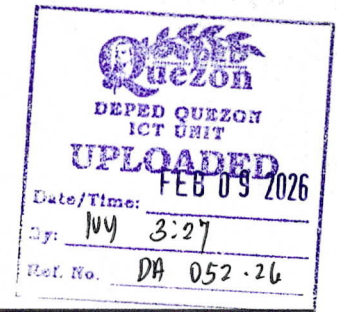




Republic of the Philippines  
**Department of Education**  
Region IV-A  
SCHOOLS DIVISION OF QUEZON PROVINCE



**DIVISION ADVISORY NO. 052, s. 2026**  
February 5, 2026

In compliance with DepEd Order (DO) No. 8, s. 2013, this advisory is issued not for the endorsement per DO 28, s. 2001, but only for the information of DepEd officials, personnel/staff, as well as the concerned public (Visit [www.deped.gov.ph](http://www.deped.gov.ph))

**VALUES RESTORATION PROGRAM**

The Council for the Restoration of Filipino Values will conduct the Values Restoration Officers Training (VRO Training) on March 3-6, 2026 at the Hotel Supreme Convention Plaza, Baguio City. In relation to this, interested participants, both from supervisory and rank and file, are invited to attend the training.

Please be advised that participation to the said activity should be **voluntary**, and other related costs which may be incurred by the applicants shall be on **personal expense**. They are also reminded to **strictly observe Time-On-Task Policy**, and **strict compliance to No Disruption of Classes Policy of the Department as stipulated in DepEd Order No. 09, s. 2005**.

For further details, please see attached document for reference.

  
sgodhrd02/05/2026 *dk*

DEPEDQUEZON-TM-SDS-04-011-003



Address: Sitio Fori, Brgy. Talipan, Pagbilao, Quezon  
Contact No.s: (042) 784-0366 | (042) 784-0164 |  
(042) 784-0391 | (042) 784-0321  
E-mail Address: [quezon@deped.gov.ph](mailto:quezon@deped.gov.ph)  
Website: <https://quezon.deped.gov.ph>



## COUNCIL FOR THE RESTORATION OF FILIPINO VALUES

*Your partner in building the nation through values.*

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

22 January, 2026

**ROMMEL C. BAUTISTA**

Schools Division Superintendent  
DepEd- Quezon  
Talipan, Pagbilao, Quezon

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 Bautista,

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> <b>Hotel Supreme Convention Plaza, Baguio City</b>	<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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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 **February 20, 2026** (proof of payment can be onsite) at [crfv.vro2019@gmail.com](mailto:crfv.vro2019@gmail.com).

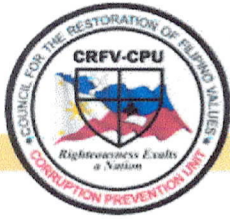
Thank you and Mabuhay!

For God, Country, and Fellowmen,

  
**MICAH A. TECNE**  
Program Coordinator

Noted by:

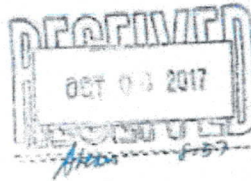
  
**NATHANIEL A. SAQUIBAN**  
National Director



# COUNCIL FOR THE RESTORATION OF FILIPINO VALUES

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



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



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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:

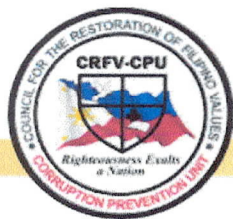
1. Explain the goals and importance of Values Restoration Program or values-anchored programs in developing values-based organization that contributes in nation-building;
2. Identify relevant strategies to embody the values of a Values Restoration Officer, values champion, or values advocate in order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

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	
<b>Day 1</b>	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
<b>Day 2</b>	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
<b>Day 3</b>	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)
	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	
<b>Day 4</b>	6:30AM – 7:30AM	**Breakfast for Stay-in Participants
	8:00AM – 8:15AM	Attendance
	8:15AM – 8:30AM	Preliminaries & Recap
	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 3-5, 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

Name	Designation	Email Address	Contact Number	Please indicate Stay in or Stay out

\*\*\* Note: Names and other details should be type written in ink clearly.

Agency's Office Address: \_\_\_\_\_

Contact Number: \_\_\_\_\_

\_\_\_\_\_  
Conformer  
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 [crfv.vro2019@gmail.com](mailto:crfv.vro2019@gmail.com).

**VRP - VRO TRAINING THE TRAINERS ONLINE TRAINING**

DATE: March 3-6, 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

Name	Gender	Designation	Email Address	Contact Number	Please indicate Stay in or Stay out	Food allergies(if any)

\*\*\* Note: Names and other details should be type written in ink clearly.

Agency's Office Address: \_\_\_\_\_

Contact Number: \_\_\_\_\_

\_\_\_\_\_  
 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, Neguilian-Baguio City  
Account Name: **CRFV INC**  
Account Number: **3551-0142-06**

Please send a copy of your CONFIRMATION & proof of payment through email at [crfv\\_vro2019@gmail.com](mailto:crfv_vro2019@gmail.com).