



Republic of the Philippines  
**Department of Education**

DIGOS CITY DIVISION

**Office of the Schools Division Superintendent**

**DIVISION MEMORANDUM**

CID-2024- 125

To : Assistant Schools Division Superintendent  
Division Chiefs  
Public Schools District Supervisors  
Education Program Supervisors  
Public School Heads  
Public School Teachers

Subject : **INVITATION TO THE VALUES RESTORATION OFFICERS TRAINING (VRO Training)**

Date : April 8, 2024

This is in reference to the invitation letter from the Council for the Restoration of Filipino Values (CRFV) RE: VALUES RESTORATION OFFICERS TRAINING (VRO Training) on the following schedules:

Online Training via Zoom	April 16-18, 2024	Php 4,500.00 per person via zoom
Face-to-Face Training at the hotel Supreme Convention Plaza, Baguio City	April 16-19, 2024	Stay-in Rate: Php 13,000.00 per person (quad-room sharing)  Stay-out Rate: Php 8,500 per person

Participation of DepEd Personnel to this activities is voluntary in nature, in adherence to the policy on "No Disruption of Classes" per DepEd Order No. 9, s. 2005 entitled "Instituting Measures to Increase Engaged Time-on-Task, and no government funds shall be incurred. Attendance/participation is on **official time** only.

Other details of the said activity are found in the enclosures.

For information and dissemination.

For and in the absence of  
Schools Division Superintendent

DepEd Schools Division Office - Digos City  
RECORDS SECTION  
**MARIA GENEVIEVE T. FRANCISQUETE, CESO VI**  
Asst. Schools Division Superintendent  
Officer-In-Charge

Enclosed: As stated.  
CID/ESP/rpn

RECEIVED  
DATE: APR 17 2024 TIME: 8:00am

BY: \_\_\_\_\_



Address: Roxas cor. Lopez Jaena Street, Zone II, Digos City (8002)  
Telephone Nos.: (082) 553-8375; (082) 553-8396



# COUNCIL FOR THE RESTORATION OF FILIPINO VALUES

*Your partner in building the nation through values.*

1 April, 2024

**MELANIE P. ESTACIO, PhD, CESO VI**

Schools Division Superintendent  
DepEd Digos City  
Digos City

Attention: **Assistant Schools Division Superintendent  
Public School District Supervisors  
Public and Private Elementary and Secondary Heads  
Chief Education Supervisors, CID & SGOD  
All Division Personnel**

**Dear SDS Estacio,**

Greetings of peace and progress!

This is in line with the implementation of the **Values Restoration Program** (CSC Announcement No. 40, s. 2017) – a program designed as a soft approach to combat the problem of graft and corruption, inefficiency, and challenging working relationships among employees in the workplace. To effectively lead the transformation of offices/agencies towards a values-based organization, the appointment of **Values Restoration Officers (VROs)** is critical. However, it is essential to provide them with the necessary training before their appointment.

In line with this, the Council for the Restoration of Filipino Values (CRFV) is conducting the **Values Restoration Officers Training (VRO Training)** across all government departments, agencies, bureaus, and offices including government-owned and controlled corporations. In this regard, we are inviting representatives from different unit/division of your agency – both from supervisory level and the rank and file – to attend the **VRO Training on April 16-18, 2024 Online or April 16-19, 2024 Face-to-Face** (24 hours training credits) with the corresponding fee per participant inclusive of the “*Transforming the Nation through Values*” book, accountability pin, soft copy of the lectures, and certificates:

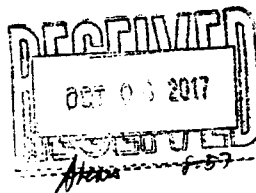
<b>Online Training</b> via Zoom	April 16-18, 2024	Php4,500 per person Via Zoom
<b>Face-to-Face Training</b> at the Hotel Supreme Convention Plaza, Baguio City	April 16-19, 2024	Stay-in Rate: Php13,000 per person (quad-room sharing)  Stay-out Rate: Php8,500 per person

The seminar can be chargeable against your MOOE or your local funds, subject to usual accounting and auditing rules and regulations. Attached are the copies of the Civil Service Announcement No. 40, the qualifications of Values Restoration Officers, and the Training Design for your reference. For more information or query, please contact Ms. Micah Tecne or Ms. Tita Vidal at landline no. (074) 244-5375, mobile nos.: 0999-221-6826 or 0917-689- 1983 (Globe) or email the attached confirmation at [crfv.vro2019@gmail.com](mailto:crfv.vro2019@gmail.com).

Thank you and Mabuhay!

For God, Country, and Fellowmen,

  
**NATHANIEL A. SAQUIBAN**  
National Director



Announcement No. 40, s. 2017

### ANNOUNCEMENT

**FOR : HEADS OF CONSTITUTIONAL BODIES, DEPARTMENTS, BUREAUS AND AGENCIES OF THE NATIONAL GOVERNMENT, LOCAL GOVERNMENT UNITS, GOVERNMENT-OWNED OR CONTROLLED CORPORATIONS WITH ORIGINAL CHARTERS, AND STATE UNIVERSITIES AND COLLEGES**

**SUBJECT : Values Restoration Program**

The Council for the Restoration of Filipino Values (CRFV), a Civil Service Commission Accredited Learning and Development Institution, aims to introduce its **Values Restoration Program** as a soft approach of the government's anti-corruption initiatives.

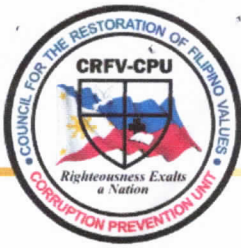
In line with this, government agencies are encouraged to support the program by appointing at least two Values Restoration Officers (VRO), from supervisory level and rank and file from their central, regional, provincial, and field offices or units. The designated VRO shall lead the discussion of a common value every week after the flag ceremony using the CRFV-authored book **transforming the Nation through Values** and the CD with Powerpoint presentations containing the same. Moreover, the designated VRO shall coordinate all VRP matters in their agencies and attend the Trainer's Trainings and other seminars and meetings to be conducted by the CRFV.

For further details and information, you may coordinate with **Mr. Voltaire L. Acosta, Jr., CRFV National Director**, at mobile numbers 0999-9901195 and 0917-6891983 or through email at [crfv.cpu@gmail.com](mailto:crfv.cpu@gmail.com).

  
**ALICIA dela ROSA-BALA**  
Chairperson  
02 OCT 2017

Bawat Kawani, Lingkod Bayani





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## VRO Training the Trainers (VROTTT) Training Design

### I. Course Description:

This course is designed to cultivate ethical and transformational leaders with strong values who will commit themselves to the pursuit of transformation as Values Restoration Officers, values champions, or values advocates. The course integrates transformational leadership, skills development, and values enhancement, to equip the participants with the knowledge, skills, and attitudes needed to transform their respective agencies/offices into values-based organizations. This course aligns with the Values Restoration Program (VRP), which takes a soft approach to anti-corruption initiatives.

### II. Performance and Learning Objectives:

#### Performance Objectives

By the end of the 3-day training, participants will be able to apply the concepts and skills in Values Advocacy and formulate a plan to champion values-based organization in public service.

#### Learning Objectives

By the end of the training, the participants shall be able to:

1. Explain the goals and importance of Values Restoration Program or values-anchored programs in developing values-based organization that contributes in nation-building;
2. Identify relevant strategies to embody the values of a Values Restoration Officer, values champion, or values advocate in order to effectively lead and advocate for transformation through values in public service;
3. Create a brief Values Advocacy Presentation; and
4. Develop an Action Plan for values development/enhancement in their respective offices/agencies.

### III. Course Content:

1. Transforming the Nation through Values: An Introduction
2. Developing a Values Advocacy Presentation & Principles of Trainer Excellence
  - a. Tools and Techniques to increase effectiveness of values presentations
  - b. Different roles of a values champion/trainer and trainee/audience, and how to manage the latter.
  - c. The professional presence in values advocacy presentation
3. Core Values of a Values Restoration Officer:
  - Value-focus: Spirituality
  - Value-focus: Excellence
  - Value-focus: Integrity
  - Value-focus: Taming the Tongue
  - Value-focus: Patriotism (Selfless Love for the Nation)

### IV. Methodology:

1. Evocative lecture
2. Interactive Discussion
3. Actual values advocacy presentation
4. Give and receive feedback
5. Other participative digital methodologies



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## V. Target Participants:

This learning event is designed for leaders and aspiring leaders who are endorsed, designated or appointed as Values Restoration Officers, values advocates, values champions, or values development focal person by their respective offices or agencies.

*Guide in selecting Values Restoration Officer (VRO)/values champion/values advocate:*

- He/she must be of good moral character and active advocate of good governance by modeling it before the government personnel.
- He/she is of good conduct based on the evaluation of his/her Head of Office and based on the judgment and general observation of his/her colleagues in the office/agency.
- He/she is one of the best performing employees in the agency/office and has not been held guilty or liable of nonfeasance, misfeasance, or malfeasance in office or of any flagrant violation of laws and reasonable rules and regulations of the office/agency.

## VI. Program Schedule (Please see attached schedule)

### VII. Venue:

For Face-to-Face: Hotel Supreme Convention Plaza, Baguio City.  
For Online via Zoom

## VIII. TRAINING FEE

<b>Online Training via Zoom April 16-18, 2024</b>	Php4,500 per person Via Zoom
<b>Face-to-Face Training Hotel Supreme Convention Plaza, Baguio City April 16-19, 2024</b>	Stay-in Rate: Php13,000 per person (with full board meals and quad sharing room)  Stay-out Rate: Php8,500 per person inclusive of lunch and AM/ PM snacks.

- Reservations/Advance Payments are accepted in the following account:  
Bank: **Landbank, Naguilian-Baguio City**  
Account Name: **CRFV INC**  
Account Number: **3551-0142-06**





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## VALUES RESTORATION OFFICERS TRAINING THE TRAINERS

### PROGRAM OF ACTIVITIES

**(ONLINE)**

DAY & TIME	ACTIVITY / TOPIC	
<b>Day 1 (April 16, 2024)</b>	8:00AM – 9:00AM	Log-in and <b>Pre-Test</b>
	9:00AM – 10:15AM	Preliminaries & Opening Program (includes course introduction & leveling of expectations)
	10:15AM – 10:30AM	Health Break
	10:30AM – 12:00PM	<b>Module 1.</b> Transforming the Nation through Values: An Introduction
	12:00PM – 1:15PM	Lunch
	1:15PM – 1:30PM	Afternoon Preliminaries
	1:30PM – 3:00PM	<b>Module 2.</b> Value Focus: Taming the Tongue
	3:00PM – 3:15PM	Health Break
	3:15PM – 4:30PM	<b>Module 3.</b> Value Focus: Integrity
	4:30PM – 4:45PM	Wrap up
<b>Day 2 (April 17, 2024)</b>	8:00AM – 8:45AM	Log-in and Attendance
	8:45AM – 9:00AM	Preliminaries and Recap
	9:00AM – 10:15AM	<b>Module 4.</b> Value Focus: Excellence
	10:15AM – 10:30AM	Health Break
	10:30AM – 12:00PM	<b>Module 5.</b> Value Focus: Patriotism – Selfless Love for the Nation
	12:00PM – 1:15PM	Lunch Break
	1:15PM – 1:30PM	Afternoon Preliminaries
	1:30PM – 2:45PM	<b>Module 6.1.</b> Developing a Values Advocacy Presentation (Part 1)
	2:45PM – 3:00PM	Health Break
	3:00PM – 4:15PM	<b>Module 6.2.</b> Developing a Values Advocacy Presentation (Part 2)
4:15PM – 4:45PM	Instruction for actual Values Advocacy Presentation on Day 3 (Topic Assignment to each participant)	
<b>Day 3 (April 18, 2024)</b>	8:00AM – 8:45AM	Log-in and Attendance
	8:45AM – 9:00AM	Preliminaries and Recap
	9:00AM – 10:30AM	<b>Module 6.3.</b> Developing a Values Advocacy Presentation (Part 3)
	10:30AM – 10:45AM	Health Break
	10:45AM – 12:00PM	<b>Module 7.</b> Values Restoration Officers in Action
	12:00PM – 1:00PM	Lunch
	1:00PM – 3:30PM	<b>Module 8.</b> Values Advocacy Presentation
	3:30PM – 3:45PM	Health Break
	3:45PM – 4:30PM	<b>Integration Session</b>
4:30PM – 5:00PM	Post-Test, Evaluation and Closing Program	

\* Note: Program is subject to change



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## VRO TRAINING PROGRAM OF ACTIVITIES

**(FACE-TO-FACE)**

DAY & TIME	ACTIVITY / TOPIC	
<b>Day 1</b> <b>(April 16, 2024)</b>	1:00PM – 3:00PM	Arrival and Registration (including Pre-Test)
	3:00PM – 5:00PM	Preliminaries & Opening Program (includes course introduction & leveling of expectations)
	6:00PM – 7:00PM	**Dinner for Stay-in Participants
<b>Day 2</b> <b>(April 17, 2024)</b>	6:30AM – 7:30AM	**Breakfast for Stay-in Participants
	8:00AM – 8:30AM	Attendance
	8:30AM – 8:45AM	Preliminaries
	8:45AM – 10:30AM	<b>Module 1.</b> Transforming the Nation through Values: An Introduction (with a workshop)
	10:30AM – 10:45AM	Health Break
	10:45AM – 12:00PM	<b>Module 2.</b> Value Focus: Taming the Tongue
	12:00PM – 1:00PM	Lunch Break
	1:00PM – 1:15PM	Afternoon Preliminaries
	1:15PM – 2:45PM	<b>Module 3.</b> Value Focus: Integrity (with a workshop)
	2:45PM – 3:00PM	Health Break
	3:00PM – 4:30PM	<b>Module 4.</b> Value Focus: Excellence
	4:30PM – 4:45PM	Wrap up & Announcement
	6:00PM – 7:00PM	**Dinner for Stay-in Participants
<b>Day 3</b> <b>(April 18, 2024)</b>	6:30AM – 7:30AM	**Breakfast for Stay-in Participants
	8:00AM – 8:15AM	Attendance
	8:15AM – 8:30AM	Preliminaries & Recap
	8:30AM – 10:00AM	<b>Module 5.</b> Value Focus: Patriotism – Selfless Love for the Nation
	10:00AM – 10:15AM	Health Break
	10:15AM – 12:00PM	<b>Module 6.</b> Values Restoration Officers in Action (with a workshop)
	12:00PM – 1:00PM	Lunch Break
	1:00PM – 2:15PM	<b>Module 7.1.</b> Developing a Values Advocacy Presentation (Part 1)
	2:15PM – 3:45PM	<b>Module 7.2.</b> Developing a Values Advocacy Presentation (Part 2)
	3:45PM – 4:00PM	Health Break
	4:00PM – 5:00PM	<b>Module 7.3.</b> Developing a Values Advocacy Presentation (Part 3)
	5:00PM – 5:15PM	Instruction for actual Values Advocacy Presentation on Day 3 (Topic Assignment to each participant)
	6:00PM – 7:00PM	**Dinner for Stay-in Participants
<b>Day 4</b> <b>(April 19, 2024)</b>	6:30AM – 7:30AM	**Breakfast for Stay-in Participants
	8:00AM – 8:15AM	Attendance
	8:15AM – 8:30AM	Preliminaries & Recap
	8:30AM – 10:30AM	<b>Module 8.</b> Values Advocacy Presentation
	10:30AM – 10:45AM	Health Break
	10:45AM – 11:15AM	<b>Integration Session</b>
	11:15AM – 12:00PM	<b>Post-Test, Evaluation and Closing Program</b>
	12:00PM – 1:00PM	Lunch

\* Note: Program is subject to change