



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

Office of the Schools Division Superintendent

DIVISION ADVISORY

CID – 2025 – 0013

May 14, 2025

INVITATION TO VALUES RESTORATION OFFICERS TRAINING

This Advisory is issued for the information of the Assistant Schools Division Superintendent, Chiefs of the School Governance & Operations Division and Curriculum Implementation Division, Public and Private Secondary School Administrators and to the Values Restoration Officers.

Attached is the Regional Memorandum CLMD-2025-0247, inviting the Values Restoration Officers of Davao Region to participate on the **Values Restoration Officers Training**. Other details of this advisory are in the enclosures, which are self-explanatory.

This Office interposes no objection on the aforementioned activity provided that the participation of DepEd personnel and learners to the said activity shall be on voluntary basis, provided, that personnel must adhere to the policy on DO 9, s. 2005 *Instituting Measures to Increase Engaged Time-On-Task and Ensuring Compliance Therewith* and no government funds be used in the abovementioned activity.

For your information and dissemination.


JINKY B. FIRMAN, PhD, CESO VI
Schools Division Superintendent


RELEASED

MAY 15 2025

RECORDS SECTION, SDO PANABO CITY
BY 

CID/ley/edo



Schools Division Office of Panabo City
City Hall Compound, Km 31, Panabo City
Telephone No: (084) 823-1469
Email: panabocity.division@deped.gov.ph

DepEd Panabo:
Empowering Champions in Education 
through inspiring, blending and fostering commitment in
providing quality education, MATATAG for all.

RECORDS



Republic of the Philippines
Department of Education
DAVAO REGION

April 8, 2025

REGIONAL MEMORANDUM
CLMD-2025-247

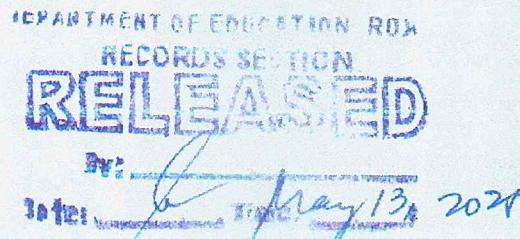
INVITATION TO VALUES RESTORATION OFFICERS TRAINING

To: Schools Division Superintendent

1. This is in relation to the letter of Micah A. Tecne, Program Coordinator of the Council for the Restoration of Filipino Values, inviting both supervisory and rank-and-file employees of DepEd to the Online Values Restoration Officers Training on June 17-19, 2025.
2. In view thereof, this Office interposes no objection, provided the participation of DepEd personnel and teachers is discretionary on the part of the Office of the Schools Division Superintendent, and that the "No Disruption of Classes" policy per DepEd Order No. 9, s. 2005 entitled: "Instituting Measures to Increase Engaged Time-on-Task and Ensuring Compliance Therewith" shall be strictly observed.
3. Other details of the invitation are in the enclosures.
4. Immediate dissemination of this Memorandum to the concerned is desired.

ALLAN G. TARNAZO
Director [Signature]

Enclosed: As stated
ROC05/MCDE





COUNCIL FOR THE RESTORATION OF FILIPINO VALUES

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

28 April, 2025

SONNY ANGARA
Secretary
Department of Education
Manila

CC: All Regional Directors

Dear Secretary Angara,

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 June 17-19, 2025 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, 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 June 13, 2025 (proof of payment can be to follow) at crfv.vro2019@gmail.com.**

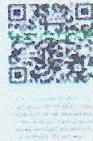
Thank you and Mabuhay!

For God, Country, and Fellowmen,

MICAH A. TECNE
Program Coordinator

Noted by:


NATHANIEL A. SAQUIBAN
National Director



CERTIFICATE OF ACCREDITATION

is awarded to

Council for the Restoration of Filipino Values, Inc.

Unit A-1, 10th fl., B. W. A. Building, Fariones Road, Andres Bonifacio, Baguio City

for having satisfactorily met all the accreditation requirements, and is therefore found qualified to provide training and development interventions as mandated under Civil Service Commission (CSC) Resolution No. 240056 dated 17 July 2024 and all other related CSC Resoloudcts that may be issued thereon that are relevant to the duties attached to members of career and non-career positions in the CSC 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 Service Accreditation Commission, 10th fl., B. W. A. Building, Baguio City, Philippines
0917-512-2010

CSC Resolution No. 240056
Certificate No. 2024-01003



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 crv.cpu@gmail.com.


ALICIA dela ROSA-SALA
Chairperson
02 OCT 2017

Bawat Kawani, Lingkod Bayani

© CSC Building, 10F Building, 10F Building, Constitution Hill, 1126 Quezon City | Tel: (02) 931-2935/931-7939/931-8092 | cscphlweb@mail.csc.gov.ph | 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 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



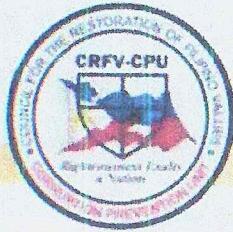
VALUES RESTORATION OFFICERS TRAINING THE TRAINERS

PROGRAM OF ACTIVITIES

(ONLINE)

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

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-Baguio City

Account Name: CRFV INC

Account Number: 3551-0142-06

Please send a copy of the following) through email at crfv.yr2019@gmail.com :

1. CONFIRMATION on or before June 13, 2025
2. Proof of payment (proof of payment can be settled and sent before, during or after the training).

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-Baguio City

Account Name: CRFV INC

Account Number: 3551-0142-06

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

1. CONFIRMATION on or before June 13, 2025
2. Proof of payment (proof of payment can be settled and sent before, during or after the training).