



Republic of the Philippines  
**Department of Education**  
REGION XI  
**SCHOOLS DIVISION OF DIGOS CITY**

**OFFICE OF THE SCHOOLS DIVISION SUPERINTENDENT**

**DIVISION MEMORANDUM**

CID-2025- 674

To : Assistant Schools Division Superintendent  
CID and SGOD Chiefs  
Education Program Supervisors  
Public Schools District Supervisors  
Elementary and Secondary School Heads and teachers  
All Non-teaching Personnel

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

Date : December 3, 2025

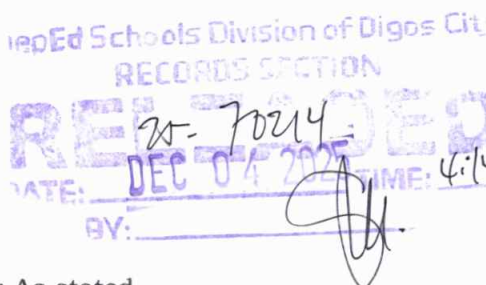
This is in reference to the invitation letter from the Council for the Restoration of Filipino Values (CRFV) regarding the Values Restoration Officers Training (VRO Training) scheduled on January 13-15, 2026. The training will be conducted online and offers 24 hours of training credits, with a corresponding fee of Php 4,500.00 per participant inclusive of the "Transforming the Nation through Values" book, accountability pin, soft copy of the lectures and certificates.

Participation of DepEd Personnel in this activity is **voluntary** and shall adhere to the policy on "No Disruption of Classes" pursuant to DepEd Order No. 9, s. 2005, entitled "Instituting Measures to Increase Engaged Time-on-Task." No government funds shall be incurred, and attendance/participation shall be 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 the  
Schools Division Superintendent



**NEIL D. BONGCAYAO**  
Public Schools District Supervisor  
Officer-In-Charge

Enclosed: As stated  
CID/idn



## COUNCIL FOR THE RESTORATION OF FILIPINO VALUES

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CSC - ACCREDITED LEARNING & DEVELOPMENT INSTITUTION (CSC-ALDI)



3 December 2025

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 January 13-15, 2026 Online** (24 hours training credits) with the corresponding fee of Php4,500.00 per participant inclusive of the "Transforming the Nation through Values" book, accountability pin, soft copy of the lectures, and certificates.

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, CRFV Certificate of CSC Accreditation, 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. Maidee Sison at landline no. (074) 244-5375, mobile nos.: 0999-221-6826 or 0917-700-2914 (Globe) or **email the attached confirmation on or before January 9, 2026 (proof of payment can be to follow)** at [crfv.vro2019@gmail.com](mailto:crfv.vro2019@gmail.com).

Thank you and Mabuhay!

For God, Country, and Fellowmen,

  
**MICAH A. TECNE**  
Program Coordinator

Noted by:

  
**NATHANIEL A. SAQUIBAN**  
National Director



For information purposes only. This document is not a legal document. It is subject to change without notice. Please refer to the official website for the latest information.

This  
**CERTIFICATE OF ACCREDITATION**  
is awarded to

**Council for the Restoration of Filipino Values, Inc.**  
Unit A-1 56-B, W.A. Building, Ferguson Road, Andres Borneo, Baguio City

for having satisfactorily met all the accreditation requirements and is therefore found qualified to provide learning and development interventions as stipulated under Civil Service Commission (CSC) Resolution No. 2400596 dated 17 July 2024 and all other related CSC Resolutions that may be issued thereto that are relevant to the duties attached to incumbents of career and non-career positions in the civil service.

The accreditation is valid for three (3) years from **17 July 2024** to **16 July 2027**

  
**ATTY. KARLO A. B. NOGRALES**  
Chairperson

  
**ATTY. AILEEN LOURDES A. LIZADA**  
Commissioner

  
**ATTY. RYAN ALVIN R. ACOSTA**  
Commissioner

Attested by:  
  
**FERNANDO M. PORIO**  
Director IV

CSC Resolution No. 2400596  
Certificate No. 2024-003-004

Civil Service Commission, Constitution Hills, Diliman, 1126 Quezon City, Philippines  
www.csc.gov.ph





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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

© CSC Building, IBP Road, Constitution Hills, 1126 Quezon City ☎ 931-7935/931-7939/931-8092 ✉ [cscphil@webmail.csc.gov.ph](mailto:cscphil@webmail.csc.gov.ph) @ [www.csc.gov.ph](http://www.csc.gov.ph)



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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:

This training shall use the Zoom platform.

### VIII. TRAINING FEE

The training costs FOUR THOUSAND FIVE HUNDRED Pesos (Php 4,500.00) for each participant. 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</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
<b>Day 2</b>	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
	8:00AM – 8:45AM
	Log-in and Attendance
<b>Day 3</b>	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
<b>Day 2</b>	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)
	8:00AM – 8:45AM
	Log-in and Attendance
	8:45AM – 9:00AM
	Preliminaries and Recap
<b>Day 3</b>	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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### VRP - VRO TRAINING THE TRAINERS ONLINE TRAINING

DATE: \_\_\_\_\_

#### CONFIRMATION FORM

Delegates:

Name	Gender	Designation	Email Address	Contact Number	Remarks

\*\*\* Note: Names and other details should be type written in ink clearly.

Agency's Office Address: \_\_\_\_\_

Contact Number: \_\_\_\_\_

Conforme'

Signature over printed name of Authorized Representative

**Note:** Kindly ensure to make all checks/cash payable to either of the following:

Bank: Landbank, Naguilian-Baguios City

Account Name: CRFV INC

Account Number: 3551-0142-06

Please send a copy of the following ) through email at [crfv.vro2019@gmail.com](mailto:crfv.vro2019@gmail.com) :

1. CONFIRMATION on or before January 9, 2026
2. Proof of payment (proof of payment can be settled and sent before, during or after the training).