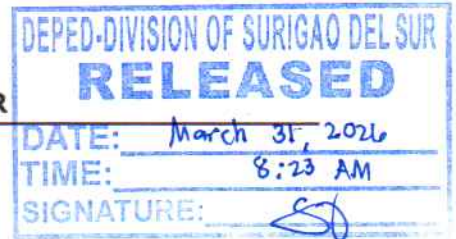




Republic of the Philippines
Department of Education
 Caraga Region
SCHOOLS DIVISION OF SURIGAO DEL SUR



DIVISION MEMORANDUM
 No. 121, s. 2026

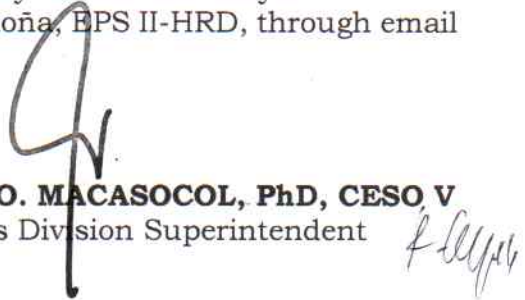
To: Division Chiefs
 Public Schools District Supervisors/ District In-Charge
 School Heads and TIC
 This division

INVITATION TO THE VALUES RESTORATION PROGRAM

1. This office announces the conduct of the **Values Restoration Program** (CSC Announcement No. 40, 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.
2. This activity aims to:
 - a. Explain the goals and importance of the Values Restoration Program or the Values-anchored program in developing a values-based organization that contributes to nation-building.
 - b. Identify relevant strategies to embody the values of the Values Restoration Officer, values through values in public service;
 - c. Create a brief Values Advocacy Presentation; and
 - d. Develop an Action Plan for values development/enhancement in their respective offices/agencies.
3. **Participants may opt to attend on OFFICIAL BUSINESS**, subject to the following conditions:
 - a. Compliance with applicable provisions of DepEd Order No. 046, s. 046, s. 2002 titled the Amendment DepEd Order No. 43, s. 2022 (Omnibus Travel Guidelines for All Personnel of the Department of Education) and Other Appropriate Orders and Guidelines on Travel:
 - b. Secure approval from respective authorities;
 - c. Participation shall not interfere with regular functions and responsibilities; and
 - d. Use of DepEd funds strictly adheres to the usual budgeting, accounting, and auditing rules and regulations.

4. For registration and other details, please see the attached communication from the Council for the Restoration of Filipino Values:
 Division Registration link: <https://tinyurl.com/SUR-LnD-Registration>
 Deadline of registration: April 8, 2026, 5 pm.
5. In compliance with Regional Order No. 16, s. 2019, also known as the DepEd Caraga Equal Opportunity Principle (EOP) Policy, all applicants shall be evaluated fairly regardless of sex, gender, age, civil status, physical attributes, religion, belief, creed, race, family background, political affiliation, socio-economic status, or any other legally protected characteristics.
6. For further inquiries and clarification, you may contact Ms. Erlyn G. Mangadlao, SEPS – HRD, and Mr. Marjun P. Ordoña, EPS II-HRD, through email at surigaodelsur.hrd@deped.gov.ph.

LORENZO O. MACASOCOL, PhD, CESO V
 Schools Division Superintendent



Encl.: none
 Reference: as stated
 To be indicated in the Perpetual Index
 under the following subjects:

SEMINAR TRAINING

SGOD/egm
 30/03/2026



COUNCIL FOR THE RESTORATION OF F

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Document Tracking No



March 16, 2026
V4G62840-2026

11 March, 2026

DR. LORENZO O. MACASOCOL, CESO VI

Schools Division Superintendent
DepEd Surigao del Sur
Mabua, Surigao del Sur

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

Dear SDS Macasocol,

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 **Face to Face VRO Training on May 5-8, 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:

Venue: Villa Silvina Hotel & Restaurant
15 Outlook Drive (Behind Presidential Mansion House), Baguio City, Benguet, Philippines 2600

Note:

Venue offers a great location near Baguio's top spots like The Mansion, Wright Park, Mines View Park, and Good Shepherd Convent, all within walking distance or a short ride, making it perfect for exploring iconic landmarks, scenic parks, and enjoying the cool mountain air without major city traffic. Other nearby attractions include the Baguio Botanical Garden, Camp John Hay, and Session Road, providing easy access to nature, history, and city life. Venue has no elevators. Please expect stairs to some rooms.

Stay-in Rate: with breakfast, am/pm snacks, lunch and dinner

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 Rate:

Php 10,000 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. Maidee Sison at landline no. (074) 244-5375, mobile nos.: 0999-221-6826 or 0917-700-2914 (Globe) or email (using a gmail account) the attached confirmation on or before April 24, 2026 (proof of payment can be onsite) at vrp@crfv-cpu.org.

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
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)
6:00PM – 7:00PM	**Dinner for Stay-in Participants	
Day 4	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 ONLINE TRAINING

DATE: May 5-8, 2026

Please email this accomplished confirmation form on or before April 24, 2025

CONFIRMATION FORM

Delegates:

- 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 <i>(gmail or yahoo only)</i>	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: _____

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

VRP - VRO TRAINING THE TRAINERS ONLINE TRAINING

TRAINING DATE: May 5-8, 2026

Please email this accomplished confirmation form on or before April 24, 2026

CONFIRMATION FORM

Delegates:

- **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 (Accommodation)

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:

Proof of payment can be settled via deposit or cash onsite.

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

Bank: Landbank, Naguilian-Baguio City
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Account Number: **3551-0142-06**

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