



Republic of the Philippines  
**Department of Education**  
 REGION X - NORTHERN MINDANAO  
 DIVISION OF MALAYBALAY CITY

DM- 2021-08-420  
 DEPED MALAYBALAY CITY DIVISION  
 RELEASED  
 DATE: \_\_\_\_\_ TIME: 9:05 PM  
 BY: AUG 11 2021

**DIVISION MEMORANDUM**

No. 420, s. 2021

**TO : Assistant Schools Division Superintendent  
 Chief Education Supervisors, CID and SGOD  
 Public Schools District Supervisors  
 Elementary and Secondary School Heads  
 All Others Concerned  
 This Division**

**FROM : VICTORIA V. GAZO, PhD, CESO V**  
 Schools Division Superintendent

**DATE : August 11, 2021**

**SUBJECT : DISSEMINATION OF THE LETTER FROM THE COUNCIL FOR THE  
 RESTORATION OF FILIPINO VALUES (CRFV) re: VALUES  
 RESTORATION PROGRAM (VRP) - VALUES RESTORATION OFFICERS  
 (VRO) TRAINING THE TRAINERS ONLINE TRAINING**

1. This Office disseminates the herein letter from the Council for the Restoration of Filipino Values (CRFV) re: Values Restoration Program (VRP) - Values Restoration Officers (VRO) Training the Trainers Online Training which is self-explanatory.
2. Each school is required to submit at least two (2) Values Restoration Officers (VRO) for this purpose.
3. Should there be queries, contact Rosalio P. Arangco, Education Program Supervisor/Values Restoration Officer, SGOD at 0917 159 4825.





# CRFV

2021-36802

COUNCIL FOR THE RESTORATION OF FILIPINO VALUES  
CSC ACCREDITED LEARNING & DEVELOPMENT INSTITUTE (ALDI)

6 August 2021

**DR. ARTURO B. BAYOCOT**

*Regional Director*

DepEd- Region 10

Zone 1, Upper Bulalang Cagayan de Oro City

**Attention: Schools Division Superintendent**

Dear RD Bayocot:

Pursuant to **Civil Service Commission Announcement No. 40, series of 2017** (Implementation of Values Restoration Program).

The Council for the Restoration of Filipino Values (CRFV), a Civil Service Commission – Accredited Learning and Development Institution, would like to thank you for your support in its implementation of the **Values Restoration Program (VRP)** in partnership with CSC. The continuous training and appointment of **Values Restoration Officers (VROs)** across all the different government departments, agencies, bureaus, and offices including government-owned and controlled corporations is slowly but effectively inspiring changes in the lives of the VROs and their respective agencies. VRP is considered as the soft-approach to combat the problem of graft and corruption, inefficiency, and broken working relationships between government employees in their workplace. And the appointment of VROs is pertinent to the implementation of the VRP.

In this regard, may we request that the needed VROs, at least two (2) in the Division Office, at least two (2) in every District Office, and at least two (2) in every Elementary and Secondary schools under your supervision be filled. Kindly select your prospective VROs by referring to the qualifications attached in this letter and choose from the training schedules below for their appointment. You may disregard this invitation if all slots are filled and you may assign more than 2 VROs as you deem necessary.

The webinar shall be held on **24-27 August 2021 (Batch 88)** (credit of 32 hours of leadership and management training) with a corresponding fee of Php 4,500.00 per participant inclusive of the book Transforming the Nation through Values, accountability pin, and certificates. The online 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 qualification and specific functions or responsibilities of the Values Restoration Officers, and the Training Design for your reference. For more information or query, please contact Ms. Micah Tecne or Ms. Tita Vidal at landline no. (074) 424-1497, mobile nos.: 0999-221-6826, 0999-221-6827 (Smart) or 0917-689-1983 (Globe) or e-mail the attached confirmation at [crfv.vro2019@gmail.com](mailto:crfv.vro2019@gmail.com).

Thank you and Mabuhay!

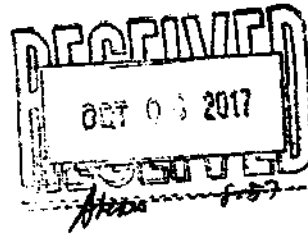
For God, Country, and Fellowmen,

  
**DR. VOLTAIRE L. ACOSTA JR.**  
National Director



# CRFV

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



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## DUTIES AND RESPONSIBILITIES OF A VALUES RESTORATION OFFICER FROM A GOVERNMENT AGENCY:

1. Closely collaborate with the Values Restoration Officer (VRO) from the Private Sector for the teaching of the weekly Value Focus during the flag ceremony and 20-minute classroom discussion among the employees of the department or agency;
2. Effectively arrange the schedule for the classroom discussion so as not to impede the rendition of effective public service;
3. In the absence of the VRO from the Private Sector, he/she will perform the necessary duties of his or her counterpart VRO from the private sector particularly the teaching of the weekly value focus during the flag ceremony and during the classroom type discussion.

## QUALIFICATIONS OF THE VALUES RESTORATION OFFICER FROM A GOVERNMENT AGENCY:

1. He/she must be of good moral character and active advocate of good governance by modelling it before the other government personnel;
2. 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 co-employees in the agency;
3. He/she should have been one of the best performing employees in the government agency and have not been held guilty or liable of non-feasance, misfeasance, or malfeasance in office or of any flagrant violation of laws and reasonable rules and regulations of the agency.
4. He/she must be between 30-60 years old.

## Comprehensive VRO Trainers' Training Design

### I. Rationale:

To efficiently implement the Values Restoration Program in cognizance to CSC Announcement No. 40 series 2017, a VRO must be competently equipped with the skills how to train and empowered with the core values what to teach. Thus, this program is designed to address both concerns by intertwining skills training and values enhancement colloquium.

### II. Objectives:

At the end of the program, the participant is able to:

1. Identify the goals and importance in implementing the Values Restoration Program for their respective offices/ agencies;
2. Identify the Pili-pino values needed to be enhanced to effectively implement the Values Restoration Program as stipulated in CSC Announcement No. 40, series of 2017;
3. Acquire the necessary training skills to competently conduct VRP in their respective offices/ agencies.

### III. Course Content:

1. An overview of the goals and relevance of Values Restoration Program according to CSC Announcement 40 s. 2017
2. Concept briefing of the following (Trainers' Training Course):
  - a. Principles of Trainer Excellence
  - b. Characteristics of Adult learners, their motivations, learning styles and their learning environments
  - c. Different Roles of a trainer and trainee, and how to manage the latter



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- Taming the Tongue
- Selfless love and service to people in connection with R.A. 6713 or the Code of Conduct and Ethical Standards for government officials and employ

#### IV. Methodology:

1. Evocative lecture
2. Open forum
3. Application of Principles of Trainer Excellence during teaching demonstration
4. Give and receive feedback
5. Other participative digital methodologies

#### V. Participants:

The program is to be attended by candidates for Values Restoration Officers as endorsed and/or appointed by their respective offices and/or agencies.

#### VI. Program Schedule (Please see attached schedule)

#### VII. Venue:

This training shall use the Zoom and Google Classroom platforms.

#### 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, Naguillan-Baguio City  
Account Name: **CRFV INC**  
Account Number: **3551-0142-06**

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## VRO TRAINING PROGRAM OF ACTIVITIES

TIME	ACTIVITIES	Person-in-charge
<b>DAY 0 – Pre-orientation and Technical Test (Zoom)</b>		
<b>DAY 1 –</b>		
8:30-8:50 AM	<b>Log-In and Pre-Assessment/Pre-Test</b>	
8:51-9:45 AM	<b>Preliminaries</b> - Prayer - Pambansang Awit - Messages - Rules of Engagement - Introduction to Resource Speaker - <b>Class Picture - All</b> - Group Dynamics - Transformation Song	
9:46-10:00 AM	<b>Health Break</b>	
10:01-12:00 NN	<b>Introduction to VRO TTT and Spirituality</b>	
12:01-1:30 PM	<b>LUNCH BREAK</b>	
1:31-1:40 PM	Afternoon Exercise with Introduction to the Resource Speaker	
1:41-3:00 PM	<b>VRP Value Focus (Taming the Tongue)</b>	
3:01-3:15 PM	<b>Health Break</b>	
3:16-4:30 PM	<b>VRP Value Focus (Integrity)</b>	
<b>DAY 2 –</b>		
8:30-8:45 AM	<b>Log-In</b>	
8:46-9:00AM	<b>Preliminaries and Recap with Introduction to the Resource Speaker</b>	
9:00-12:00 NN	<b>TTT 1 &amp; 2: Principles of Trainer Excellence Part 1&amp;2</b>	
12:00-1:30 PM	<b>LUNCH BREAK</b>	
1:30-3:45 PM	<b>TTT 3 &amp; 4: Principles of Trainer Excellence Part 3 &amp; 4</b>	
3:46-4:00	Topic assignment and Demo Teach Instructions	
<b>DAY 3</b>		
8:30-8:45AM	<b>Log-In</b>	CRFV Secretariat
8:46-9:00 AM	<b>Preliminaries and Recap and Instruction for Demo Teach</b>	
9:00-12:00 NN	<b>Demo Teach (Break-out Rooms)</b>	
12:00-1:30	<b>LUNCH</b>	
1:30-2:45 PM	<b>VRP Value Focus (Respect for Authority)</b>	
2:45-3:00 PM	<b>Health Break</b>	
3:01-4:30	<b>VRO Duties and Responsibilities</b>	
<b>DAY 4 –</b>		
8:00-8:30AM	<b>Preliminaries and Recap with Processing</b>	
8:31-10:45 AM	<b>VRP Value Focus (Selfless Love)</b>	
10:46-11:00 AM	<b>EVALUATION and Health Break</b>	
11:01-12:00nn	<b>CLOSING PROGRAM</b> - Messages - Impression - VRO Accountability Pin - Ccommissioning	



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

**DATE:** \_\_\_\_\_

**CONFIRMATION FORM**

**Delegates:**

Name	Designation	Email Address	Contact Number

**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:

- 1. Bank: Landbank, Naguilian-Baguió City  
Account Name: **CRFV INC**  
Account Number: **3551-0142-06**

Please send a copy of your CONFIRMATION & deposit slip through telefax number (074) 424-1497 or email