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Development and Validation of Training Program to PNP Uniformed Personnel and Community Leaders in Implementing Community Training Program

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Abstract
Community policing focus on close public involvement, community awareness, and community-based actions. It evaluates these approaches, based on research and contemporary community life. The goal of community policing is to foster interactive relationships between law enforcement organizations, their personnel, and the communities they serve. Building relationships throughout the community gives police more knowledge and authority to address issues related to public safety. The study aimed to evaluate a community-oriented policing program for Brgy. Sta. Lucia, Old Zaragoza, Nueva Ecija, focusing on peace and order. It described current policing and formulated a training program. The training program was validated by experts. This capstone used ADDIE model as methodology. This capstone project is adopted by the College of Criminal Justice Education as their outreach activity program in Brgy. Sta. Lucia, Old Zaragoza, Nueva Ecija. The College of Criminal Justice Education in Brgy. Sta. Lucia Old, Zaragoza, Nueva Ecija has proposed a Community Oriented-Policing Training Program for PNP Uniformed Personnel Community Leaders, which has been approved by the Nueva Ecija Provincial Police Director, demonstrating strong community-oriented policing relationships. The College of Criminal Justice Education Outreach Coordinator may update training programs, conduct a study on problem-oriented policing using SARA model, and use this capstone in various locations.

Keywords: Community Oriented-Policing, Patrol Activities, Organizational Work, Community Interaction

Introduction

Community-Oriented Policing (COP) is an approach of building a stronger relationship between law enforcement and community focusing or preventing crime, promoting trust and public safety. This helps the community understand the law enforcement police community relations program. Through COP it is easier for the police to implement their programs to the community such as community forums, seminars, symposiums and other programs to lessen the fear of community to the police leads to community participation (Violanti, 2023) [22].

The safety of the community and the standard of living cannot be left to the police alone. Law-abiding persons must assume some accountability for their neighborhoods and communities. Thus, the citizen process is necessary for the police. Instead of the police only concentrating on law enforcement, this kind of collaboration between the community and law enforcement allows for more thorough solutions to new local issues (Schlosser, 2020) [18].

To increase public trust in the police and other law enforcement organizations, a focus on community-based policing services was made. For the police and other law enforcement agencies, community-based policing strengthens ties between the police and the community and increases public trust, community involvement, and productivity in defending human rights, property, and life (United Nations Police, n.d.). According to the Philippine National Police (2023) [14], police organizations worldwide are adopting the steadily developing police-community relations framework.

According to International Association of Chief of Police (IACP) in United States of America in 2018, community policing is a law enforcement tactic that aims to foster interactive relationships between law enforcement and community. This

collaboration enhanced public trust and confidence and cooperation in solving issues faced by the community.

Community policing focus on close public involvement, community awareness, and community-based actions. It evaluates these approaches, based on research and contemporary community life.

The goal of community policing is to foster interactive relationships between law enforcement organizations, their personnel, and the communities they serve. Building relationships throughout the community gives police more knowledge and authority to address issues related to public safety.

Police play an important role in keeping the peace, protecting life and safeguarding property. This can only happen if they gain the trust and confidence of the community. In the study of Haim, D. in 2018, lack of trust of the community is one of the key challenges which prevents citizen in providing useful information about the problems in the community so with the relationship between the PNP (Philippine National Police) and the community leaders.

This study planned to assess a community-oriented policing program to be use for Brgy. Sta. Lucia Zaragoza, Nueva Ecija being the adopted barangay of the College of Criminal Justice Education program where peace and order is one of the primary focus of the college.

Theoretical Framework

This capstone project was grounded in the theoretical underpinnings of Community-Oriented Policing (COP), which emphasizes a collaborative partnership between law enforcement and the community in addressing the causes of crime and enhancing public safety. At its core, COP theory posits that effective policing cannot be achieved solely through enforcement but must involve proactive engagement, mutual trust, and shared responsibility between the police and the public. This framework aligns with the principles promoted by the Philippine National Police (PNP) and the Community and Service-Oriented Policing System (CSOP), which support decentralized, participatory, and relationship-driven law enforcement practices.

One key concept supporting this study is procedural justice theory, which maintains that people are more likely to obey the law when they perceive police procedures as fair, transparent, and respectful. This theory is echoed in the findings of Tyler *et al*. (2018), which assert that community members' trust in police institutions directly affects their willingness to participate in policing efforts and abide by laws. The inclusion of training modules in communication, leadership, and ethical policing is theoretically consistent with this perspective, as these areas foster legitimacy and community cooperation.

Additionally, the framework draws from social capital theory, particularly in the context of building relationships and networks within the community. Social capital is strengthened when there are active partnerships and regular interaction between stakeholders. In the case of Brgy. Sta. Lucia Old, the program was designed to promote trust, mutual respect, and community participation through joint patrols, educational initiatives, and conflict mediation efforts. The role of barangay officials and local leaders, as integral agents of peacekeeping, reflects the theory's emphasis on communal responsibility and interconnectedness in maintaining order.

Finally, the ADDIE model (Analysis, Design, Development, Implementation, Evaluation) served as the structural foundation for the capstone methodology. This instructional design framework complemented the theoretical models by offering a systematic and iterative process for identifying community needs, designing interventions, developing content, and evaluating effectiveness. By aligning both educational theory and policing frameworks, the capstone ensured that the training program was both contextually responsive and evidence-based, reinforcing the practical applicability of community policing theories within a localized Philippine setting.

Research Objectives

This study aimed to address the following research questions:

1. How may the current community-oriented policing be described in terms of;

1.1 Patrol activities

1.2 Organizational work

1.3 Community Interaction

2. What training program may be formulated based on the findings of the study?
3. How does the program be validated by experts?

Methodology

This study employed a descriptive quantitative research design with a developmental approach to create and validate a training program that enhances community-oriented policing in Brgy. Sta. Lucia Old, Zaragoza, Nueva Ecija. The focus was on strengthening the skills of barangay officials and police officers, particularly in patrol activities, organizational work, and community interaction. The capstone project was guided by the modified ADDIE Model comprising Analysis, Design, Development, Implementation, and Evaluation phases to ensure a systematic and effective training intervention.

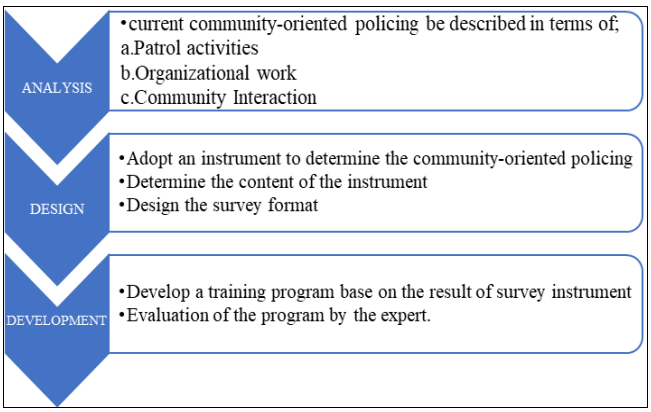

Fig 1: Modified ADDIE Model

The research was conducted in Brgy. Sta. Lucia Old and the Zaragoza Municipal Police Station. The barangay, with approximately 4,000 residents, represents 7.13% of the total population of Zaragoza and is primarily engaged in agriculture, particularly rice and duck production. A total of 16 respondents participated in the study nine uniformed personnel from the local PNP station and seven barangay officials. These individuals were purposefully selected due to their direct involvement in community policing initiatives. Their insights were instrumental in assessing

current practices and identifying training needs.

To collect data, a structured questionnaire was used, adapted from the study of Tondo *et al*. (2020) on community-oriented policing implementation. The instrument utilized a 4-point Likert scale (4 = Strongly Agree to 1 = Strongly Disagree) to measure perceptions of existing practices in three key areas: patrol activities, organizational work, and community interaction. Prior to administering the survey, permission was obtained from both the Chief of Police and the Barangay Chairman. The researcher personally distributed the instruments, explained the process to respondents, and ensured ethical considerations by informing participants that they could withdraw at any point. Supplementary data were gathered through informal interviews and direct observation to enrich the contextual analysis.

Data were analyzed using statistical tools such as weighted mean and standard deviation to identify patterns and variations in respondents' assessments. These results informed the training design, which included modules tailored to the specific needs of the barangay officials and police personnel. The design phase focused on articulating the program's objectives, target audience, expected outcomes, monitoring and evaluation strategies, and budget requirements. The development phase involved writing and compiling the training content. The completed program was then subjected to expert validation prior to its eventual implementation, ensuring relevance, clarity, and alignment with community policing goals.

Results and Analysis

This part presents the statistical data relative to the statement of the problem mentioned. Corresponding analysis and interpretation relatively with these data are likewise incorporated in the portion of this project.

Table 1: Community Oriented-Policing Activity in Terms of Patrol Activities

		Police			Community Leaders		
	A. Patrol Activities	**Mean**	**SD**	**VD**	**Mean**	**SD**	**VD**
1.	Police conduct traffic direction and control (to keep the movement of people and goods in an orderly manner and avoid potentials for conflict)	4.00	0.00	SA	3.86	0.38	SA
2.	Police undergo fixed and mobile checkpoints	4.00	0.00	SA	4.00	0.00	SA
3.	Police perform standing and watch duties (a visibility form of duty that is intended for the protection of essential public installations and establishments)	4.00	0.00	SA	3.71	0.49	SA
4.	Police conduct beat patrol duties (a walk and observed duties to protect persons and property from being molested and bulgarized by criminals)	4.00	0.00	SA	4.00	0.00	SA
	Overall Weighted Mean	**4.00**	**0.00**	**SA**	**3.89**	**0.13**	**SA**

3.25 – 4.00 – Strongly Agree (SA) 2.50 – 3.24 – Agree (A) 1.75 – 2.49 – Disagree (D) 1.00 – 1.74 – Strongly Disagree

The patrol activities performed by the police and community leaders shows important factor in the effectiveness of law enforcement. Data shows that, the overall weighted mean for patrol activities performed by the police is 4.00 with a SD of 0.00 while performed by community leaders is 3.89 with SD of 0.13 both with verbal description of strongly agree. Police undergo fixed and mobile checkpoints and Police conduct beat patrol duties (a walk and observed duties to protect persons and property from being molested and bulgarized by criminals) were the effective patrol activities with a mean of 4.00 and standard deviation of 0.00 both PNP and community leaders with verbal description of Strongly Agree. This only shows that collaborated effort between police and community leaders in patrol activities is effective. Though a little discrepancy will show on Police perform standing and watch duties (a visibility form of duty that is intended for the protection of essential public installations and establishments) on the part of PNP mean was 4.00, SD of 0.00 while on the community leaders with a mean of 3.71 and SD of 0.49 with verbal description of Strongly Agree. This supports the study of Kochel *et al*. in 2020 stating that gaining the trust and confidence of the public by the police, it increased the efficacy of patrol operations.

Moreover, in the study of Ratcliffe and Groff (2020) [16], effective patrol operations eliminate the possible occurrence of crime when it is done routinely day and night. In addition to this, in the study of Sherman *et al*. (2023) [19], effective patrol operations must be scheduled in targeted crime areas minimize the possible occurrence of crime.

Cozens and Love (2021) [4] suggested that omni-presence or police visibility prevents the possible occurrence of crime.

Table 2: Community Oriented-Policing Activity in Terms of Organizational Work

		Police			Community Leaders		
	B. Organizational Work	**Mean**	**SD**	**SA**	**Mean**	**SD**	**VD**
1.	The police organize Barangay Peace Keeping Action Teams (BPATS)	4.00	0.00	SA	4.00	0.00	SA
2.	The police organized anti-drug councils and movement	4.00	0.00	SA	4.00	0.00	SA
3.	The police handles council of elders	3.78	0.44	SA	4.00	0.00	SA
4.	Police govern radio and social networking clubs	3.89	0.33	SA	3.57	0.53	SA
5.	The police coordinate with fire and disaster brigades	3.89	0.33	SA	4.00	0.00	SA
6.	The police operate livelihood cooperatives	3.89	0.33	SA	3.71	0.49	SA
7.	The police supervises sports clubs	3.78	0.44	SA	4.00	0.00	SA
	Overall Weighted Mean	**3.89**	**0.25**	**SA**	**3.90**	**0.11**	**SA**

3.25 – 4.00 – Strongly Agree (SA) 2.50 – 3.24 – Agree (A) 1.75 – 2.49 – Disagree (D) 1.00 – 1.74 – Strongly Disagree

Data shoes that the overall weighted mean for organizational activities for police is 3.89 with SD of 0.25 while community leaders have a mean of 3.90 with SD of 0.11 with a verbal description of Strongly agree. the police organize Barangay Peace Keeping Action Teams (BPATS) and the police organized anti-drug councils and movement has the highest mean of 4.00 and SD of 0.00 with a verbal description of Strongly Agree. While there is a little difference in other activities. This only shows that the police and the community leaders were functioning well in terms organizational work.

This supports the study of Wesibued *et al*. in 2014 that when the BPATS as part of the community policing programs is affecting in gaining the trust and confidence of the public that resulted to good relationship between police and community.

Moreover, this also supports the study of Skogan in 2016 and Malone *et al*. in 2018 that when there is a good communication, available resources, anti-drug campaign is successfully implemented.

Cooperation between police and community leaders makes the community a safe place for the community members.

Table 3: Community Oriented-Policing Activity in Terms of Community Interaction

		Police			Community Leaders		
	C. Community Interaction	**Mean**	**SD**	**SA**	**Mean**	**SD**	**VD**
1.	Police visibility or presence to neutralize or drive out a larger group of insurgents or criminal gangs in the community.	4.00	0.00	SA	4.00	0.00	SA
2.	Conduct peripheral visits and forge relationships with the people in the area by conducting interpersonal dialogues, establish rapport, and offer friendship	4.00	0.00	SA	4.00	0.00	SA
3.	Police educate the people in the community about the recent news that may capture their interest.	4.00	0.0	SA	3.86	0.38	SA
4.	Police undergo interpersonal interaction that brings the police closer to the communities	4.00	0.0	SA	3.71	0.49	SA
5.	Police inform the community of various matters that affect their lives, starting from issues involving peace and order, laws that affect their daily activities	4.0	0.00	SA	4.00	0.00	SA
	Overall Weighted Mean	**4.0**	**0.0**	**3.91**	**3.91**	**0.11**	**SA**

3.25 – 4.00 – Strongly Agree (SA) 2.50 – 3.24 – Agree (A) 1.75 – 2.49 – Disagree (D) 1.00 – 1.74 – Strongly Disagree

Community Oriented-Policing Activity in Terms of Community Interaction has an overall weighted mean for the police 4.0 with SD of 0.0 while 3.91 for the community leaders and SD of 0.11 both have a verbal description of Strongly agree. This only shows that when there is a strong relationship between the police and the community, community interaction is evident.

This support the study of Dai *et al*. in 2017 that when there is police visibility, there is a good police image, public is confident to the police. The same with the study of Kochel *et al*. in 2015, when there is police visibility, community feels safe, in result, strong community-police relations are present.

When police shows that they are true in the performance of their duty, they portray trustworthiness. Although, community leaders support the police activities, they want to have more support in the administration of justice and expect to respect each other.

Moreover, when trust and confidence of the community is gained, community members will cooperate police programs for the community and will participate in policy decision making (Tyler *et al*., 2018).

Discussion

This part presents the summary of findings, conclusions and recommendations on the implementation of community-oriented policing (COP) in Brgy. Sta. Lucia Old, Zaragoza, Nueva Ecija.

Summary of Findings

The study assessed the implementation of community-oriented policing (COP) in Brgy. Sta. Lucia Old, Zaragoza, Nueva Ecija by examining three key areas: patrol activities, organizational work, and community interaction. Quantitative data were gathered from 9 PNP personnel and 7 barangay officials and analyzed using weighted mean and standard deviation.

In terms of **patrol activities**, both police and community leaders strongly agreed on the effectiveness of various patrol strategies, such as traffic direction, fixed and mobile checkpoints, beat patrols, and watch duties. The police respondents rated all indicators with a perfect mean score of 4.00, while community leaders provided an overall weighted mean of 3.89. This consistency indicates a shared perception of patrol visibility and routine presence as vital in deterring crime, reinforcing prior research highlighting the value of routine patrols and visibility (Cozens & Love, 2021; Sherman *et al*., 2023) [4, 19].

Regarding **organizational work**, both groups showed strong agreement on the police's role in organizing and coordinating local safety structures such as the Barangay Peacekeeping Action Teams (BPATS), anti-drug councils, and disaster response brigades. The overall weighted mean scores were 3.89 for the police and 3.90 for community leaders. This finding affirms the value of collaborative, structured community partnerships in improving public trust and cooperation, echoing findings from Wesibued *et al*. (2014) and Skogan (2016).

In terms of **community interaction**, results also indicated a strong agreement from both sectors, with an overall weighted mean of 4.00 from the police and 3.91 from community leaders. Police visibility, community dialogues, educational outreach, and interpersonal engagement were consistently rated highly. These findings support the idea that trust and confidence in law enforcement are enhanced through regular and meaningful interaction (Dai *et al*., 2017; Tyler *et al*., 2018).

Overall, the results demonstrated that both police officers and community leaders recognize and value the principles and practices of community-oriented policing. Their aligned perceptions underscore the strength of existing collaborations while also identifying areas for further enhancement, particularly in fostering deeper trust and administrative support in justice-related initiatives.

Conclusions

Based on the findings the following conclusion were drawn:

1. Community-oriented policing in Brgy. Sta. Lucia Old is evident in terms of patrol activities, organizational work, and community interaction. These only shows that police and community had a strong relationship. Though, additional trainings must be provided to strengthen the skills.
2. The "Community Oriented-Policing Training Program for PNP Uniformed Personnel Community Leaders" was proposed and will be adopted as the first phase of community outreach program activities of the College of Criminal Justice Education in Brgy. Sta. Lucia Old, Zaragoza, Nueva Ecija.
3. The relevance of the training program was validated and approved by the Nueva Ecija Provincial Police Director for it was aligned with the program of the Philippine National Police in strengthening the community-oriented policing program.

Recommendations

1. The College of Criminal Justice Education Outreach Coordinator may update the training program based on the future existing need.
2. Conduct another study that will focus on problem-oriented policing using SARA model (Scanning, Analysis, Response and Assessment). Community-oriented policing and problem-oriented policing are the approaches used to reduce crime but differ in approach.
3. Other researchers may use this capstone in different locations.

Community Oriented-Policing Training Program for Pnp Uniformed Personnel Community Leaders

Project Description: This capstone project is designed to provide a training program for the Barangay officials of Brgy. Sta. Lucia Old, Zaragoza, Nueva Ecija and the members of Philippine National Police assigned in the barangay. This program will strengthen the relationship between the police and the community and will focus on improving the skills on but not limited to patrol activities, work organization, and community interaction.

Project Objectives:

1. Develop a community-oriented policing training program needed by the community and the police that is
2. Strengthen the relationship between community and police to effectively enforce the community-oriented policing
3. Validate and evaluate the effectiveness of the training program to determine its effectiveness, and its impact

Target Audience:

PNP Uniformed Personnel (Police Officers, Police Sergeants, and higher ranks)

Community Personnel (Barangay officials, Local Government Units (LGUs), community leaders, and volunteer groups)

Other Key Local Stakeholders (Social workers, educators, and health officers involved in community engagement)

Training Program Modules:

1. Introduction to Community-Oriented Policing

1.1 Community-oriented policing principles and objectives

1.2 Importance of trust and confidence between police and community

1.3 Police and community partnership

2. Strengthening Skills on conflict Resolution and Mediation Process

2.1 How to handle dispute among community members without violence.

2.2 Different approach of restorative justice and mediation of conflict.

2.3 Police and community leaders' responsibilities in dispute resolution.

3. Preparedness During Disaster and Crisis Management

3.1 Basic knowledge on reducing risk during disaster and management.

3.2 Basic skills on respond planning to disaster with in the community.

3.3 3 Police and community leaders responsibilities responding to emergency and crisis.

4. Basic Skills on Leadership Management and Communication

4.1 Effective leadership in the community.

4.2 Effective communication skills (writing and verbal communication skills).

4.3 How to build cooperation and collaboration for the programs of the community.

5. Legal and Ethical Considerations of Community-Oriented Policing

5.1 Legal aspects of community policing and safety.

5.2 Ethical consideration in community-oriented policing.

6. Implementation, Monitoring and Program Evaluation

6.1 Importance of evaluating community programs.

7. Budget and Resources Allocation

7.1 Materials for the training

7.2 Trainers

7.3 Venue of the event

7.4 Food and Refreshments

7.5 Forms for after survey

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