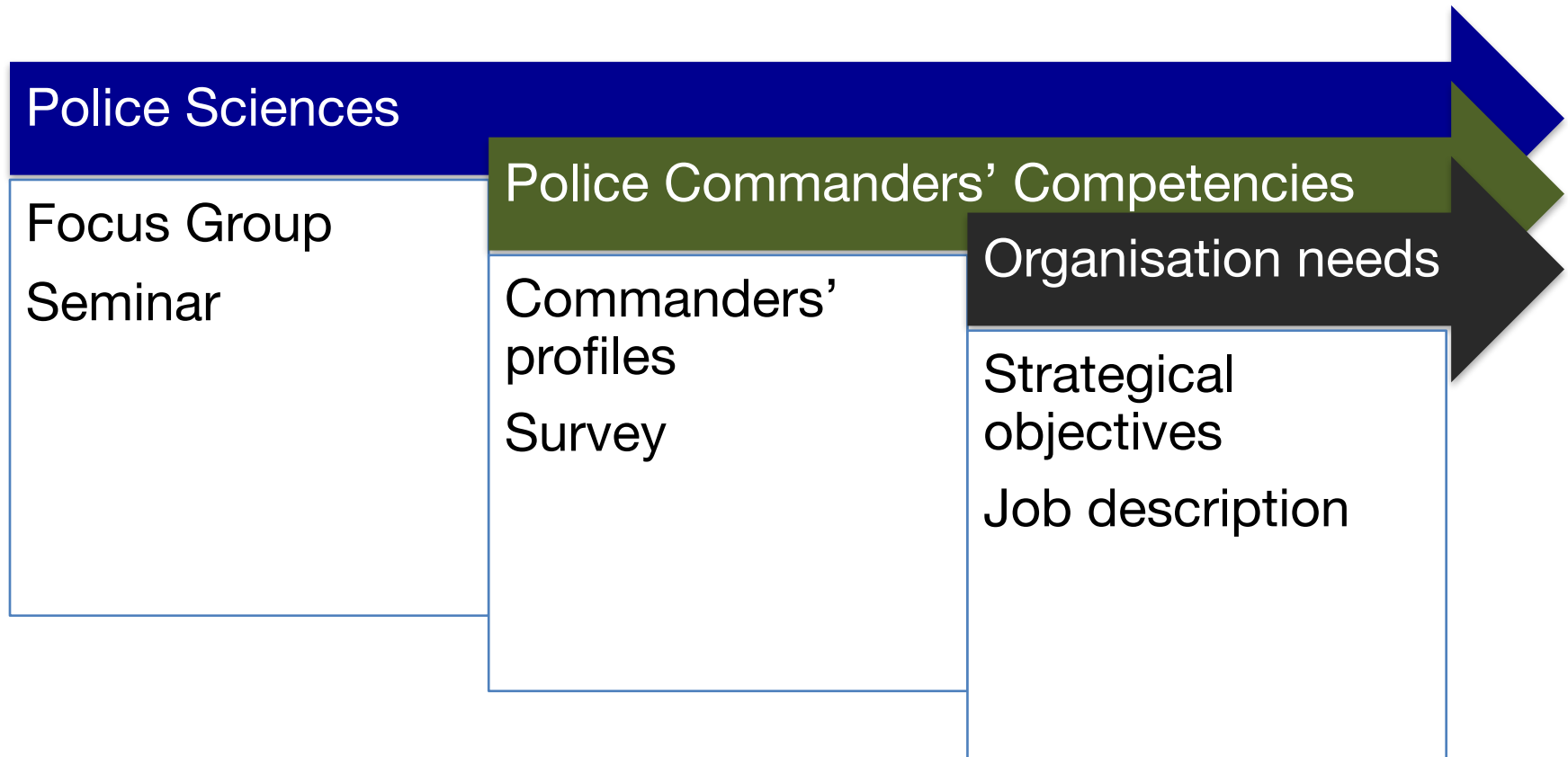
Police
Sciences

Police
Activities

Police Commanders' Education: Problem

How to adjust police commanders' education in face of permanent societal reconfiguration?

Police Commanders' Education: Diagnosis



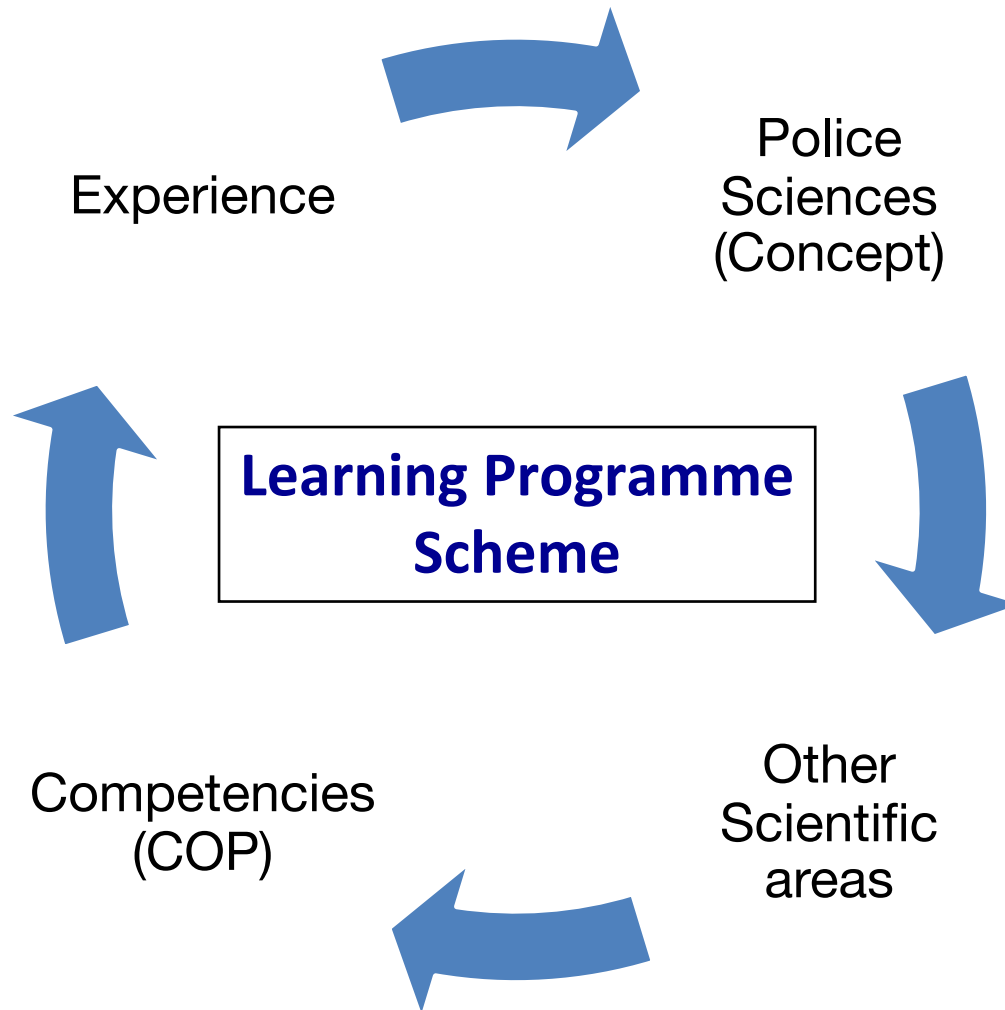
Police Commanders' Competencies Survey

13. Do conjunto de competências adquiridas ao longo da sua formação académica (na ESP ou no ISCPSI), identifique até três principais áreas de competências-chave que tiveram impacto posterior no desempenho das suas funções. Assinale até três escolhas: Required | [View responses](#)

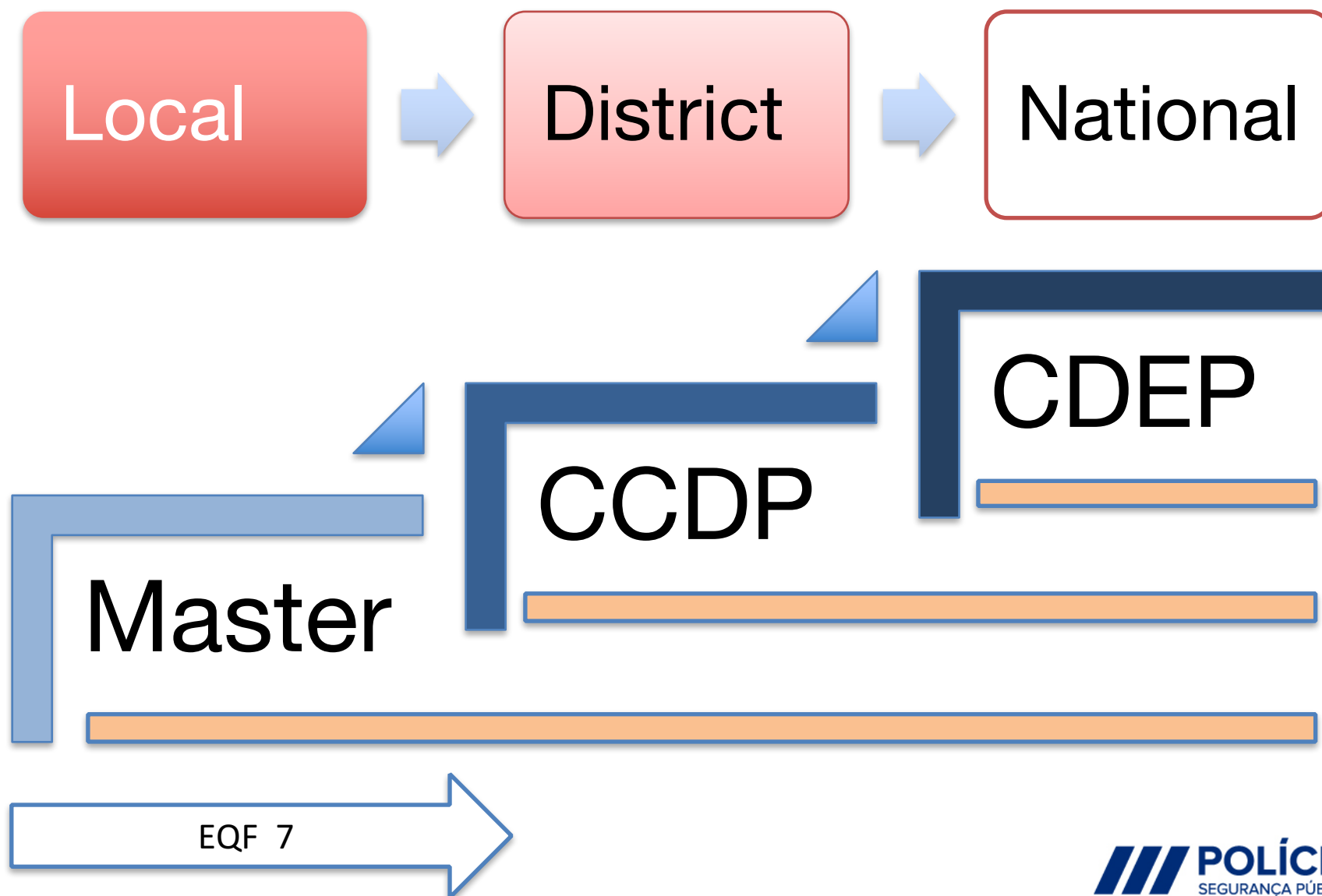
Técnicas de serviço policial	63%	<div><div></div></div>	186
Sociologia	3%	<div><div></div></div>	9
Actividades desportivas	2%	<div><div></div></div>	5
Tática policial	27%	<div><div></div></div>	80
Investigação científica/metodologia das ciências sociais	4%	<div><div></div></div>	13
Psicologia	2%	<div><div></div></div>	7
Direito	69%	<div><div></div></div>	201
Matemática e estatística	2%	<div><div></div></div>	5
Informática e programação	2%	<div><div></div></div>	7
Ciência política e relações internacionais	2%	<div><div></div></div>	7
Português	5%	<div><div></div></div>	15
Inglês	2%	<div><div></div></div>	7
Economia e finanças	0%	<div><div></div></div>	1
Ética e conduta profissional	21%	<div><div></div></div>	62
Espírito de corpo, relacionamento interpessoal e camaradagem	35%	<div><div></div></div>	103
Disciplina	25%	<div><div></div></div>	72
Espírito de missão	28%	<div><div></div></div>	81
Outra... Qual?	4%	<div><div></div></div>	12
Total respondents			293
Respondents who skipped this question			0

<https://www.survs.com/app/5/wo/kEd6k2XtZWzAzPD24I8PuM/21.0.19.13.1.1.1.1.1.0.1.1.5.9.1.17>

Police Commanders' Education: Outcomes



Police Commanders' Education: Learning Programme Scheme



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

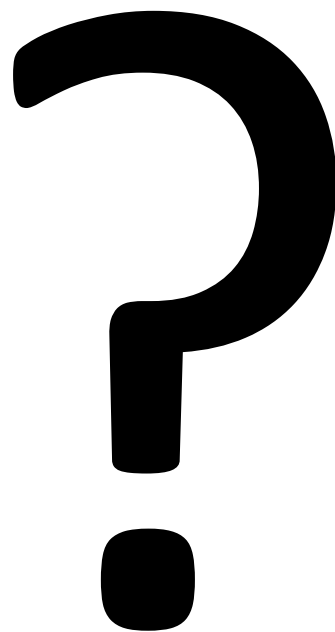
- Increased reflexive capacity and decision making autonomy targeting police problem solving.

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!