



Republic of the Philippines  
**Department of Education**  
DIGOS CITY DIVISION

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**Office of the Schools Division Superintendent**

**DIVISION MEMORANDUM**

CID-2026- 026

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

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

Date : January 26, 2026

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This is in reference to the invitation letter from the Council for the Restoration of Filipino Values (CRFV) regarding the conduct of the Values Restoration Officers Training (VRO Training) scheduled on March 3–6, 2026, to be held at Hotel Supreme Convention Plaza, Baguio City. The activity is a face-to-face training equivalent to 24 hours of training credits, with a corresponding fee per participant, inclusive of the book "Transforming the Nation through Values," accountability pin, soft copies of the lectures, and certificates.

**Training Fees:**

**Stay-in Rate** (inclusive of breakfast, AM/PM snacks, lunch, and dinner):

- Php 14,500.00 / pax – Quad room sharing (or more)
- Php 15,500.00 / pax – Triple room sharing
- Php 16,500.00 / pax – Double room sharing
- Php 17,500.00 / pax – Single room

**Stay-out Rate:**

- Php 10,500.00 per person

Participation of DepEd Personnel to this activity 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, "Further, no government funds shall be incurred, and attendance or participation is on Official Time only.

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

For information and dissemination.

DepEd Schools Division of Digos City  
RECORDS SECTION  
RECEIVED  
DATE: 26 JAN 2026 TIME: 3:17 PM  
BY:

Enclosed: As stated  
CID/idn

For and in the absence of the  
Schools Division Superintendent

**SOLLIE B. OLIVER, JD, MATE**  
Chief- School Governance and Operations Division  
Officer-In-Charge



# COUNCIL FOR THE RESTORATION OF FILIPINO VALUES

*Your partner in building the nation through values.*

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

DTS



20 January, 2026

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 March 3-6, 2026 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>Venue:</b> Hotel Supreme Convention Plaza, Baguio City	<b>Stay-in Rate:</b> with breakfast, am/pm snacks, lunch and dinner P14,500.00/pax (Quad-room sharing or more) P15,500.00/pax (Triple room sharing) P16,500.00/pax (Double room sharing) P17,500.00/pax (Single room sharing)  <b>Stay-out Rate:</b> Php 10,500 per person
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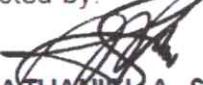
Attached are the copies of the Civil Service Announcement No. 40, the qualifications of Values Restoration Officers, and the Training Design for your reference. For more information or query, please contact Ms. Micah Tecne or Ms. Maidee Sison at landline no. (074) 244-5375, mobile nos.: 0999-221-6826 or 0917-700-2914 (Globe) or email the attached confirmation on or before February 20, 2026 (proof of payment can be onsite) at [crfv.vro2019@gmail.com](mailto:crfv.vro2019@gmail.com).

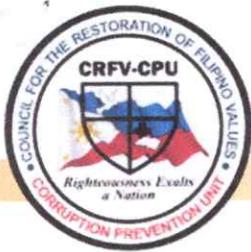
Thank you and Mabuhay!

For God, Country, and Fellowmen,

  
**MICAH A. TECNE**  
Program Coordinator

Noted by:

  
**NATHANIEL A. SAQUIBAN**  
National Director



# COUNCIL FOR THE RESTORATION OF FILIPINO VALUES

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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.

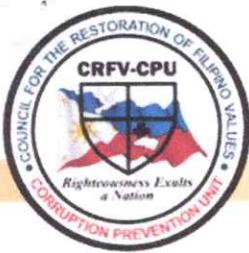
In line with this, government agencies are encouraged to support the program by appointing at least two Values Restoration Officers (VRO), from supervisory level and rank and file from their central, regional, provincial, and field offices or units. The designated VRO shall lead the discussion of a common 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, 1BP 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)



## **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 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:

Hotel Supreme Convention Plaza, Baguio City

### VIII. TRAINING FEE

#### Stay-in Rate:

P14,500.00/pax (quad room sharing at first come)

P15,500.00/pax (Triple room sharing)

P16,500.00/pax (Double room sharing)

P17,500.00/pax (Single room sharing)

#### Stay-out Rate:

Php10,500 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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**VRO TRAINING PROGRAM OF ACTIVITIES**  
**(FACE-TO-FACE)**

DAY & TIME		ACTIVITY / TOPIC
Day 1	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
Day 2	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
Day 3	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)
Day 4	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
	6:30AM – 7:30AM	**Breakfast for Stay-in Participants
	8:00AM – 8:15AM	Attendance
	8:15AM – 8:30AM	Preliminaries & Recap
Day 4	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



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VRP - VRO TRAINING THE TRAINERS ONLINE TRAINING

DATE: March 3, 2026

Please email this accomplished confirmation form on or before February 20, 2026  
For those who are traveling, please make early bookings considering Baguio Panagbenga Event

CONFIRMATION FORM

## Delegates:

Stay-in:	P14,500.00/pax (quad room sharing at first come)
	P15,500.00/pax (Triple room sharing)
	P16,500.00/pax (Double room sharing)
	P17,500.00/pax (Single room sharing)
Stay-out:	P10,500.00/pax

\*\*\* Note: Names and other details should be type written in ink clearly.  
Agency's Office Address:

Contact Number:

Conc

Signature over printed name of Authorized Representative

**Note:** Kindly ensure to make all checks/cash  
Bank: Landbank, Naguilian-Baguio City  
Account Name: CRFV INC  
Account Number: 3551-0142-06

Please send a copy of your CONFIRMATION & proof of payment through email at [crfv2019@gmail.com](mailto:crfv2019@gmail.com).

3/F W A Bldg, 56-B Ferguson Road, Andres Bonifacio, Baguio City 2600 • (074) 244-5375, 0999-221-6824 to 27, 0917-689-1983, 0917-700-2914  
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