



Republic of the Philippines
Department of Education
Negros Island Region
SCHOOLS DIVISION OF SAGAY CITY

January 5, 2026

DIVISION MEMORANDUM

No. 003, s. 2026

IMPLEMENTATION OF THE VALUES FORMATION AND INTEGRATION PROGRAM

To: Assistant Schools Division Superintendent
Chief Education Supervisors
Education Program Supervisors
Public Schools District Supervisors
Elementary and Secondary School Heads
Unit and Section Heads
All Others Concerned

1. The Department of Education upholds the holistic development of learners and personnel through strong moral character and ethical behavior anchored on the DepEd Core Values of Maka-Diyos, Maka-tao, Makakalikasan, and Makabansa. To further strengthen values formation and promote a positive school and workplace culture, the Schools Division of Sagay City hereby establishes the **Values Formation and Integration Program (VFIP)** to be implemented across all schools and offices.
2. The Values Formation and Integration Program (VFIP) aims to:
 - a. develop and strengthen positive values, character, and ethical behavior among learners, teachers, and non-teaching personnel, anchored on the DepEd Core Values of Maka-Diyos, Maka-tao, Makakalikasan, and Makabansa;
 - b. strengthen character formation and ethical behavior among learners and personnel anchored on the DepEd Core Values;
 - c. integrate values formation in curricular, co-curricular, leadership, and administrative practices;
 - d. promote consistent and intentional practice of values through a Values Focus per Month and per Week;
 - e. foster a safe, respectful, inclusive, and values-driven learning and working environment; and
 - f. sustain values formation initiatives through integration in school and office plans and programs.
3. The Values Formation and Integration Program shall be implemented through value-focused activities integrated in flag ceremonies, teaching and learning processes, homeroom guidance, school and office programs, and daily leadership and service practices, guided by the Values Focus per Month and per Week. Enclosed is the Values Focus per Month and per Week.



Sitio Chloe, Brgy. Rizal, Sagay City, Negros Occidental
Telephone Nos. 488-02-15; 722-0597/



Republic of the Philippines
Department of Education
Negros Island Region
SCHOOLS DIVISION OF SAGAY CITY

4. The implementation of VFIP shall be carried out by all schools and offices in the Schools Division of Sagay City. School Heads and Office Heads shall ensure the proper integration of values-focused activities in teaching, learning, leadership, and daily school and office practices. Oversight, monitoring, and evaluation of the VFIP shall be undertaken by the Schools Division Office, through the following key offices and units:

- a. *Education Program Supervisor (EPS) in Values Education* – shall serve as the *Lead Program Coordinator*, providing technical guidance, monitoring implementation, and consolidating reports related to values formation initiatives;
- b. *Curriculum Implementation Division (CID)* – shall support the integration of values formation in curricular, co-curricular, and instructional practices;
- c. *School Governance and Operations Division (SGOD)* – shall assist in monitoring school-based implementation and alignment with governance and operational processes;
- d. *Learner Formation Office* – shall support learner-focused values formation initiatives, leadership development, and youth engagement activities;
- e. *Human Resource Development Section (HRDS)* – shall integrate values formation in capacity-building, professional development, and leadership programs for teaching and non-teaching personnel;
- f. *Human Resource Management Office (HRMO)* – shall promote values-based public service and ethical conduct among personnel, consistent with civil service and DepEd standards; and
- g. *Other concerned Division offices and units* – shall provide support within their respective mandates to ensure effective and sustained implementation of the VFIP.

5. At the Schools Division Office, the *Values Focus of the Week* shall be highlighted during the weekly flag ceremony through short talks, reflections, or sharing sessions. These may include readings, personal reflections, or experiences that are relevant and aligned with the identified value focus for the week. In addition, the *Values Focus for the Month* shall be integrated and considered in the *Living FAITH at Work* monthly activities, serving as a guide for reflection, discussion, and values-based engagement among Division Office personnel. Division Office heads and concerned units shall ensure consistent and meaningful implementation of these activities in support of VFIP.

6. Monitoring and Evaluation of the VFIP shall be led by the Education Program Supervisor in Values Education, in coordination with CID, SGOD, the Learner Formation Office, HRDS, HRMO, and other concerned Division offices, using existing supervision, planning, and reporting mechanisms.

7. Expenses relative to the conduct of this activity shall be charged against MOOE/ Local funds subject to the usual accounting and auditing rules and regulations.

8. It is understood that the Equal Opportunity Principle (EOP) is strictly adhered to in the conduct of this activity. Thus, there shall be no discrimination on account of age,



Sitio Chloe, Brgy. Rizal, Sagay City, Negros Occidental
Telephone Nos. 488-02-15; 722-0597/



Republic of the Philippines
Department of Education
Negros Island Region
SCHOOLS DIVISION OF SAGAY CITY

gender identity, sexual orientation, civil status, disability, social status, religion, ethnicity and political affiliations or other personal circumstances.

9. Immediate dissemination of this Memorandum is desired.

DANNIE CLARK M. UGUIL
Assistant Schools Division Superintendent
Officer In-charge
Office of the Schools Division Superintendent



Enclosure : As Stated
Reference : None
No. of Pages : 3

To be indicate in the **Perpetual Index** under the following subjects:

VALUES FORMATION LEARNER DEVELOPMENT DIVISION

FN: dcmu/SDS_010526



Sitio Chloe, Brgy. Rizal, Sagay City, Negros Occidental
Telephone Nos. 488-02-15; 722-0597/



Republic of the Philippines
Department of Education
Negros Island Region
SCHOOLS DIVISION OF SAGAY CITY

Enclosure No. 1 to Division Memorandum No. 003, series of 2026

Values Formation and Integration Program (VFIP)
VALUES FOCUS PER MONTH AND PER WEEK

Month	Core Value Anchor	Monthly Value Focus	Week 1	Week 2	Week 3	Week 4
January	Maka- tao	Discipline & Goal Setting	Self-Discipline	Time Management	Accountability	Commitment to Goals
February	Maka- tao	Respect & Love	Respect for Self	Respect for Others	Kindness & Empathy	Healthy Relationships
March	Makabansa	Integrity & Honesty	Honesty	Trustworthiness	Ethical Decision-Making	Moral Courage
April	Makakalikasan	Responsibility & Stewardship	Personal Responsibility	Care for the Environment	Resource Stewardship	Community Responsibility
May	Makabansa	Excellence & Perseverance	Hard Work	Grit & Perseverance	Continuous Improvement	Pride in Achievement
June	Maka- tao	Service & Cooperation	Bayanihan/ Volunteerism	Teamwork	Leadership through Service	Shared Responsibility
July	Maka-Diyos	Faith & Gratitude	Faith in Action	Gratitude	Humility	Trust & Hope
August	Makabansa	Cultural Pride & Identity	Love for Language	Respect for Culture	National Identity	Unity in Diversity
September	Maka- tao	Resilience & Compassion	Emotional Resilience	Mental Well-Being	Compassion for Others	Helping in Times of Need
October	Makabansa	Leadership & Responsibility	Responsible Leadership	Decision-Making	Accountability in Leadership	Leading by Example
November	Makabansa	Unity & Filipino Values	Unity & Cooperation	Patriotism	Social Responsibility	National Pride
December	Maka-Diyos	Peace, Generosity & Gratitude	Peace & Harmony	Generosity	Forgiveness	Thankfulness & Reflection



Sitio Chloe, Brgy. Rizal, Sagay City, Negros Occidental
Telephone Nos. 488-02-15; 722-0597/