



# COUNCIL FOR THE RESTORATION OF FILIPINO VALUES

*Your partner in building the nation through values.*

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

2 March 2026

ORLANDO E. MANUEL, PhD, CESOV  
Schools Division Superintendent  
Department of Education – Schools Division of Nueva Vizcaya  
Quezon St., Don Domingo Maddela, Bayombong, Nueva Vizcaya



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

Dear SDS Manuel,

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.

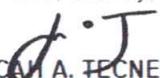
In line with this, the Council for the Restoration of Filipino Values (CRFV) is conducting the **Values Restoration Officers Training (VRO Training)** across all government departments, agencies, bureaus, and offices including government-owned and controlled corporations. In this regard, we are inviting 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:

<p><b>Venue: Villa Silvina Hotel &amp; Restaurant</b> 15 Outlook Drive (Behind Presidential Mansion House), Baguio City, Benguet, Philippines 2600</p> <p><small>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.</small></p>	<p><b>Stay-in Rate:</b> with breakfast, am/pm snacks, lunch and dinner</p> <p>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)</p> <p><b>Stay-out Rate:</b> Php 10,000 per person</p>
---	---

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](mailto:vrp@crfv-cpu.org).

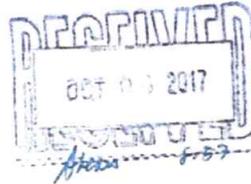
Thank you and Mabuhay!

For God, Country, and Fellowmen,

  
**MICAH A. TECNE**  
Program Coordinator

Noted by:   
**NATHANIEL A. SAQUIBAN**  
National Director

<b>MEMORANDUM</b>		Date: 3/2/2026	Released (Records): Gwen
To: <input checked="" type="checkbox"/> PSDS/DICs	<input checked="" type="checkbox"/> Elem/Sec School Heads		
<input type="checkbox"/> Private Schools	<input type="checkbox"/> Others:		
For: <input checked="" type="checkbox"/> Information		<input checked="" type="checkbox"/> Dissemination	
<input checked="" type="checkbox"/> Guidance		<input type="checkbox"/> Strict Compliance	
<b>ORLANDO E. MANUEL PhD., CESO V</b>			
Schools Division Superintendent			
By: <input type="checkbox"/> ASDS	<input type="checkbox"/> CID Chief	<input type="checkbox"/> SGOD Chief	<input type="checkbox"/> AO <input type="checkbox"/> Atty
			Signature: 



Announcement No. 40, s. 2017

### ANNOUNCEMENT

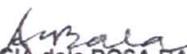
**FOR :** HEADS OF CONSTITUTIONAL BODIES, DEPARTMENTS, BUREAUS AND AGENCIES OF THE NATIONAL GOVERNMENT, LOCAL GOVERNMENT UNITS, GOVERNMENT-OWNED OR CONTROLLED CORPORATIONS WITH ORIGINAL CHARTERS, AND STATE UNIVERSITIES AND COLLEGES

**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 VRO 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



# COUNCIL FOR THE RESTORATION OF FILIPINO VALUES

*Your partner in building the nation through values.*

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

## 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

*Your partner in building the nation through values.*

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

### 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**



# COUNCIL FOR THE RESTORATION OF FILIPINO VALUES

*Your partner in building the nation through values.*

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

## 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	<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
Day 3	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	
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	<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



## 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: **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 (gmail or yahoo only)	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-Baguiu 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](mailto: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 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:**

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  
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](mailto:vrp@crfv-cpu.org).