



Republic of the Philippines  
Department of Education  
REGION X – NORTHERN MINDANAO  
**SCHOOLS DIVISION OF MISAMIS ORIENTAL**

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Office of the Schools Division  
Superintendent

**August 25, 2023**


**DIVISION MEMORANDUM**  
No. 427 s. 2023

**PARTICIPATION TO THE VALUES RESTORATION OFFICERS' TRAINING  
FOR LEADERSHIP AND MANAGEMENT**

To: Public Schools District Supervisors  
Elementary & Secondary VROs  
All Others Concerned

1. In response to the invitation of the Civil Service Commission (CSC) Announcement No. 40, (VRO TTT) for leadership and management training for the Values Restoration Officers (VROs), this office directs each participant to attend this training via Zoom on August 29-September 1, 2023.
2. The participants are the VROs for each district in Elementary and Secondary.
3. A registration of ₱4,500.00 shall be charged to the school MOOE fund subject to the usual accounting and auditing rules and regulations.
4. Enclosed is the List of Participants.
5. Immediate dissemination of this Memorandum to all concerned is desired.

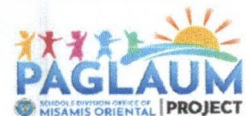
For the Schools Division Superintendent

  
**MARIA TERESA M. ABSIN, PhD.**  
SGOD Chief  
OFFICER-IN-CHARGE

*ELO/egd/cid/cpv*



Address: Del Pilar-Velez Sts., Brgy. 29, Cagayan de Oro City 900  
Telephone Nos.: (088) 881-3094 | Text: 0917-8992245 (Globe)  
Website: [www.deped.misor.com](http://www.deped.misor.com)  
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Republic of the Philippines  
Department of Education  
REGION X – NORTHERN MINDANAO  
SCHOOLS DIVISION OF MISAMIS

Enclosure 1 to Division Memorandum No. \_\_\_\_ s. 2023

PARTICIPANTS FOR THE VALUES RESTORATION  
OFFICER'S TRAINING

**ELEMENTARY**

| DISTRICT         | NAME                      | POSITION | EMAIL ADD                          |
|------------------|---------------------------|----------|------------------------------------|
| Alubijid East    | Jovanie J. Bongcayao      | HT-II    | jovanie.bongcayao@deped.gov.ph     |
| Balingasag North | Ruth S. Ponferrada        | MT-I     | ruth.ponferrada@deped.gov.ph       |
| Balingasag South | Gemma Lyn M. De Asis      | T-III    | gemmalyn.deasis@deped.gov.ph       |
| Claveria West    | Jordan P. Patayon         | T-II/SIC | jordan.patayon@deped.gov.ph        |
| Jasaan North     | Mariepi D. Icayan         | T-III    | mariepi.icayan@deped.gov.ph        |
| Jasaan South     | Fredeswenda A. Labaya     | HT-II    | fredeswenda.labaya@deped.gov.ph    |
| Kinoguitan       | Carmelito A. Talipan      | ESP-I    | carmelito.talipan@deped.gov.ph     |
| Laguindingan     | Reynancy N. Ramos         | MT-I     | reynancy.ramos@deped.gov.ph        |
| Libertad         | Lakambini May T. Gonzales | MT-I     | lakambinimay.gonzales@deped.gov.ph |
| Lugait           | Imelda C. Baguio          | P-I      | imelda.baguio@deped.gov.ph         |
| Magsaysay II     | Sitti Wadzna H. Sentillas | MT-I     | sittiwadzna.sentillas@deped.gov.ph |
| Manticao         | Aloha U. Agot             | T-III    | aloha.agot@deped.gov.ph            |
| Medina North     | Rolando Y. Vallespin      | HT-III   | rolando.vallespin@deped.gov.ph     |
| Naawan           | Armen M Jacalan           | T-I      | armen.jacalan@deped.gov.ph         |
| Opol East        | Marilou O. Quito          | MT-I     | marilou.QUITO@deped.gov.ph         |
| Sugbongcogon     | Miraflor C. Espano        | HT-I     | miraflor.espano@deped.gov.ph       |
| Tagoloan East    | Jaspymar L. Corpuz        | MT-I     | jaspymar.corpuz@deped.gov.ph       |
| Tagoloan West    | Marivic M. Bagaipo        | MT-I     | marivic.bagaipo@deped.gov.ph       |
| Villanueva North | Raquel Theresa F. Ducot   | T-III    | raqueltheres.fabela@deped.gov.ph   |

**SECONDARY**

| DISTRICT         | NAME                | POSITION | EMAIL ADD                       |
|------------------|---------------------|----------|---------------------------------|
| Balingasag North | Estrella A. Cagasan | T-I      | estrella.cagasan@deped.gov.ph   |
| Balingasag South | Karen O. Galimba    | GC       | karen.galimba@deped.gov.ph      |
| Claveria West    | Gerel V. Baiño      | HT-I     | gerel.baiño@deped.gov.ph        |
| Jasaan North     | Christine G. Tadlas | T-I      | christine.tadlas@deped.gov.ph   |
| Jasaan South     | Glenford Mondejar   | T-I      | glenchum6@gmail.com             |
| Kinoguitan       | Jovita Emily Pamisa | T-I      | jovitaemily.pamisa@deped.gov.ph |



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|                  |                         |            |                                  |
|------------------|-------------------------|------------|----------------------------------|
| Laguindingan     | Madelyn R. Decierdo     |            | madelyn.decierdo@deped.gov.ph    |
| Libertad         | Emily Nacorda           |            | emily.nacorda@depe.gov.ph        |
| Lugait           | Jennelyn Y. Namocot     | T-I        | jennelyn.namocot@deped.gov.ph    |
| Magsaysay II     | Adulf V. Yandug         | T-I        | adulf.yandug@deped.gov.ph        |
| Manticao         | Sheilazon A. Calatrava  | T-III      | sheilazon.calatrava@deped.gov.ph |
| Medina North     | Maria Ceryll D. Balabag | T-I        | mariaceryll.balabag@deped.gov.ph |
| Medina South     | Rie Marie Ebiza         | P-I        | riemarie.ebiza@deped.gov.ph      |
| Naawan           | Crisbie Yanez Digal     | Teacher II | crisbie.yanez@deped.gov.ph       |
| Opol East        | Carmelyn L. Dangcal     | HT-I       | carmelyn.dangcal@deped.gov.ph    |
| Sugbongcogon     | Belen G. Zaportiza      | SSP-I      | belen.zaportiza@deped.gov.ph     |
| Tagoloan East    | Lilian C. Paredes       | MT-I       | lilian.paredes@deped.gov.ph      |
| Tagoloan West    | Marissa B. Abejo        | T-III      | marissa.abejo@deped.gov.ph       |
| Villanueva North | Delia D. Aspiras        | T-III      | delia.asperas@deped.gov.ph       |

**OFFICIAL:**

|     |                   |                |                             |
|-----|-------------------|----------------|-----------------------------|
| SDO | Cydel P. Valmores | OIC, Chief CID | cydel.valmores@deped.gov.ph |
|-----|-------------------|----------------|-----------------------------|



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Misamis Oriental <misamis.oriental@deped.gov.ph>

**CSC Announcement No. 40 (VRO TTT August 29-September 1, 2023)**

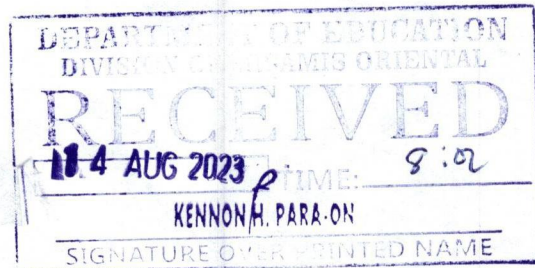
1 message

Vro crfv <crfv.vro2019@gmail.com>

Thu, Aug 10, 2023 at 3:10 PM

To: misamis.oriental@deped.gov.ph, jdelapena.depedcdo@gmail.com, depedmor@gmail.com

**EDILBERTO L. OPLENARIA**  
Schools Division Superintendent  
DepEd- Misamis Oriental  
Cagayan de Oro City



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

Magandang buhay!

For those schools that do not have their recommended Values Restoration Officers yet, we would like to invite you once again, particularly those from Division Office, District Office, and Elementary and High Schools. There are upcoming Values Restoration Officers Training the Trainers (VROTTT), a leadership & managerial training on **August 29-September 1, 2023 (Batch 103)** which will be conducted online via Zoom.

Kindly acknowledge receipt of the attached file and may we ask for a contact number to follow up with regards to this communication.

Thank you very much. God bless.

**Note:** This invitation is Pursuant to the implementation of the Values Restoration Program (CSC Announcement No. 40, series of 2017)

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For God, Country and fellow Filipinos,

**VRP Secretariat**

**Council for the Restoration of Filipino Values**

3/F A-1 Unit, W. A. Building, 56-B Ferguson Road, Brgy. Andres Bonifacio, Baguio City, Philippines

Mobile Number: 0999-221-6825 to 27 (Smart) 0917-689-1983 (Globe)

Phone: (074) 244-5375 |Telefax :+63-074-244-5375 |Email: crfv.vro2019@gmail.com | Website: [www.crfv-cpu.org](http://www.crfv-cpu.org)

**Righteousness Exalts A Nation!**

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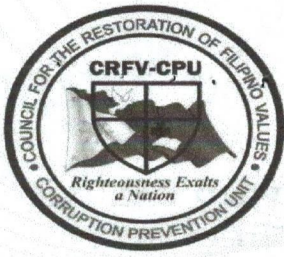
**2 attachments**

**Confirmation Form Only.docx**  
386K

**DepEd- Misamis Oriental.pdf**  
751K

**CID RECEIVED**  
BY: AP  
DATE: 8/16/23 1:42pm

**ASDS' OFFICE RECEIVED**  
FROM: Receiving  
DATE: 8/16/23



# CRFV

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

11 August 2023

**EDILBERTO L. OPLENARIA**  
Schools Division Superintendent  
DepEd- Misamis Oriental  
Cagayan de Oro City

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

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.**

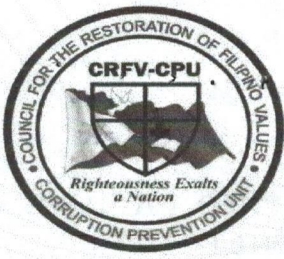
The webinar shall be held on **August 29-September 1, 2023 (Batch 103)** (credit of 32 hours of leadership and management training) with a corresponding fee of Php 4,500.00 per participant inclusive of the book Transforming the Nation through Values, accountability pin, and certificates. The online seminar 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)244-5375, 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. SAQUIBAN**  
National Director



# CRFV

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

## 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:

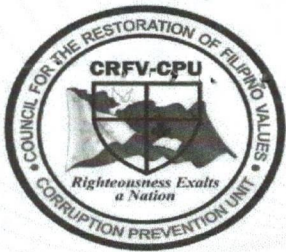
1. Appreciate and articulate the goals and importance of implementing Values Restoration Program in developing values-based organization that contributes in nation-building;
2. Identify the values that one should embody to effectively lead and advocate for transformation through values in public service;
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



# CRFV

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

## VRO TRAINING PROGRAM OF ACTIVITIES

|                 | DAY & TIME   | ACTIVITY / TOPIC   |
|-----------------|--|--|
| Day 1           | 8:30AM – 9:00AM  | Log-in and <b>Pre-Test</b>   |
|                 | 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   |
| Day 2           | 4:30PM – 4:45PM  | Wrap-up & Announcement   |
|                 | 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)   |
| Day 3           | 4:01PM – 4:30PM  | Instruction for actual Values Advocacy Presentation on Day 3 (Topic Assignment to each participant)                    |
|                 | 4:31PM onwards   | <i>(Offline / Asynchronous for 3-4hours) Preparation of Values Advocacy Presentation based on assigned topic/value</i> |
|                 | 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   |
| Day 4           | 3:16PM – 4:30PM  | <b>Session 9.</b> Duties & Responsibilities of a VRO   |
|                 | 4:31PM – 4:45PM  | Wrap-up & Announcement   |
|                 | 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 | <b>*Continue to draft Action Plan</b><br>*Final Action Plan to be submitted after discussion with superior: two (2) weeks after the training |  |