

# Evaluating Community-Based Physical Fitness Programs: A Decision-Focused Approach

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**Abstract** Compelling evidence supports that Community-based Physical Fitness Programs (CPFP) can improve physical fitness and health. However, a central issue in CPFP is the lack of evaluation data from participating communities. The study aimed to evaluate the CPFP of three local communities using Context, Input, Process, Product (CIPP) model. Using a validated tool with a 4.81 mean ( $SD=0.38$ ) and substantially agreed by three (3) experts ( $k=0.76$ ), evaluation data were obtained from community members ( $n=117$ ). This research primarily employed descriptive and correlation analyses to determine the relationships among CIPP elements and demographic profiles of one highly rated CPFP. 117 community members (28% male; 72% female) were evaluated the CPFP of 3 local communities. The context evaluation results showed that only SJC CPFP had a relatively high result with a mean of 4.29 (85.8%). For input evaluation, SJC still had the highest mean of 4.23 (84.6%), as compared to SCM 3.93 (78.6%) and PC 3.67 (73.4%). SJC remained at the top in the process evaluation, with the highest mean of 4.30 (86%). While on product evaluation, all communities had close mean scores of 4.4 (88%) SJC, 3.9 (78%) SCM, and 4.1 (82%) PC. Correlations among data revealed that SJC context and input evaluation results had a significant relationship with sex and age. There was meager participation of males compared to females and even young members compared to older members. While CPFP among communities received good evaluation results, there is still a need to reinforce the program due to lack of pre-implementation assessment and integration of

vision-mission, goals, and objectives (context). There should also be a re-structuring of precise action plans (input), a variety of activities (process), and consistent program outcomes evaluation (product). Lastly, the correlated evaluation data suggested the need for a more personalized, gender-sensitive, and age-friendly CPFP. This study provides CPFP administrators with comprehensive data that can assist them in making sound decisions for program improvement.

**Keywords** CIPP Model, Evaluation, Community-based Physical Fitness Programs

## 1. Introduction

Empirical evidence proves that Community-based Physical Fitness Programs (CPFP) improve participating adults' physical fitness [1] while enhancing their responsibility for health [2] in the community settings, even with the disadvantaged or underserved populations [2-4]. This study uses "community" to represent people who reside in close proximity and share a common goal or set of values toward fitness and health. Brown, Heath, and Martin [5] remarked that performing regular physical fitness and activities improves a community's quality of life. Ensuring a well-programmed and effective CPFP with physical activities often fosters peer-support and group-based sessions, improving a more active lifestyle

[6,7]. However, local communities engaged in physical inactivity were observed due to personal reasons and work overload. Maslach and Leiter [14] mentioned that periodic physical inactivity could cause boredom, debilitation, and illnesses, eventually affecting performance at work and making a community more vulnerable to injury and burnout. Booth, Roberts, and Laye [8] further argued against physical inactivity as it causes most chronic diseases. While studies have cautioned people against physical inactivity, Inyang [9] observed that it remains very prevalent in any community. International literature has confirmed that physical inactivity increases chronic diseases like coronary heart disease, diabetes, and cancer, decreasing life expectancy [8,10,11]. As an immediate response, there have been many international calls for community-wide campaigns promoting community-based physical activity and fitness programs [6,12,13]. Though evidence thrives confirming the benefits of the CPFPP, a scant study on the critical evaluation of the CPFPP by participating communities in the local settings exists.

In the Philippines, many communities, which either thrive in private or public/government-owned workplaces, spend most of their time sitting eight hours or more in a day doing routine tasks. The Republic [22] promotes government personnel's physical and mental fitness programs to address this concern. The country-wide, community-based physical fitness and sports programs called "Barangay Hataw (Active) Fitness and Sports Day" were promulgated and must be celebrated every 14th day of the second month of every year throughout the country [23]. The law requires all local officials to use their funds to implement the said CPFPP in their corresponding local communities [23]. To further strengthen its importance to the community of government employees, the Civil Service Commission [24] requires all government employees to undergo an hour of health awareness program per week and a twenty-minute physical fitness activity per day provided that no disruption on their works. The Commission circulated the memorandum to all heads of constitutional bodies, departments, bureaus and agencies of the national government, local government units, state universities and colleges, and government-owned or controlled corporations with original charters.

While a considerable amount of effort has been dedicated to preparing and implementing the CPFPP in the Philippines, no available data describe the program's evaluation results in the local communities. The study, therefore, sought to fill this void by evaluating the said CPFPP in three (3) cities from the province of Nueva Ecija, the Philippines, using the Context, Input, Process, Product (CIPP) model [15] that serves as a decision-focused approach in evaluation [16]. The study further attempts to provide the CPFPP administrators with comprehensive data to make sound decisions for improving the program. The researcher specifically aimed to accomplish the objectives and answer the questions from each specific component of the CIPP evaluation model.

### **1.1. Component I - Context Evaluation: What needs to be done in the existing CPFPP in terms of:**

- Socio-demographic profile (age, sex, civil status, position, years in service)
- Vision, mission, goals, and objectives
- Nature, type, and purpose of the program

### **1.2. Component II- Input Evaluation: How should the community-based physical fitness program be done to meet the identified needs in terms of:**

- Physical fitness activities implemented
- Human resources
- Availability of facilities and equipment
- Provision of budget

### **1.3. Component III - Process Evaluation: Is the CPFPP being done to provide an ongoing check-in the execution of the existing physical fitness program for sustainability in terms of:**

- Implementation
- Monitoring
- Feedback

### **1.4. Component IV - Product Evaluation: Did the CPFPP succeed for its merit and probity in terms of:**

- Participation
- Application of FITT principle
- Recommendation

## **2. Materials and Methods**

This study used a descriptive research design to find a general impression of the topic and to understand community members' exercise behavior [17,18]. The data were further analyzed using correlation to determine the relationships among them. The researcher likewise elicited perceptual data and conducted textual coding that adds quality and provides additional context to the study. It should be underscored that this study was heavily informed and guided by the context, input, process, and product (CIPP) model, within the framework of mixed-methodology design [15], to improve the methodological rigor and exploratory power of this research [19].

### **2.1. Context, Input, Process, and Product (CIPP) Evaluation Guide**

The table below presents the CIPP Guide that involves fundamental concepts essential for evaluating the CPFPP. Column 1 entails the CIPP components that provide the

researcher with an all-encompassing outline and serve as a guide for the accountability of the program evaluation [20]. In contrast, Column 2 encompasses the sub-problem that describes the content of program evaluation in CIPP form. Column 3, on the one hand, presents the essential data for classifying or investigating complications on the sub-problem. Column 4, on the other hand, shows the validated instrument and data sources. Lastly, the final column presents data analysis that describes the process and result of the program evaluation thematically and statistically.

Table 1 provides data for making decisions to improve the CPFPP. For instance, the context evaluation informs planning decisions for the existing CPFPP. It entails data that may identify the program's needs. On the one hand, the input evaluation offers information that could address issues on CPFPP implementation, which indicates structuring decisions. On the other hand, the process evaluation necessitates information that may ask and provide an answer whether the CPFPP has an ongoing

check-in of its execution. It fosters implementing decisions. Finally, the product evaluation reports on the outcome and impact that upholds the importance of reviewing and recycling the program.

## 2.2. Sources of Data

Survey data were collected from local community members (n=117) who actively participated and evaluated the CPFPP in their respective local communities (n=3) in Nueva Ecija, the Philippines. The primary respondents included the local government employees considered here as 'community members,' specifically the officials, coordinators, and practitioners of the community-based physical fitness program from San Jose City Nueva Ecija (SJC), Science City of Muñoz Nueva Ecija (SCM), and Palayan City Nueva Ecija (PC). 117 community members comprised of 44 from SJC, 39 from SCM, and 34 from PC. They provided demographic profiles and perceptual and survey data.

**Table 1.** CIPP Evaluation Guide for Community-based Physical Fitness Program

Component	Sub-problem	Data Needed	Instrument/ Data Source	Data Analysis
<b>Context</b>	Vision	Socio-demographic	Expert-validated survey tool	Descriptive statistics ( <i>frequency, percentage, mean, weighted mean, standard deviation</i> )
	Mission	Documents (i.e., CPFPP status, nature, and purpose)	Socio-demographic profile form	
	Objective		FITT-based questionnaire	
<b>Input</b>	Needs of CPFPP		Interview schedule "KISI-KISI" (question grid)	Correlation analysis to determine relationships among IPP data of one high-rated CPFPP
	Human resources Facilities	Persons-in-charge	Transcripts	
		Budget plans & programs	Financial plan Program proposal and schedule	
<b>Process</b>	Program coach/trainer	Participants attendance	Photographic documentation	Validated survey tool
	Practitioners methods	CPFPP mechanics	Observation	
<b>Product</b>	Participation Health Index Perceptions Structured Program	Documents	Employee Profiles	Interview questionnaire
		Employee Profiles		
		Motivation for participation		
		Program impact		

### 2.3. Research Instruments

The study primarily utilized the validated CIPP-informed, researcher-made survey tool, with a 4.81 mean ( $SD=0.38$ ) and substantially agreed by three (3) experts ( $k=0.76$ ) from the fields of physical education and health and research instrumentation. It also adopted other instruments like a demographic profile sheet, the FITT-based physical fitness activity questionnaire, the KISI-KISI or question grid for the equal standard distribution of the questions, and interview protocol for community members' evaluative insights of the CPFPP. After the instrument validation, the researcher reviewed and considered experts' comments and suggestions, including piloting the tools.

### 2.4. Data Collection Procedures

The researcher sent a permission letter to government officials to conduct this research. When the provincial governor and the administrator approved the permission letter, the researcher presented this document to the respective mayors of the five city communities (5) in Nueva Ecija. One community did not respond, while the other communities served as the locale for the pilot testing. Hence, only three local communities participated in the evaluation. The CIPP evaluation procedures commenced with the pilot testing conducted in Gapan, Nueva Ecija. With the community mayor's approval and assistance of physical fitness organizers, administrative aides and assistants, and election assistants, a total of thirty (30) community members (10 males and 20 females) and (3) female officials/coordinators participated in the process. The purpose of the pilot testing was to check the reliability and validity of the researcher-made survey tool. When the instruments were finalized, the CPFPP evaluation was participated by 117 community members, comprising 44 from San Jose City, 39 from Science City of Muñoz, and 34 from Palayan City, all in Nueva Ecija.

## 3. Results

### 3.1. Component I - Context Evaluation

#### 3.1.1. Socio-demographic profile (age, sex, civil status, position, years in service of the participants)

The socio-demographic profile contains community members' personal information, such as sex, civil status, years in service, age, body mass index (BMI), employment status, position in the community, and educational attainment. Stufflebeam and Shinkfield [21] required

specific information of community members involved in the evaluation to identify their needs. Three cities represented local community members from Nueva Ecija province.

#### 3.1.1.1. Sex

Table 2 shows that only 33 (28.20%) males, as compared to 84 (71.80%) female community members, participated in the CPFPP. Specific data showed that SJ had 34.1% male and 65.9% female, SCM with 15.4% male and 84.6% female, and PC with 35.3% male and 64.7% female. The result equates with other studies wherein women were significantly engaged in higher exercise and activities for quality-of-life levels than men [25]. With this result, this research suggests two points: (a) there should be an intensified promotion of CPFPP to limit gender difference among participating community members; and (b) the implementing procedures and rules governing the CPFPP should be gender-sensitive.

#### 3.1.1.2. Civil Status

A total of 79 (67.5%) married community members, as compared to 35 (29.9%) single members, attended the CPFPP. The discernments on being physically fit and practicing a healthy lifestyle make the married person more controlling since they know how costly it is to be sick and how hard it is to do household chores and office work if a person is frail. This result corresponded to the study of Matthew and Grey [26], which determined a dire need for a wide range of physical fitness and training to sustain and accomplish one's tasks. Attendance in physical fitness activities freed them from monotonous everyday routines dissimilar to single-status ones.

#### 3.1.1.3. Years in Service

An accumulation of 56 (47%) community members were in the public service but not exceeding 6 years. On the other hand, 30 (26%) members worked from 7 to 14 years, while 21 (18%) have been in the service for 15 to 24 years. Only 10 (8.5%) were the senior community members who participated in the CPFPP. The results arguably depicted the "ningas cugon," a negative cultural trait of being complacent. The employer's passion in attending the CPFPP is observed only at the first phase of the implementation up to six years, and enthusiasm waned soon after, not knowing the hazards of being inactive. Okada [27] suggested that there should be a lasting fitness program for all workers to improve their health and fitness levels, not just starting the physical fitness program and will be discontinued soon after. Physical activities must be unceasingly practiced and performed according to age to avoid a sedentary lifestyle that leads to many health problems and thwart the advancement of adult health disorders.

**Table 2.** Community-based Physical Fitness Program Participants Classification

<b>Respondents' Socio-demographic Profile</b>	<b>SJC n=44</b>		<b>SCM n=39</b>		<b>PC n=34</b>		<b>Total n=117</b>
<b>Sex</b>	F	%	F	%	F	%	
Male	15	34.1	6	15.4	12	35.3	33
Female	29	65.9	33	84.6	22	64.7	84
Total	44	100	39	100	34	100.0	117
<b>Civil Status</b>							
Single	13	29.5	15	38.5	7	20.6	35
Married	29	65.9	23	59	27	79.4	79
Separated	1	2.3	1	2.6			2
Widow	1	2.3					1
Total	44	100	39	100	34	100	117
<b>Years in Service</b>							
0-6	24	54.4	20	51.4	12	35.2	56
7-14	9	20.4	11	28.3	10	29.3	30
15-24	7	15.9	7	18.1	7	20.4	21
25-31	4	9.2	1	2.6	5	14.5	10
Total	44	100	39	100	34	100	117
<b>Age</b>							
21-30	10	22.8	8	20.4	6	17.6	24
31-40	13	29.5	13	33.4	6	17.5	32
41-50	14	31.4	13	33.3	12	35.2	39
50 >	7	15.9	5	12.9	10	29.3	22
Total	44	100	39	100	34	99.6	117
<b>BMI</b>							
Underweight	1	2.3	1	2.6	7	20.6	8.5
Normal	20	45.5	21	53.8	26	76.5	58.6
Overweight	19	43.2	12	30.8	1	2.9	25.6
Obese	4	9	5	12.8			7.3
Total	44	100	39	100	34	100	100
<b>Employment Status</b>							
Part-timer	25	56.8	27	69.2	31	91.2	83
Contractual	15	34.1	10	25.6	3	8.8	28
Temporary	2	4.5	2	5.1			4
Permanent	2	4.5					2
Total	44	100	39	100	34	100	117
<b>Position</b>							
Admin	21	47.7	3	10.1	8	26.3	32
Staff	23	52.5	36	90.1	26	73	85
Total	44	100	39	100.2	34	99.3	117
<b>Educational Attainment</b>							
High school	2	4.5	1	2.6	3	8.8	6
Vocational	33	75	28	71.8	27	79.4	88
College Undergraduate	3	6.8	5	12.8	2	5.9	10
College graduate	4	9.1	5	12.8	1	2.9	10
Master's degree	2	4.5					2
Doctoral degree					1	2.9	1
<b>Total</b>	44	99.9	39	100	34	99.9	117

#### 3.1.1.4. Age

The majority of participating community members fall under the age bracket of 41 to 50 years old (33.3%). In comparison, employees within 21-30 years old participated in the CPFPP the least (20.51%). The results supported the Training Manual for Health Workers on Healthy Lifestyle in 2003, which revealed that the number of sedentary Filipinos more than 20 years old garnered a 92.6 ratio on transport-related and leisure-related activities, including physical fitness. The age of the respondents is one of the most vital factors in exploring their views on appreciation of physical fitness and sedentary lifestyle concerns. In general, the age that may define the maturity level of an individual is an essential factor in appreciating physical activities and fitness. The issue progresses on the adverse effects of sedentary lifestyle was also seriously taken by the 31-50 years old members. The youth are encouraged to become energetic and enthusiastic; however, in this study, only 24 (20.51%) were second to the most diminutive members who participated in CPFPP. In comparison, only 22 (18.5) senior members aged over 50 years were the least number of program attendees.

#### 3.1.1.5. Body Mass Index

The study used the subsequent BMI indicator for adult community members under 20 years, and above to determine the practitioners' body fat: underweight is below 18.5, healthy/normal is 18.5-24.9, Overweight is 25-29.9, obese is 30, and above. It was positively manifested in Table 2 that a ratio of 53.8 distinguishes that the first rank in the BMI record for the three communities is of normal category. A disturbing fact of the overweight category covering SJC as the highest spot with a frequency of 19 over (43.2%) and 4 (4%) in the obese category. Moreover, considering a sampling population of 39, SCM has one underweight, a satisfying 21 (53.8) normal BMI, 12 overweight (30.8), and five obese (12.8%). There was no recorded obese type of person in PC and had the highest number of 26 (76.47%) normal BMI categories but has the more significant underweight figure with 7 (20.6%). This result coincided with the report by Afinidad-Bernardo [28], which revealed that the second-lowest obesity and overweight incidence was in the Philippines. The screening tool BMI was used to obtain the human body category by dividing up the member's weight in kilograms and the height in meters squared. There is a greater risk of susceptibility to various health disorders if the BMI is higher.

#### 3.1.1.6. Employment Status

The employment status of the consolidated three local communities presented a remarkable 70.94% in the part-timer group. The contractual members placed second with 23.93%, followed by a temporary status with 3.41%,

and only 1.70% for the permanent position. Data suggested that most of the community members of the CPFPP were working part-time.

#### 3.1.1.7. Position

The highest percentage in attendance with 72.64% (85) were the community members under the staff category, and 27.35% (32) were the administrative staff. The employees performed a variety of administrative and supervisory positions. The positions have related responsibilities but differ in the job titles. Administrative workers are the community members who lead and offer support to the office, like program implementers, coordinators, and heads of the office. In contrast, staff members served as the assistant workforces in the office/field, clerical duties, and janitorial services.

#### 3.1.1.8. Educational Attainment

The educational attainment of the highest surveyed community members attending the physical fitness program are graduates of vocational courses (75.21%). Far from the highest rank were 10 (8.54%) community members who were college undergraduates, closely followed by 10 (8.54%) college graduates 2 (1.70%) masters and 1 (0.85%) doctorate community members represented the SJC and PC communities.

#### 3.1.1.9. Vision, mission, goals, and objectives

The three (3) local communities shared that their vision-mission should be goal-oriented to empower and serve their members well. However, the aim to triumph and excel for sustainable development, environmental management, agro-tourism, modern technologies, social equity, center for culture and the arts, e-commerce, and excellent education seem their limitations. Since all of these accounts involve personnel's strong cognitive, affective, and physical well-being to accomplish specific goals, they need to be included in the vision-mission statement, goals, and objectives. There should be an inclusion of how community members could maintain their physical fitness and wellness (vision), thereby establishing a more fitting CPFPP (mission). It is imperative to mention that the vision and mission should be duty-bound to ensure its members' fitness and wellness

#### 3.1.2. Nature, type, and purpose of the program

Table 3 presents the nature and type of the CPFPP of the three communities. Selected CPFPP practitioners, coordinators, and officials shared the information during the focus group, observation, and interview schedule. While data confirmed the presence of some activities as experienced and observed by the community members, they lack person-focused strategies as what Sharpe [31] considered very necessary and meaningful.

**Table 3.** CPFP of Three Communities

Community	Activities Implemented	Persons Involved	Schedule/ Timeline	Remarks				
San Jose City (SJC)	<ul style="list-style-type: none"> <li>Basketball League</li> <li>Zumba</li> <li>Aero</li> <li>Gym Activities</li> </ul>	<ul style="list-style-type: none"> <li>Sports Coordinator</li> <li>Fitness Coordinator from the Budget Office</li> <li>Fitness coordinator from the HR office</li> <li>Health Center Personnel</li> </ul>	<ul style="list-style-type: none"> <li>Every last quarter of the year</li> <li>5 days a week</li> <li>Thrice a week</li> <li>Depending on the availability and willingness of the members</li> </ul>	<ul style="list-style-type: none"> <li>With PF activities</li> <li>No concrete program</li> <li>No defined IRR</li> <li>No form of motivation</li> <li>Equipment is always available but not accessible</li> <li>Regular Zumba® and aerobics</li> </ul>				
				Science City of Muñoz (SCM)	<ul style="list-style-type: none"> <li>Basketball League</li> <li>Zumba®</li> </ul>	<ul style="list-style-type: none"> <li>HR Office</li> <li>Office of the Mayor</li> </ul>	<ul style="list-style-type: none"> <li>Done before the foundation day of the city</li> <li>On and off throughout the year</li> </ul>	<ul style="list-style-type: none"> <li>With PF activities</li> <li>No concrete program</li> <li>No defined IRR</li> <li>There is a motivation from the mayor</li> <li>Zumba® is done depending on the climate</li> <li>No Gym equipment</li> </ul>
							Palayan City (PC)	<ul style="list-style-type: none"> <li>Zumba®</li> </ul>

### 3.2. Component II- Input Evaluation: How should the community-based physical fitness program be done to meet the identified needs in terms of:

**Table 4.** Officials and Coordinators' Input Evaluation Results on CPFP Activities, Human Resources, and Provision of Budget

Input: Activities, Human Resources, and Budget		SJC		SC		PC	
		$\bar{x}$	SD	$\bar{x}$	SD	$\bar{x}$	SD
1.	The officials design the physical fitness programs aligned to the mission, vision, and goals of the whole Local Government Unit.	4.27	.62	3.79	.80	3.79	1.01
2.	The officials lead the entire office in initiating various physical activities suited to the physical capacities of the employees.	4.26	.534	3.69	.89	3.62	.99
3.	The officials instill physical fitness and wellness to the employees that will last through a lifetime.	4.18	.69	3.90	.82	3.50	.96
4.	The officials conform to the Civil Service Commission (CSC) mandate on the "Great Filipino Workout."	4.20	.67	4.00	1.00	3.88	.98
5.	The officials structure the physical fitness program depending on the capabilities of the employees.	4.20	.63	3.87	.73	3.71	1.00
6.	The officials allocate an adequate budget for the program.	4.30	.90	3.92	.81	3.59	1.37
7.	The officials hire licensed instructors and coaches who are knowledgeable in their respective fields.	4.27	.79	4.82	.76	3.50	1.42
8.	The officials send coordinators, instructors, trainers, and coaches to seminars.	4.18	.92	3.74	.82	3.76	1.23
	Overall	4.23	0.72	4	0.83	3.67	1.12
		G		G		G	

\*Legend: 1.0 -1.80=1 Strongly disagree (SD) Very poor (VP), 1.81 – 2.60=2 Disagree (D) Poor (P) 2.61 – 3.40=3 Moderately agree (MA) Acceptable (A), 3.41 – 4.24=4 Agree (A) Good (G), 4.25 -5.00=5 Strongly agree (SA) / Very good (VG)

**Table 5.** Officials and Coordinators' Input Evaluation Results on CPFPP Facilities and Equipment

Input: Facilities and Equipment		SJC		SC		PC	
		$\bar{x}$	SD	$\bar{x}$	SD	$\bar{x}$	SD
1.	Physical fitness equipment is hygienic	4.05	1.23	3.56	.91	3.23	1.52
2.	Workout place is clean and comfortable	4.36	.81	3.97	.87	3.59	1.31
3.	Physical fitness venue is conducive	4.27	.90	3.94	.72	3.56	1.26
4.	Physical fitness equipment are safe	4.09	1.24	3.85	.87	3.20	1.65
5.	Workout place is safe	4.36	.87	4.13	.77	3.56	1.31
6.	Outdoor spaces are accessible for various physical fitness activities	4.23	1.01	4.05	.79	3.50	1.26
7.	Multi-purpose hall and mini gym are available for various physical fitness activities.	4.09	1.27	4.80	.76	3.38	1.50
8.	Shower room and comfort room are available for members	3.45	1.69	3.05	1.36	3.32	1.47
	Overall	4.11	1.13	3.92	0.88	3.42	1.41
		G		G		G	

\*Legend: 1.0 -1.80=1 Strongly disagree (SD) Very poor (VP), 1.81 – 2.60=2 Disagree (D) Poor (P) 2.61 – 3.40=3 Moderately agree (MA) Acceptable (A), 3.41 – 4.24=4 Agree (A) Good (G), 4.25 -5.00=5 Strongly agree (SA) / Very good (VG).

**Table 6.** Officials and Coordinators' Process Evaluation Results on CPFPPs

Implementation and Monitoring		SJC		SC		PC	
		$\bar{x}$	SD	$\bar{x}$	SD	$\bar{x}$	SD
1.	The officials disseminate updated physical fitness activity information or programs	4.16	.81	3.79	.70	3.76	.82
2.	The officials anticipate the needs of the program by carefully planning and implementing the activity	4.30	.79	3.67	.84	3.76	.82
3.	The coordinators implement the physical fitness activities according to the CSC mandate regarding the "Great Filipino Workout"	4.32	.77	3.87	.77	3.88	.73
4.	The coordinators organize the physical fitness activities suited to the fitness levels of practitioners	4.41	.66	3.90	.72	3.76	.74
5.	The coordinators monitor the participation of the practitioners	4.32	.67	4.00	.65	3.50	1.08
6.	The coordinators require fitness instructors and employees to wear proper attire for health purposes and protection	4.30	.70	3.79	.83	3.82	.80
7.	The coordinators inspect the use of appropriate facilities and equipment for the effectiveness of the program	4.25	1.12	3.82	.85	3.59	1.18
8.	The coordinators help in the evaluation of the physical fitness program for improvement	4.36	.92	3.90	.80	3.85	.78
	Overall	4.30	.81	3.84	.77	3.27	.87
		VG		G		A	

\*Legend: 1.0 -1.80=1 Strongly disagree (SD) Very poor (VP), 1.81 – 2.60=2 Disagree (D) Poor (P) 2.61 – 3.40=3 Moderately agree (MA) Acceptable (A), 3.41 – 4.24=4 Agree (A) Good (G), 4.25 -5.00=5 Strongly agree (SA) / Very good (VG)

The design of the three local communities' CPFPP activities, human resources, and budget provision received "good" evaluation, aligned to the CSC mandate [24] and marginally suited to the members' physical abilities. The SJC acquired the highest overall mean of 4.23 (84.6%), while SCM had a mean of 4 (80%), and PC had a mean of 3.67 (73.4%). However, physical fitness activities that will last through their lifetime received the lowest mean, garnering a 3.86 average among the classifications. Three communities also followed the CSC mandate by providing different fitness regimens to the employees with an average

of 4.03 [23,24]. They also allocated a budget, an average mean of 3.94, to specific activities, including hiring licensed instructors and sending instructors to seminars well-matched to their field of expertise. In terms of activities, human resources, and budget of the three CPFPP, officials and coordinators revealed they all got an agree/good category despite lacking preparation.

Table 5 confirms that the three communities rated their facilities and equipment in the input evaluation as good with agree category. SJC community had the highest mean of 4.11 (82.2%), SCM with 3.92 (78.4%), and PC with 3.42

(68.4%) mean. SJC has a complete list of physical fitness equipment and facilities; however, equipment is not accessible to all employees because the city health office, where the equipment is restored, is quite distant from community offices. Facilities like basketball, badminton, volleyball courts, and dance hall are available and accessible. SCM and PC similarly have their venue for their Zumba® and aero sessions and other fitness and sports activities. On the other hand, SCM and PC fitness activities are not as regular as SJC, which has a regular fitness activity for the members. SCM and PC have aero and Zumba® sessions depending on the set of activities in the office. Though they provided facilities and equipment, these were not safely used and maintained for the members.

### 3.3. Component III - Process Evaluation

#### 3.3.1. Implementation

Table 6 shows that SJC CPFP coordinators and officials strongly agree ( $\bar{x}$ = 4.30), and about 86% are satisfied with the implementation and monitoring of their CPFP. HR office, city health office, and sports division office are the concerned group for the full attendance, scheduling, and operation of the CPFP. SCM obtained a mean of 3.84 (76.8%) equivalent to agree on the implementation and monitoring of their CPFP. Directly under the mayor's office, Zumba® fitness was adequately monitored by the HR office in attendance per department. Markers were designated at the gym to facilitate the monitoring of attendees. Likewise, ball games were facilitated and monitored by the sports office. PC rated moderately agree

their CPFP implementation and monitoring with a mean of 3.27, an acceptable slightly low percentage of 65.4%. Closely monitored by the mayor's office supported by the HR office, PC CPFP was not regularly implemented because of their eventful responsibilities. The findings of this study will be beneficial to the CPFP implementers.

#### 3.3.2. Monitoring

On planning and monitoring, one of the dilemmas encountered by coordinators and officials of the CPFP includes a commitment to their fitness and wellness activities for their betterment. With a commitment to the truthful implementation and monitoring of the CPFP to realize the planned activities, strengthening the CPFP will benefit the community members.

#### 3.3.3. Feedback

Table 7 illustrates a very good evaluation of feedback. SJC, with a 4.39 overall mean (87.8%), strongly agrees that their CPFP should be sustained and be mandatory. They also believed that their CPFP is an enjoyable activity and a good stress reliever giving them access to every activity. It made them health-conscious and improved their camaraderie within the office. SCM with a mean of 3.93 (78.6%) and 3.92 (78.4%) in agree category for PC practitioners of CPFP ratified that they merely rated "good" the implementation of the CPFP. Nevertheless, the practitioners' lowest mean landed on "program is enjoyable." It can then be inferred from these results that feedback is essential in running an organization or a program in an organization.

**Table 7.** Practitioners Feedback on Process Evaluation on Results on CPFPs Sustainability

Implementation and Monitoring		SJC		SC		PC	
		$\bar{x}$	SD	$\bar{x}$	SD	$\bar{x}$	SD
1.	The physical fitness program should continue	4.59	.55	4.09	.82	4.19	.68
2.	The physical fitness program should be mandatory	4.03	1.12	3.69	.74	4.00	.73
3.	The physical fitness program should be free	4.68	.53	4.31	.82	4.19	.68
4.	The physical fitness program is a good stress reliever	4.06	1.82	3.56	1.8	3.35	1.8
5.	The physical fitness program is enjoyable	4.00	1.82	3.49	1.79	3.35	1.86
6.	The participation in the physical fitness program made the employees' health-conscious	4.70	.52	4.06	.76	4.19	.62
7.	The venue is accessible to all the employees	4.51	.77	4.22	.79	4.04	.76
8.	The camaraderie in the department is improved because of the physical fitness program	4.54	.65	4.00	.80	4.07	.68
Overall		4.39	.97	3.93	1.04	3.92	0.98
		VG		G		G	

\*Legend: 1.0 -1.80=1 Strongly disagree (SD) Very poor (VP), 1.81 – 2.60=2 Disagree (D) Poor (P) 2.61 – 3.40=3 Moderately agree (MA) Acceptable (A), 3.41 – 4.24=4 Agree (A) Good (G), 4.25 -5.00=5 Strongly agree (SA) / Very good (VG)

**Table 8.** Product Evaluation on Results on CFPF in terms of Participation, Improved Health Index, and Recommendation

Product		SJC		SC		PC	
		$\bar{x}$	SD	$\bar{x}$	SD	$\bar{x}$	SD
1.	I become aware of the CSC mandate on the “Great Filipino workout”	4.32	.63	4.13	.79	4.15	.82
2.	I become conscious of the adverse effects of a sedentary lifestyle	4.22	.58	3.82	.74	4.0	.68
3.	I lost weight	4.38	.68	3.72	.96	4.00	.73
4.	I become committed to a healthy lifestyle	4.38	.76	3.81	.97	4.04	.71
5.	I feel better and healthier	4.49	.61	3.94	.91	4.11	.70
6.	I do not quickly get tired	4.38	.59	3.81	.82	4.11	.64
7.	I feel more confident in my work	4.54	.56	3.78	.79	4.07	.73
8.	I become more committed to my work	4.49	.51	3.81	.78	4.19	.68
Overall		4.40	.61	3.85	0.85	4.08	0.71
		VG		G		G	

\*Legend: 1.0 -1.80=1 Strongly disagree (SD) Very poor (VP), 1.81 – 2.60=2 Disagree (D) Poor (P) 2.61 – 3.40=3 Moderately agree (MA) Acceptable (A), 3.41 – 4.24=4 Agree (A) Good (G), 4.25 -5.00=5 Strongly agree (SA) / Very good (VG)

### 3.4. Component IV - Product Evaluation

Table 8 describes the highest appreciations of SJC members to their CFPF with 4.40 mean (88%) equivalent to strongly agree, which is very good. While both SCM with a 3.85 mean (77%) and PC with a mean of 4.08 (81.6%) both rated agree or good in the realization of the CFPF. Members responded that feeling better and healthier is the first rank with a 4.18 average mean. Second, from the rank was becoming committed to working at 4.16 mean. Feeling more confident at work landed third with a 4.13 mean. Becoming aware of the CSC mandate on the “Great Filipino Workout” in a 4.2 average mean in 4th rank. 4.1 average mean said that they do not quickly get tired in 5th rank. Committed to a healthy lifestyle in 6th place with 4.08 mean. The second to the last rank replied that they lost weight with a 4.03 mean, and lastly, on the last rank with a 4.01 mean becoming conscious of the adverse effects of a sedentary lifestyle.

### 3.5. Correlation of Profile and Context, Input, Process, and Product Evaluation Data of SJC CFPF

The table below only focuses on the CFPF of the SJC community members since they were the only ones who rated the CFPF with very good ratings compared to the other two local communities.

Table 9 presents the correlation data among the elements of the CIPP and their relationship with the demographic profiles of the community members. The results confirmed the SJC community members’ evaluation data had a significant relationship with sex and age in evaluating the context and input, however, they had negative correlation coefficients. There was also a limited number of male community members who had a small rating, including the younger community members in terms of context and input. The results imply that the CFPF might not have addressed their needs compared to the female and older community members.

**Table 9.** Correlation of Socio-demographic Profile and Context, Input, Process, and Product Evaluation Data of SJC CPFPP

Socio-demographic Profile		context	Input	facilities	process	feedback	product
sex	Pearson Correlation	-.362*	-.165	-.263	-.264	-.054	-.122
	Sig. (2-tailed)	.016	.283	.085	.084	.752	.472
	N	44	44	44	44	37	37
civil status	Pearson Correlation	-.194	-.256	-.278	-.128	.032	.023
	Sig. (2-tailed)	.207	.094	.067	.407	.849	.891
	N	44	44	44	44	37	37
age	Pearson Correlation	-.377*	-.396**	-.275	-.259	-.150	-.072
	Sig. (2-tailed)	.012	.008	.071	.090	.375	.673
	N	44	44	44	44	37	37
bmicat	Pearson Correlation	-.069	-.163	-.032	-.163	.189	.163
	Sig. (2-tailed)	.655	.290	.836	.289	.263	.334
	N	44	44	44	44	37	37
educ	Pearson Correlation	.075	.006	.157	.159	-.030	.053
	Sig. (2-tailed)	.629	.971	.308	.302	.862	.754
	N	44	44	44	44	37	37
years in service	Pearson Correlation	-.301*	-.249	-.282	-.113	-.092	-.099
	Sig. (2-tailed)	.047	.104	.063	.464	.587	.559
	N	44	44	44	44	37	37
employment	Pearson Correlation	.121	.090	.178	.180	-.199	-.115
	Sig. (2-tailed)	.432	.563	.248	.241	.238	.499
	N	44	44	44	44	37	37
restype1	Pearson Correlation	-.272	-.156	.034	-.134	. <sup>c</sup>	. <sup>c</sup>
	Sig. (2-tailed)	.074	.312	.825	.385	.000	.000
	N	44	44	44	44	37	37

\*. Correlation is significant at the 0.05 level (2-tailed).

\*\*. Correlation is significant at the 0.01 level (2-tailed).

c. Cannot be computed because at least one of the variables is constant.

## 4. Discussion

The CPFPP evaluation results among three communities had an overall mean of 4.00 (80%) from the entire community members, likely due to the perceived benefits of the program. SJC had a mean of 4.29 (85.8%) in the context evaluation. It indicates a strongly agreed consensus regarding the very good CPFPP implementation. The identified gaps in SJC refer to a lack of provisions of physical activities for persons with disabilities (PWDs). There is a need for various activities on chairs, wellness activities, and floor exercises. In comparison, SCM's CPFPP received an overall rating of 3.95 (79%) in agree/good category with similar gaps in physical activities designed for the PWDs and various activities suited to the employees' physical fitness needs and fitness levels. The recommended activities for SCM and PC are ballroom, Zumba®, aerobics, and plogging. Sharpe [31] underscored approaches that

may likewise address these identified gaps by incorporating person-focused strategies like counseling and skills-building, even for those who were gender challenged but required to engage, socialize, and participate in community activities [32]. Comparably, PC got an agree/good category with a 3.56 mean (71.2%) in implementing their physical fitness program. The identified gaps in its implementation include no adequate physical fitness facilities and equipment and no variety of physical fitness activities.

This implies that PC needs to thoroughly examine their CPFPP from planning to implementation, diagnose the needs, and address its weaknesses for improvement. Existing literature recommends proper budget allocation for any programs for the community; however, it is still recommended to look for a cost-effective strategy, especially that issues on infrastructures thrived [5,6,7]. Akanni, Smith, and Ory [30] fostered the importance of

increasing physical activity and improving dietary health practices of senior community members [30] amidst the issues of facilities and physical resources.

For the input evaluation in the plans and programs, the three communities gathered an agree/good category which SJC got a mean of 4.23 (84.6%), SCM 3.93 (78.6%), and PC 3.67 (73.4%). The identified gaps were lacking a health awareness campaign, no specific VMGO for the CPFPP, and no adequate licensed instructors and coaches to man the CPFPP. This result is a concern since previous studies reiterated the importance of a community-wide campaign to promote CPFPP among community members [12] and underscored the importance of sustained engagement among stakeholders, including the provisions for opportunities and creating partnership among sectors/ members community [6,29]. Moreover, for the facilities and equipment, the three communities got an agree/good category which SJC got a mean of 4.11 (82.2%), SCM 3.84 (76.8%), and PC with a mean of 3.42 (68.4%). The availability of shower rooms and the safety of the equipment were the identified gaps. It is recommended that there should be an appropriation of adequate budget enough to support the CPFPP in constructing shower and dressing rooms and regular monitoring of the facilities and equipment.

In the process evaluation monitoring section, SJC garnered a 4.30 mean (86%), strongly agree/very good category. The identified gap in the monitoring of the CPFPP lacks in disseminating updated information on the CPFPP. SCM (3.84) (76.8%) and PC (3.74) (74.8%) got an agree/good category with the identified gaps in program needs, monitoring of the attendees, enjoyment in the CPFPP. To address this gap, several studies have recommended ways to mitigate the gaps by intensifying member active contribution through peer support or conducting more specific group-based sessions to encourage a more active lifestyle among homogenous community members [6,7,12]. Additionally, the feedback section in the process evaluation for SJC is strongly agreed/very good, with the highest mean of 4.58 (91.6%). The identified gap is resistance to attending the CPFPP due to time constraints and the appropriateness of the activities. The variation of suitable and enjoyable CPFPP programs should be considered.

The product evaluation emphasizes reconditioning the existing CPFPP to improve the program based on the identified gaps. The three communities got an agree/good category with SJ 4.4 (88%), SCM 3.9 (78%), and PC 4.1 mean (82%). The identified gaps show that the existing program needs to strengthen the awareness of the adverse effects of a sedentary lifestyle. It should have a concretely defined and required CPFPP inclusive of the different populations and fitness levels. In addition, it must be considerate and customized to the employees/ community members' cultural needs. It must be focused on awareness, monitoring, and strict implementation. Then and again,

there should be an active and sustained engagement among community members and establish a partnership among other sectors/ or members of other communities [6,12,29].

Lastly, the correlated data among the community members confirms that only the SJC community members' evaluation had a significant relationship with sex and age in terms of context and input. The meager rating of the male and younger community members in both context and input suggests that the CPFPP did not address their needs compared to the female and older community members. After meticulously evaluating the data guided by the CIPP evaluation approach [15,16,17], the comprehensive, personalized, and person-focused CPFPP programs must be considered.

## 5. Conclusion and Recommendation

Three local communities rated their existing CPFPP as good; however, there is a dire need to reinforce the communities' physical fitness program initiative and consider addressing the following gaps as determined by the CIPP evaluation. In terms of context evaluation, while the result is very good for SJC and good for SCM and PC, the communities shared similar concerns on a pre-implementation health assessment among community members. Also, all CPFPP activities should be aligned to the members' physical fitness needs and systematically incorporated into the communities' vision, mission, goals, and objectives. The input evaluation result is likewise good; however, there should be a restructuring for a more precise action plan. These plans should include the FITT-based detailed organizational plans and programs, including hiring licensed Zumba® instructors other physical fitness professionals despite the absence of findings. It is recommended that the community heads produce a strategic plan to ensure enough budget for the programs. The process evaluation results reveal that SJC has a very good CPFPP implementation among the three communities. Sustaining the interest of community members in CPFPP requires a variety of physical fitness activities that are enjoyable and suited to the members' fitness levels. The product evaluation results confirmed that SJC has a very good product evaluation. However, it must be noted that all communities should consistently analyze and observe the program's efficiency and ensure that program outcomes are achieved and understood well by community members. Lastly, the correlated evaluation data suggested the need for a more personalized, gender-sensitive, and age-friendly CPFPP.

## Compliance with Ethical Standards

### Conflict of Interest

The author declares no conflict of interest.

## Ethical Approval

All procedures performed in this study involving human participants followed the ethical standards of the institutional and/or national research committee and with the 1964 Helsinki declaration and its later amendments or comparable ethical standards.

## Informed Consent

The study obtained informed consent from all participants in this study. All participants gave their consent for anonymized data to be used for publication purposes.

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