



Republic of the Philippines  
**Department of Education**

REGION XI

SCHOOLS DIVISION OF DAVAO DEL NORTE

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**Office of the Schools Division Superintendent**

DIVISION MEMORANDUM  
SGOD-2025-0162

To: Assistant Schools Division Superintendent  
Chief Education Supervisor, SGOD  
Chief Education Supervisor, CID  
All Education Program Supervisors  
All Public-School District Supervisors  
All School Heads

Subject: INVITATION TO VALUES RESTORATION OFFICERS TRAINING

Date: MAY 14, 2025

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1. This Division informs the field of the letter from Micah A. Tecne, Program Coordinator of the Council for the Restoration of Filipino Values, as attached, about their invitation to the Online Values Restoration Officers Training on June 17-19, 2025.
2. Participation in this activity is voluntary, and no government funds shall be spent. Likewise, the participation is subject to the policy on “No Disruption of Classes” per DepEd Order No. 9, s. 2005, entitled “Instituting Measures to Increase Engaged Time-on-Task and Ensuring Compliance Therewith” and DepEd Order No. 30, s. 2021, the Multi-Year Implementing Guidelines on the Allocation and Utilization of the Human Resource Development Fund for teaching, teaching-related, and non-teaching personnel shall be strictly observed.
3. In adherence to all policies, everyone is encouraged to continuously support and value equality and diversity (Equal Opportunity Principle) within the Department.
4. Immediate dissemination of this memorandum is desired.



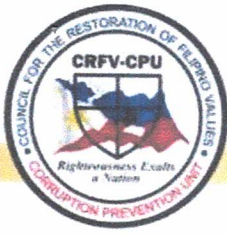
  
**REYNALDO B. MELLORIDA, CESO V**  
Schools Division Superintendent



Address: Mankilam, Tagum City, Davao del Norte

Telephone Number: (084) 823 5170

Website: [www.depeddavnor.ph](http://www.depeddavnor.ph) | Facebook: DepEd Davao del Norte



# COUNCIL FOR THE RESTORATION OF FILIPINO VALUES

*Your partner in building the nation through values.*

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

02 May, 2025

**REYNALDO B. MELLORIDA**

Schools Division Superintendent  
DepEd Davao Del Norte  
Tagum City, Davao del Norte,

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 Mellorida,

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](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



The CSC logo is a symbol of the Commission's commitment to the highest standards of integrity and efficiency in the public service.

This

## CERTIFICATE OF ACCREDITATION

is awarded to

### Council for the Restoration of Filipino Values, Inc.

Unit A-1 59-B, W.A. Building, Ferguson Road, Andres Bonifacio, 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

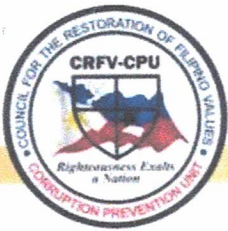
  
ATTY. AILEEN LOURDES A. LIZADA  
Commissioner  
ATTY. RYAN ALVIN R. ACOSTA  
Commissioner

Attested by:

  
FERNANDO M. PORIO  
Director IV

CSC Resolution No. 2400596  
Certificate No. 2024-003-094

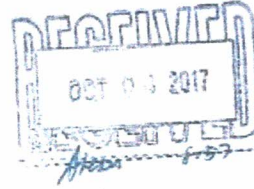
Civil Service Commission, Constitution Hall, Diliman, 1126 Quezon City, Philippines  
www.csc.gov.ph



# 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).

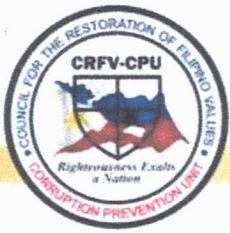
  
ALICIA dela ROSA-BALA

Chairperson

02 OCT 2017

Bawat Kawani, Lingkod Bayani

© CSC Building, IBP Road, Constitution Hills, 1126 Quezon City ☎ 931-7935/931-7939/931-8092 @cscphil@webmail.csc.gov.ph www.csc.gov.ph



# COUNCIL FOR THE RESTORATION OF FILIPINO VALUES

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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:

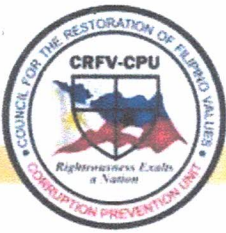
1. Explain the goals and importance of Values Restoration Program or values-anchored programs in developing values-based organization that contributes in nation-building;
2. Identify relevant strategies to embody the values of a Values Restoration Officer, values champion, or values advocate in order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



## COUNCIL FOR THE RESTORATION OF FILIPINO VALUES

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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-Baguió City

Account Name: CRFV INC

Account Number: 3551-0142-06

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# COUNCIL FOR THE RESTORATION OF FILIPINO VALUES

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## VALUES RESTORATION OFFICERS TRAINING THE TRAINERS PROGRAM OF ACTIVITIES

**(ONLINE)**

	DAY & TIME	ACTIVITY / TOPIC
Day 1	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
	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
Day 2	8:00AM – 8:45AM	Log-in and Attendance
	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
	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)	
Day 3	8:00AM – 8:45AM	Log-in and Attendance
	8:45AM – 9:00AM	Preliminaries and Recap
	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



## COUNCIL FOR THE RESTORATION OF FILIPINO VALUES

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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-Baguo 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 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

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Account Name: **CRFV INC**  
Account Number: **3551-0142-06**

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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.



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. FARNAZO**  
Director

Enclosed: As stated  
ROC05/MCDE

DEPARTMENT OF EDUCATION ROX  
RECORDS SECTION  
**RELEASED**

By: \_\_\_\_\_  
Date: May 13, 2024  
2022



# COUNCIL FOR THE RESTORATION OF FILIPINO VALUES

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CSC - ACCREDITED LEARNING & DEVELOPMENT INSTITUTION (CSC-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.

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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](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

DEPARTMENT OF EDUCATION ROXAS

RECORDS SECTION

RECEIVED

29 APR 2025  
Date

Time

475 12074  
8:39



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This document is not for  
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CSC Office of the  
Commissioner

This

## CERTIFICATE OF ACCREDITATION

is awarded to

### Council for the Restoration of Filipino Values, Inc.

Unit A-1, 5th Flr, W.A. Bulding, Fairview Road, Andres Bonofo, Baguio City

for having satisfactorily met all the accreditation requirements and is therefore found qualified to provide training and development interventions as stipulated under Civil Service Commission (CSC) Resolution No. 2403596 dated 17 July 2024 and all other related CSC Resolutions that may be issued therein 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. 2403596  
Certificate No. 24/0701/034

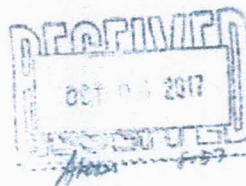
Head Office: Commission Office Room 404, Division Office, 1126 Quirino City, Philippines  
www.csc.gov.ph



# 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

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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.

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ALICIA dela ROSA-BALA  
Chairperson

02 OCT 2017

Bawat Kawani, Lingkod Bayani

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## COUNCIL FOR THE RESTORATION OF FILIPINO VALUES

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### VRO Training the Trainers (VROTTT) Training Design

#### I. Course Description:

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#### 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;
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  - Value-focus: Taming the Tongue
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#### IV. Methodology:

1. Evocative lecture
2. Interactive Discussion
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4. Give and receive feedback
5. Other participative digital methodologies



## COUNCIL FOR THE RESTORATION OF FILIPINO VALUES

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### V. Target Participants:

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*Guide in selecting Values Restoration Officer (VRO)/values champion/values advocate:*

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### 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



# COUNCIL FOR THE RESTORATION OF FILIPINO VALUES

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## VALUES RESTORATION OFFICERS TRAINING THE TRAINERS PROGRAM OF ACTIVITIES

**(ONLINE)**

	DAY & TIME	ACTIVITY / TOPIC
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	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
	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)	
Day 3	8:00AM – 8:45AM	Log-in and Attendance
	8:45AM – 9:00AM	Preliminaries and Recap
	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





## COUNCIL FOR THE RESTORATION OF FILIPINO VALUES

*Your partner in building the nation through values.*

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

### 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-Baguo 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 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

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