



Republic of the Philippines
Department of Education
REGION VII - CENTRAL VISAYAS
DIVISION OF CITY SCHOOLS - TAGBILARAN CITY

**Office of the Schools Division
Superintendent**

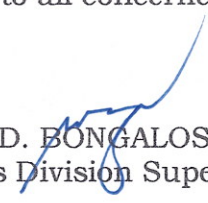
August 12, 2026

DIVISION MEMORANDUM
No. 649, s. 2026

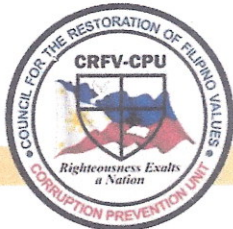
To: Assistant Schools Division Superintendent
Chief, CID and SGOD
All Public Secondary and Elementary School Heads
All Others Concerned

**INVITATION TO THE VALUES RESTORATION PROGRAM-TRAINING THE
TRAINERS TRAINING**

1. This office, hereby disseminates the invitation from the Council for the Restoration of Filipino Values regarding the **VRP-VRO Training the Trainers Training** in Villa Silvina Hotel & Restaurant, Baguio City.
2. Kindly refer to the attached communication for further details.
3. Immediate dissemination of this Memorandum to all concerned is desired.

WILFREDA D. BONGALOS PhD, CESO V
Schools Division Superintendent 

WDB/JAAL/CID/JTB/gjb



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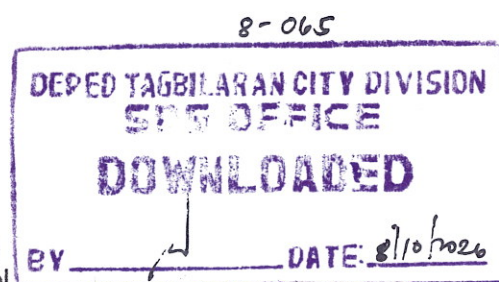
05 August, 2026

DR. WILFREDA D. BONGALOS, PHD, CESO V

Schools Division Superintendent

Schools Division Office of Tagbilaran City (DepEd Tagbilaran City)

Rajah Sikatuna Avenue, Barangay Dampas, Tagbilaran City, Bohol



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 Bongalos,

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 combating graft, corruption, inefficiency, and challenging working relationships among employees in the workplace. To effectively lead the transformation of agencies into values-based organizations, the appointment of Values Restoration Officers (VROs) is critical. However, it is essential to provide candidates with the necessary training prior to their appointment.

In line with this, the Council for the Restoration of Filipino Values (CRFV) is conducting the face-to-face Values Restoration Officers (VRO) Training across all government departments, agencies, bureaus, and offices, including government-owned and controlled corporations (GOCCs). We cordially invite representatives from the different units and divisions of your agency—from both the supervisory level and the rank-and-file—to attend the training on any of the following dates.

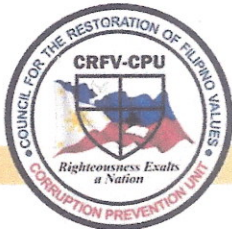
This training provides 24 hours of training credits. The registration fee per participant is inclusive of the “Transforming the Nation through Values” book, an accountability pin, soft copies of the lectures, and certificates.

Available Dates:

- September 21–24, 2026
- November 24–27, 2026
- December 8–11, 2026

VENUE & LOGISTICS

- **Venue:** Villa Silvina Hotel & Restaurant
- **Address:** 15 Outlook Drive (Behind the Mansion House), Baguio City, Benguet, Philippines 2600
- **Facility Note:** Please note that the venue does not have elevators. Participants should expect to use stairs to access some rooms.
- **Location:** The venue is highly accessible and situated near Baguio's iconic landmarks, including The Mansion, Wright Park, Mines View Park, and the Good Shepherd Convent, allowing participants to enjoy the cool mountain air away from major city traffic.



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TRAINING RATES (PER PARTICIPANT)

- **Stay-In Package** (Inclusive of breakfast, AM/PM snacks, lunch, and dinner):
 - **₱14,500.00** – Quadruple to 8-person room sharing
 - **₱15,500.00** – Triple room sharing
 - **₱16,500.00** – Double room sharing
 - **₱17,500.00** – Single occupancy
- **Stay-Out Package:**
 - **₱10,000.00** – Flat rate

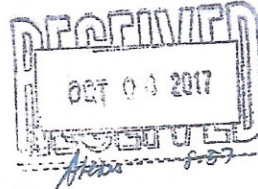
The seminar can be chargeable against your MOOE or your local funds, subject to usual accounting and auditing rules and regulations. Attached are copies of Civil Service Announcement No. 40, the Qualifications of Values Restoration Officers, and the Training Design for your reference. For inquiries or more information, please contact Ms. Micah Tecne or Ms. Maidee Sison at landline (074) 244-5375, or mobile numbers 0999-221-6826 and 0917-700-2914 (Globe). Please email the attached confirmation form to vrp@crfv-cpu.org at least a week before your preferred training schedule. Note that you must use a Gmail account (please avoid using Outlook), and proof of payment can be submitted onsite.

Thank you and Mabuhay!

For God, Country, and Fellowmen,


MICAH A. TECNE
Program Coordinator

Noted by: 
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

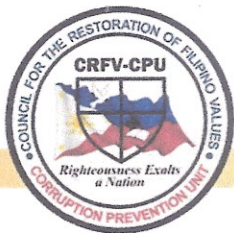
The Council for the Restoration of Filipino Values (CRFV), a Civil Service Commission Accredited Learning and Development Institution, aims to introduce its **Values Restoration Program** as a soft approach of the government's anti-corruption initiatives.

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.


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:

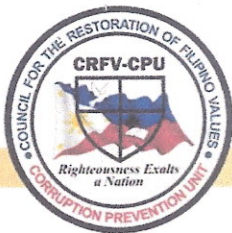
1. Explain the goals and importance of Values Restoration Program or values-anchored programs in developing values-based organization that contributes in nation-building;
2. Identify relevant strategies to embody the values of a Values Restoration Officer, values champion, or values advocate in order 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:

Villa Silvina Hotel & Restaurant

15 Outlook Drive (Behind Presidential Mansion House), Baguio City, Benguet, Philippines
2600

VIII. TRAINING FEE

Stay-in Rate:

- P14,500.00/pax (Quad-room to 8 in a 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)

Stay-out Rate:

Php10,000 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	Module 1. Transforming the Nation through Values: An Introduction (with a workshop)
	10:30AM – 10:45AM	Health Break
	10:45AM – 12:00PM	Module 2. Value Focus: Taming the Tongue
	12:00PM – 1:00PM	Lunch Break
	1:00PM – 1:15PM	Afternoon Preliminaries
	1:15PM – 2:45PM	Module 3. Value Focus: Integrity (with a workshop)
	2:45PM – 3:00PM	Health Break
	3:00PM – 4:30PM	Module 4. 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	Module 5. Value Focus: Patriotism – Selfless Love for the Nation
	10:00AM – 10:15AM	Health Break
	10:15AM – 12:00PM	Module 6. Values Restoration Officers in Action (with a workshop)
	12:00PM – 1:00PM	Lunch Break
	1:00PM – 2:15PM	Module 7.1. Developing a Values Advocacy Presentation (Part 1)
	2:15PM – 3:45PM	Module 7.2. Developing a Values Advocacy Presentation (Part 2)
	3:45PM – 4:00PM	Health Break
	4:00PM – 5:00PM	Module 7.3. 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)
Day 4	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
	8:30AM – 10:30AM	Module 8. Values Advocacy Presentation
	10:30AM – 10:45AM	Health Break
	10:45AM – 11:15AM	Integration Session
	11:15AM – 12:00PM	Post-Test, Evaluation and Closing Program
	12:00PM – 1:00PM	Lunch

* Note: Program is subject to change



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VRP - VRO TRAINING THE TRAINERS TRAINING

CONFIRMATION FORM

Delegates:

Date: **Please Tick Preferred Date**

- ☐ September 21-24, 2026
- ☐ November 24-27, 2026
- ☐ December 8-11, 2026

- Stay-in:
 - P14,500.00/pax (Quad-room to 8 in a room sharing)
 - P15,500.00/pax (Triple room sharing)
 - P16,500.00/pax (Double room sharing)
 - P17,500.00/pax (Single room sharing)
- Stay-out: P10,000.00/pax

Gender	Name	Designation	Email Address (gmail or yahoo only)	Contact Number	Please indicate Stay in (Accommodation) or Stay out

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



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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-Baguiu City

Account Name: **CRFV INC**

Account Number: **3551-0142-06**

Please send a copy of your CONFIRMATION & proof of payment through email at vrp@crfv-cpu.org.