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DEPED MALAYBALAY CITY DIVISION  
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By: *[Signature]*

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

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**Division Advisory No. 042, s, 2023**  
**September 4, 2023**

**DISSEMINATION OF CIVIL SERVICE COMMISSION  
ANNOUNCEMENT No. 40. S, 2017  
(IMPLEMENTATION OF VALUES RESTORATION PROGRAM)**

For the information and guidance of all concerned, enclosed is a copy of Civil Service Commission Announcement No. 40. Series of 2017 re training and appointment of **Values Restoration Program (VRP)**.

This Office directs the immediate and wide dissemination of this Advisory.

Copy furnished:

Records Unit

*[Handwritten mark]*



Address: Sayre Hi-way, Purok 6, Casisang, Malaybalay City  
Telefax No.: 088-314-0094; Telephone No.: 088-813-1246  
Email Address: [malaybalay.city@deped.gov.ph](mailto:malaybalay.city@deped.gov.ph)



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# CRFV

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

11 August 2023

**Dr. ARTURO B. BAYOCOT**  
*Regional Director*  
Department of Education Region X  
Masterson Avenue, Zone 1, Upper Bulalang, Cagayan de Oro City

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

**Dear Director 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 two (2) VROs as you deem necessary.**

The webinar shall be held on **August 29-September 1, 2023 (Batch 103)** (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 (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!

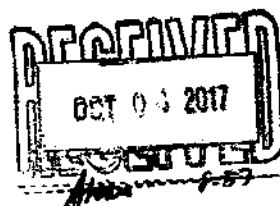
For God, Country, and Fellowmen,

  
**NATHANIEL A. SARCOBAN**  
National Director



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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 0917-5891983 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](mailto:cscphil@webmail.csc.gov.ph) 🌐 [www.csc.gov.ph](http://www.csc.gov.ph)



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## VRO Training the Trainers (VROTTT) Training Design

### I. Rationale:

To efficiently implement the Values Restoration Program (VRP), a Values Restoration Officer (VRO) or values champion or values advocate must be equipped with the knowledge, skills and attitude relevant to transforming the agency or office through values. Thus, this course is designed to address such need by intertwining transformational leadership with skills and values enhancement towards a values-based organization.

### II. Learning Objectives:

By the end of this course, participants shall be able to:

1. Appreciate and articulate the goals and importance of implementing Values Restoration Program in developing values-based organization that contributes in nation-building;
2. Identify the values that one should embody to effectively lead and advocate for transformation through values in public service;
3. Create a brief values advocacy presentation; and
4. Develop an initial action plan for values development/enhancement in their respective offices or 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. 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 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-Bagulo City  
Account Name: **CRFV INC**  
Account Number: **3551-0142-06**

## 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.



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## VRO TRAINING PROGRAM OF ACTIVITIES

DAY & TIME	ACTIVITY / TOPIC	
Day 1	8:30AM – 9:00AM	Log-in and Pre-Test
	9:01AM – 10:00AM	Preliminaries & Opening Program (includes course introduction & leveling of expectations)
	10:01AM – 10:15AM	Health Break
	10:16AM – 12:00PM	<b>Session 1.</b> Transforming the Nation through Values: An Introduction
	12:01PM – 1:15PM	Lunch Break
	1:16PM – 1:30PM	Afternoon Energizer
	1:31PM – 3:00PM	<b>Session 2.</b> Value Focus: Taming the Tongue
	3:01PM – 3:15PM	Health Break
	3:16PM – 4:30PM	<b>Session 3.</b> Value Focus: Integrity
4:30PM – 4:45PM	Wrap-up & Announcement	
Day 2	8:30AM – 8:45AM	Log-in
	8:46AM – 9:00AM	Preliminaries & Recap
	9:01AM – 10:30AM	<b>Session 4.</b> Developing a Values Advocacy Presentation (Part 1)
	10:31AM – 10:45AM	Health Break
	10:46AM – 12:00PM	<b>Session 5.</b> Developing a Values Advocacy Presentation (Part 2)
	12:01PM – 1:15PM	Lunch Break
	1:16PM – 1:30PM	Afternoon Energizer
	1:31PM – 4:00PM	<b>Session 6.</b> Developing a Values Advocacy Presentation (Part 3)
	4:01PM – 4:30PM	Instruction for actual Values Advocacy Presentation on Day 3 (Topic Assignment to each participant)
4:31PM onwards	(Offline / Asynchronous for 3-4hours) Preparation of Values Advocacy Presentation based on assigned topic/value	
Day 3	8:30AM – 8:45AM	Log-in
	8:46AM – 9:00AM	Preliminaries, Recap & Final Instructions for individual presentation
	9:01AM – 12:00PM	<b>Session 7 / Workshop.</b> Values Advocacy Presentation (Breakout Rooms)
	12:01PM – 1:15PM	Lunch
	1:16PM – 1:30PM	Afternoon Energizer
	1:31PM – 3:00PM	<b>Session 8.</b> Value Focus: Excellence (Called to be Excellent)
	3:01PM – 3:15PM	Health Break
	3:16PM – 4:30PM	<b>Session 9.</b> Duties & Responsibilities of a VRO
4:31PM – 4:45PM	Wrap-up & Announcement	
Day 4	8:30AM – 8:45AM	Log-in
	8:46AM – 9:00AM	Preliminaries & Recap
	9:01AM – 10:30AM	<b>Session 10.</b> Value Focus: Patriotism – Selfless Love for the Nation
	10:31AM – 10:45AM	Health Break
	10:46AM – 11:15AM	<b>Post-Test &amp; Training Evaluation</b>
	11:16AM – 12:00PM	<b>Integration Session and Closing Program</b>
	12:01PM – 1:15PM	Lunch Break
	1:16PM – 4:45PM	*Continue to draft Action Plan *Final Action Plan to be submitted after discussion with superior: two (2) weeks after the training



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VRP - VRO TRAINING THE TRAINERS ONLINE TRAINING  
DATE: \_\_\_\_\_

**CONFIRMATION FORM**  
Delegates:

Name	Designation	Email Address	Contact Number

\*\*\* 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:**

1. 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).