



Republic of the Philippines
Department of Education
REGION VIII - EASTERN VISAYAS

Advisory No. 22 s. 2026
January 26, 2026

In compliance with DepEd Order (DO) No. 8, s. 2013
This advisory is issued not for endorsement per DO 28, s. 2001,
but only for the information of DepEd officials,
personnel/staff, as well as the concerned public.
(Visit deped.in/region8.deped.gov.ph)

VALUES RESTORATION OFFICERS (VRO) TRAINING

Attached is a letter from Ms. Micah A. Tecne, Program Coordinator, Council for the Restoration of Filipino Values Philippine Values.

The Council is asking permission to allow participants to attend Values Restoration training on March 3-6, 2026.

The target participants are departments heads both public and private agencies, bureaus, and offices including government-owned and controlled corporations.

Participation of both public and private schools shall be subject to the *no-disruption-of-classes policy* stipulated in DepEd Order No. 9, s. 2005 entitled *Instituting Measures to Increase Engaged Time-on-Task and Ensuring Compliance Therewith*.

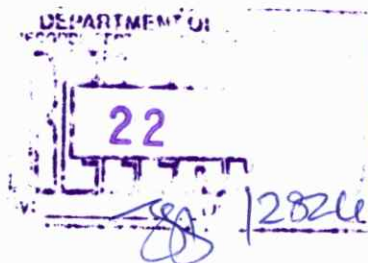
More information may be inquired from:

Ms. Micah A. Tecne

Program Coordinator
Council for the Restoration of Filipino Values
Unit A-1, WA Building, 56 B Ferguson Rd.
Andres Bonifacio, Baguio City
(074) 244 53 75
Email Ad: crfv.vro2019@gmail.com

Considering that this is an Advisory, Schools Division Superintendents are given the discretion to act on this matter.

CLMD-ACA





COUNCIL FOR THE RESTORATION OF FILIPINO VALUES

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

20 January, 2026

RONALO AL K. FIRMO

Regional Director
DepEd - Region VIII
Gov't Center, Candahug, Palo, Leyte

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 Firmo,

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:

Venue: Hotel Supreme Convention Plaza, Baguio City	Stay-in Rate: 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) Stay-out Rate: Php 10,500 per person
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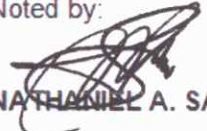
Attached are the copies of the Civil Service Announcement No. 40, the qualifications of Values Restoration Officers, and the Training Design for your reference. For more information or query, please contact Ms. Micah Tecne or Ms. Maidee Sison at landline no. (074) 244-5375, mobile nos.: 0999-221-6826 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.

Thank you and Mabuhay!

For God, Country, and Fellowmen,


MICAH A. TECNE
Program Coordinator

Noted by:


NATHANIEL A. SAQUIBAN

DEPARTMENT OF EDUCATION
RECEIVED
RECORDS SECTION REGIONAL OFFICE NO. VIII

DATE: 1-22-26

TRACKING #: 1025 TIME: 8:30 AM
SIGNATURE: [Signature]





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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 0917-6891983 or through email at 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, Naguillian-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
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	Module 1. Transforming the Nation through Values: An Introduction (with a workshop)
	10:30AM – 10:45AM	Health Break
	10:45AM – 12:00PM	Module 2. Value Focus: Taming the Tongue
	12:00PM – 1:00PM	Lunch Break
	1:00PM – 1:15PM	Afternoon Preliminaries
	1:15PM – 2:45PM	Module 3. Value Focus: Integrity (with a workshop)
	2:45PM – 3:00PM	Health Break
	3:00PM – 4:30PM	Module 4. 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	Module 5. Value Focus: Patriotism – Selfless Love for the Nation
	10:00AM – 10:15AM	Health Break
	10:15AM – 12:00PM	Module 6. Values Restoration Officers in Action (with a workshop)
	12:00PM – 1:00PM	Lunch Break
	1:00PM – 2:15PM	Module 7.1. Developing a Values Advocacy Presentation (Part 1)
	2:15PM – 3:45PM	Module 7.2. Developing a Values Advocacy Presentation (Part 2)
	3:45PM – 4:00PM	Health Break
	4:00PM – 5:00PM	Module 7.3. 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	Module 8. Values Advocacy Presentation
	10:30AM – 10:45AM	Health Break
	10:45AM – 11:15AM	Integration Session
	11:15AM – 12:00PM	Post-Test, Evaluation and Closing Program
	12:00PM – 1:00PM	Lunch

* Note: Program is subject to change



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

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*** 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, Naguilan-Baguiu City

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

Please send a copy of your CONFIRMATION & proof of payment through email at cftv.vro2019@gmail.com

3/F W.A. Bldg., 56-B Ferguson Road, Andres Bonifacio, Baguio City 2600 ● (074) 244-5375, 0999-221-6824 to 27, 0917-689-1983, 0917-700-2914
 ctfv.cpu@gmail.com ● www.ctfv-cpu.org ● facebook.com/ctfvofficialpage

crtv.cpu@gmail.com

www.cftv-cpu.org

facebook.com/crivoofficialpage

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:

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 - 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

[illegible]

*** 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 crtv.vro2019@gmail.com.



Baguio Flower Festival
Foundation, Inc.
Since 1995



Calendar of Events

	JAN		12	Festival Launch <i>FESTIVAL PREVIEW: Stakeholders and Media Reception</i>
JAN		JAN	30 to 31	Flower Tee Golf Tournament
	FEB		1	Panagbenga Grand Opening Day Parade
FEB		MAR	1 to 8	Panagbenga Market Encounter
FEB		MAR	1 to 8	PANAGBENGASCAPES <i>Landscape Exhibition and Design Challenge</i>
	FEB		6	Cup of Joe: Stardust Philippine Tour 2026 <i>A Partner-Led Event by CNCA and Waltrix Productions</i>
	FEB		7	Floral Fiesta: Bouquet Competition <i>(School-Based Competition)</i> Dish Garden Competition <i>(School-Based Competition)</i>
	FEB		14	Handog ng Panagbenga sa Pamilya Baguio Colours in Bloom <i>Panagbenga Open Painting Competition and Exhibition</i> <i>11th Annual Panagbenga Kite Flying Challenge</i>
	FEB		15	Rhythm of the Highlands <i>A Showcase of Culture and Dance</i>
	FEB		16	Baguio Spring Festival Parade
FEB		FEB	19 to 22	PMA Alumni Homecoming Weekend
FEB		MAR	28 to 1	Panagbenga Partners and Exhibitors in Bloom
	FEB		28	Panagbenga Grand Street Dance Parade
	MAR		1	Panagbenga Grand Floral Float Parade
MAR		MAR	2 to 8	Session Road in Bloom
	MAR		7	Kapamilya Caravan <i>A Partner-Led Event by ABS-CBN</i>
	MAR		8	Little Miss Panagbenga <i>A Partner-Led Event by MB Sky Productions</i>
	MAR		8	Awarding and Closing Ceremonies <i>CADENCE IN BLOOM: The PMA Silent Drill Exhibition</i>
	MAR		8	Flowers in the Sky <i>The Panagbenga Grand Fireworks Display</i>

For more information, please email BFFFI at secretariat@panagbengafestival.com
2F BCVB Building, Jose Abad Santos Drive Burnham Park, Baguio City 2600 | Telefax: (074) 442-4315