

| Training/Citation                                                                                                                                                          | Audience                                                                                                                                                                                                                                                                                                | Notes                                                                                                                                                                                                                                                                                                                                                                                                                                                                | M | E | O |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---|---|---|
| Administration of Epinephrine Auto-Injectors<br><i>TEC §38, Subchapter E, Section 38.210 (b)</i>                                                                           | If a district adopts a policy under Section 38.208(a) then one or more school personnel members or volunteers on each campus of a district or open-enrollment charter school that adopts a policy for the administration of epinephrine auto-injectors                                                  | How to recognize the signs and symptoms of anaphylaxis, administer an epinephrine auto-injector, implement emergency procedures, and properly dispose of used or expired epinephrine auto-injectors. Provided in formal training setting or online and completed annually.                                                                                                                                                                                           | X |   |   |
| Administration of opioid antagonist<br><i>Subchapter E-1, TEC §38.222(c) and TEC §38.224(b)</i>                                                                            | Each district that serves students in grades 6 -12 must adopt a policy under Section 38.221 and one or more school personnel members or volunteers on each campus must be authorized and trained to administer opioid antagonist.                                                                       | How to recognize the signs and symptoms of an opioid-related drug overdose, administer an opioid antagonist, implement emergency procedures if necessary, and properly dispose of used or expired opioid antagonists.                                                                                                                                                                                                                                                | X |   |   |
| Administrator appraiser training<br><i>TAC, Title 19, §150.1024 (b)</i><br><i>TAC, Title 19, §150.1005 (c) (d)</i>                                                         | Administrators                                                                                                                                                                                                                                                                                          | Before conducting appraisals, an appraiser must satisfactorily complete the T-TESS appraiser training and pass the examination and have completed ILT, ILD, or AEL certification training.                                                                                                                                                                                                                                                                           | X |   |   |
| Assessment instrument administration<br><i>TEC, §39.0304 (a), (b), (c); TAC, §101.3031 (a) (D)(iii); (c)</i>                                                               | School district employees involved in the administration of assessment instruments administered under Section 39.023.                                                                                                                                                                                   | May include a qualifying component. Language in TEC is permissive, i.e., the Commissioner may require training. Part of the language in TAC is mandatory, i.e., the commissioner shall require training activities to ensure that testing personnel have the necessary skills and knowledge required to administer assessment instruments in a valid, standardized, and secure manner; received annual training in test security and test administration procedures. | X |   | X |
| Bible Course Training<br><i>TEC, §21.459 and TEC, §28.011 (f)</i>                                                                                                          | Teachers of elective Bible courses. A course under this section may only be taught by a teacher who holds a certificate that qualifies them to teach at the grade level at which the course is offered and has successfully completed the training outlined in TEC, §21.459.                            | The Commissioner shall make available training materials and other teacher training resources through access to in-service training.                                                                                                                                                                                                                                                                                                                                 |   |   | X |
| Bleeding Control Stations<br><i>TEC, §38.030(b)(3)</i>                                                                                                                     | School district police officer commissioned under Section 37.001 or school security personnel, school resource officer, other district or school personnel who may be reasonably expected to use a bleeding control station.                                                                            | Agency approved training on the use of a bleeding control station using nationally recognized evidence-based guidelines. Training may be online.                                                                                                                                                                                                                                                                                                                     | X |   |   |
| Blood Borne Pathogen Control<br><i>TAC, Title 25, Part 1, Chapter 96.201; Health &amp; Safety Code, Chapter 81.303(2)</i>                                                  | All school personnel                                                                                                                                                                                                                                                                                    | Legislation passed in 1999 requires districts to develop a blood borne pathogen control exposure plan including awareness training in exposure control.                                                                                                                                                                                                                                                                                                              | X |   |   |
| Bilingual Education/ESL<br><i>TAC, Title 19, §89.1245 (d)(e)(f)</i>                                                                                                        | Teachers of bilingual education and ESL programs that are not fully certified.                                                                                                                                                                                                                          | The Commissioner of Education shall encourage school districts to cooperate with colleges and universities to provide training for teachers assigned to the bilingual education and/or ESL programs. The Texas Education Agency shall develop, in collaboration with education service centers, resources for implementing bilingual education and ESL training programs.                                                                                            |   | X |   |
| Cardiopulmonary Resuscitation<br><i>TEC, §33.086</i>                                                                                                                       | Head director of school marching band; head coach or chief sponsor of extracurricular athletic activity, including cheerleading.                                                                                                                                                                        | Must maintain and submit proof of certification in first aid and cardiopulmonary resuscitation issued by the American Red Cross, the American Heart Association, or another organization that provides equivalent training and certification.                                                                                                                                                                                                                        | X |   |   |
| Civil Rights Training<br><i>USDA, FNS Instruction Number 113-1, XI</i>                                                                                                     | Frontline food service staff and those that supervise frontline staff.                                                                                                                                                                                                                                  | Civil rights training in compliance and complaints on an annual basis.                                                                                                                                                                                                                                                                                                                                                                                               | X |   |   |
| Classroom Management<br><i>TEC, §21.055(b),(d-1)</i>                                                                                                                       | New employees receiving a school district teaching permit                                                                                                                                                                                                                                               | Complete 20 hours of classroom management training and comply with continuing education requirements determined by the district board of trustees.                                                                                                                                                                                                                                                                                                                   | X |   |   |
| Cybersecurity Training<br><i>TEC, §11.175(g); Section 2054.5191, Government Code</i>                                                                                       | Notwithstanding Section 2054.5191, Government Code, only the district’s Cybersecurity Coordinator is required to complete the training under Section 2054.5191, Government Code on an annual basis. Other school employees required to complete the training shall do so as determined by the district. | Complete a cybersecurity training program certified under Section 2054.519, Government Code.                                                                                                                                                                                                                                                                                                                                                                         | X |   |   |
| Concussion Training<br><i>TEC, §38.154 (b-1), (c)</i>                                                                                                                      | Each member of the concussion oversight team. The school nurse may be a member of the concussion oversight team if requested by the school nurse. Athletic trainers must obtain continuing education training.                                                                                          | Training must be from an approved provider and must the evaluation, treatment, and oversight of concussions.                                                                                                                                                                                                                                                                                                                                                         | X |   |   |
| Diabetes<br><i>Texas Health and Safety Code, §168.005</i>                                                                                                                  | School employees acting as unlicensed diabetes care assistants.                                                                                                                                                                                                                                         | Provided before the beginning of the school year. If a school nurse is assigned to a campus, the school nurse shall coordinate the training of school employees acting as unlicensed diabetes care assistants.                                                                                                                                                                                                                                                       | X |   |   |
| Disciplinary Procedures<br><i>TEC, §37.0181 (a) (b)</i>                                                                                                                    | Principal or other appropriate administrator who oversees student discipline                                                                                                                                                                                                                            | Training on the distinction between a discipline management technique under Section 37.002(a) and Section 37.002(b). Training must be received every three years. May be provided in coordination with ESCs through the use of distance learning.                                                                                                                                                                                                                    | X |   |   |
| Dyslexia<br><i>TAC, §74.28(d)(e)</i>                                                                                                                                       | Teachers who screen and treat students with dyslexia and related disorders. Classroom teachers and administrators of districts that are recipients of a grant under TEC, §29.027.                                                                                                                       | Training on instructional strategies described in the “Dyslexia Handbook: Procedures Concerning Dyslexia and Related Disorders” Grant funds under TEC, §29.027 used to pay for training for classroom teachers and administrators in meeting the needs of students with dyslexia strategies or to intervention staff resulting in appropriate credentialing related to dyslexia.                                                                                     | X |   |   |
| Texas English Language Proficiency Assessment System<br><i>TEC, §29.056(b)</i><br><i>TEC, §21.4571</i>                                                                     | Professionals or paraprofessionals who administer English language proficiency tests.                                                                                                                                                                                                                   | Training required by the test publisher The Commissioner may not require an employee to complete the training or online calibration activities that has previously successfully completed such training.                                                                                                                                                                                                                                                             | X |   |   |
| Extracurricular Athletic Activity Training Program<br><i>TEC, §33.202 and TAC, §76.1003</i>                                                                                | Coaches, trainers, sponsors of extracurricular athletic activities. Director of the marching band.                                                                                                                                                                                                      | Emergency action planning, communicating with 9-1-1, recognizing symptoms of potentially catastrophic injuries.                                                                                                                                                                                                                                                                                                                                                      | X |   |   |
| Food Allergy Training<br><i>TEC, §38.0151; Commissioner of DSHS guidelines</i>                                                                                             | Awareness training for all staff; comprehensive training for food allergy management team.                                                                                                                                                                                                              | Training on anaphylaxis and emergency response to anaphylactic reactions. See <a href="https://www.dshs.texas.gov/schoolhealth/pdf/FoodAllergyGuide.pdf">https://www.dshs.texas.gov/schoolhealth/pdf/FoodAllergyGuide.pdf</a>                                                                                                                                                                                                                                        | X |   |   |
| Gifted/Talented<br><i>TAC, §89.2</i>                                                                                                                                       | Teachers that provide instruction and services that are part of the program for gifted/talented students. Administrators and counselors who have authority for program decisions.                                                                                                                       | Minimum of 30 hours. Must be completed within one semester. Minimum of six hours annually. Must include the nature and needs of gifted/talented students, assessing student needs, and curriculum and instruction for gifted students.                                                                                                                                                                                                                               | X |   |   |
| Hazardous chemicals<br><i>Texas Health and Safety Code, §502.009</i>                                                                                                       | Employees who use or handle hazardous chemicals (including science lab teachers).                                                                                                                                                                                                                       | Must provide an education and training program with information on interpreting labels and SDSs, use of protective equipment, first aid.                                                                                                                                                                                                                                                                                                                             | X |   |   |
| HIPAA<br><i>Texas Health and Safety Code, §181.101</i>                                                                                                                     | Employees where information is necessary to carry out duties.                                                                                                                                                                                                                                           | Training on state and federal law concerning protected health information. Completed not later than the 90 <sup>th</sup> day after the employee is hired.                                                                                                                                                                                                                                                                                                            | X |   |   |
| Illegal Steroid Use<br><i>TEC, §33.091 (c-1)</i>                                                                                                                           | Each district employee who serves as an athletic coach at or above the 7 <sup>th</sup> grade for an extracurricular athletic activity.                                                                                                                                                                  | Health effects of steroid use.                                                                                                                                                                                                                                                                                                                                                                                                                                       | X |   |   |
| Implementing an Aligned Curriculum<br><i>TEC, §21.451+(b)</i>                                                                                                              | Public school teachers and administrators                                                                                                                                                                                                                                                               | Training relating to implementing curriculum and instruction that is aligned with the foundation curriculum and standards and expectations for college readiness.                                                                                                                                                                                                                                                                                                    |   |   | X |
| Instruction of Students with Disabilities<br><i>TEC, §21.451 (d)(2)(a)(b); TEC, §21.054</i>                                                                                | Educators who work primarily outside of special education and do not possess the knowledge and skills necessary to implement IEPs.                                                                                                                                                                      | Training that is evidence based as defined by Section 8101 Every Child Succeeds Act.                                                                                                                                                                                                                                                                                                                                                                                 | X |   |   |
| Investment Training<br><i>Texas Government Code, §2256.008</i>                                                                                                             | Chief financial officer and the investment officer. If the district does not participate in investment funds methods treasurer, CFO, or investment officers are excluded.                                                                                                                               | Attend one training session from an independent source approved by the governing body containing 10 hours of instruction within 12 months after assuming duties. Must receive at least 8 hours of training not less than once in a two-year period.                                                                                                                                                                                                                  | X |   |   |
| Literacy Achievement Academies<br><i>TEC, §21.4552</i><br><i>TEC §28.0062</i>                                                                                              | Teachers who provide reading instruction to students in any grade level.                                                                                                                                                                                                                                | The required trainings are different for teachers who provide reading instruction in K-3 than those in grade 4-5 and those in grades 6-8 and those that teach mathematics, science, or social studies. The training is required of teachers who provide instruction in reading, mathematics, science, or social studies at a campus that fails to satisfy any standard under Section 39.054(e0 on the reading assessment instrument.                                 | X |   | X |
| Mathematics Achievement Academies<br><i>TEC, §21.4553</i>                                                                                                                  | Teachers who provide mathematics instruction to students in any grade level.                                                                                                                                                                                                                            | Training in effective and systematic instructional practices in mathematics, including problem solving, the place value system, whole number operations, and fractions and mathematical instruction techniques that, through scientific testing, have been proven effective.                                                                                                                                                                                         |   |   | X |
| Mental Health Training<br><i>TEC §22.904</i>                                                                                                                               | Any district employee who regularly interacts with students.                                                                                                                                                                                                                                            | Evidence-based training that includes recognition and support of children who experience a mental health or substance use issue that may impose a threat to school safety.                                                                                                                                                                                                                                                                                           | X |   |   |
| Mentor Training<br><i>TEC, §21.458(b)(1)(2); TAC, §153.1011 (b)(1)(B) and (b)(3)</i>                                                                                       | Administrators and mentor teachers for classroom teachers with less than two years teaching experience                                                                                                                                                                                                  | Research-based mentor and induction training program approved by the Commissioner. The mentoring program is optional; training is mandatory if the district assigns mentors. Administrators training in implementing the program.                                                                                                                                                                                                                                    | X |   | X |
| Migrant New Generation System (NGS)<br><i>PL 107-110, Title I, Part C, Section 1304(a)(6)(B); Texas Manual for the Identification and Recruitment of Migrant Students</i>  | All personnel sharing responsibility for implementing NGS activities.                                                                                                                                                                                                                                   | Before November 15.                                                                                                                                                                                                                                                                                                                                                                                                                                                  | X |   |   |
| Migrant Identification and Recruitment (ID&R)<br><i>PL 107-110, Title I, Part C, Section 1304; Texas Manual for the Identification and Recruitment of Migrant Students</i> | All recruiters and designated SEA reviewers for the Migrant Education Program.                                                                                                                                                                                                                          | Training and certification offered by the Regional Education Service Centers. Must be before October 15 or before recruitment efforts begin.                                                                                                                                                                                                                                                                                                                         | X |   |   |
| Multi-hazard Emergency Operations Plan<br><i>TEC, §37.108 (a)(1) and (c-2)(4)</i>                                                                                          | School district employees including substitute teachers                                                                                                                                                                                                                                                 | Training in responding to an emergency. Document type of training, number of employees trained, and person conducting the training.                                                                                                                                                                                                                                                                                                                                  | X |   |   |
| Open-enrollment Charter Schools Board Members and Officers Training<br><i>TEC §12.123</i>                                                                                  | Members of the governing board of open-enrollment charter schools and officers of open-enrollment charter schools.                                                                                                                                                                                      | Training in basic school law including school finance; health and safety issues; requirements related to the use of public funds; and, other requirements related to the public such as open meetings.                                                                                                                                                                                                                                                               | X |   |   |
| Open Records Requirements<br><i>Texas Government Code, §552.012</i>                                                                                                        | Officer for public information.                                                                                                                                                                                                                                                                         | Requirements of the law. Training not less than one hour and not more than two hours regarding responsibilities of the governmental body under this chapter.                                                                                                                                                                                                                                                                                                         | X |   |   |

| Training/ <i>Citation</i>                                                                                                                                                 | Audience                                                                                                                                                                                                                                                                           | Notes                                                                                                                                                                                                                                                                                                                                                   | M | E | O |
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| P-TESS Orientation<br><i>TAC, §150.1025</i>                                                                                                                               | Principals new to district or that have never been appraised with the T-PESS                                                                                                                                                                                                       | Prior to or in conjunction with the pre-evaluation conference. The training shall include all state and local appraisal policies.                                                                                                                                                                                                                       | X |   |   |
| Positive Behavior Program<br><i>TEC, Title 2, Subtitle G, Chapter 37, Subchapter A, §37.0013</i>                                                                          | All staff if the district adopts a positive behavior program.                                                                                                                                                                                                                      | Annually districts that develop and implement a positive behavior program as defined by TEC, §37.0013 may conduct training on the program adopted.                                                                                                                                                                                                      |   |   | X |
| Positive and proactive behavior management<br><i>TAC, §103.1201 (3)(h)(2) and (3)(i)</i>                                                                                  | DAEP staff                                                                                                                                                                                                                                                                         | Must target prevention and intervention and focus on positive and proactive behavior management strategies. Annual requirement. Procedures for reporting abuse, neglect, or exploitation of students.                                                                                                                                                   | X |   |   |
| Reporting Child Abuse and Neglect/Sexual Abuse of Children/Sex Trafficking<br><i>TAC, §61.1051 (c) (d); TEC, §38.0041 (b) (1); §38.0041 (c) (1) (2); §38.030; §38.036</i> | Each year as part of new employee orientation.                                                                                                                                                                                                                                     | Copies of Board Policy must be distributed at the beginning of each school year and must address methods for increasing teacher awareness of issues regarding sexual abuse of children, sex trafficking, and other maltreatment of children. Training must address how grief and trauma affect student learning and behavior.                           | X |   |   |
| School board member training and orientation<br><i>TEC, §11.159; TAC, §61.1</i>                                                                                           | Any interested person including current and prospective board members in. the orientation. Board members and superintendent in team building                                                                                                                                       | Training by Regional Education Service Centers or any registered provider. Training includes orientation sessions, annual team-building session, at least 10 hours of continuing education in first year of service and at least 5 hours in subsequent years of service. Specific training requirements are found in TAC, <i>§61.1 and TEC §11.159.</i> | X |   |   |
| School District Peace Officer Training Curriculum<br><i>TEC, §37.0812 Occupations Code, §1701.2515262 and §1701.263</i>                                                   | School district peace officers commissioned by a district or school resource officers that provide law enforcement in the district.                                                                                                                                                | A district may not contract for the provision of active shooter response training unless the training provider is certified under Section 1701.2512, Occupation Code.                                                                                                                                                                                   | X |   |   |
| School Readiness<br><i>TAC, §102.1002(a)(10)(D)</i>                                                                                                                       | Grantees of the Prekindergarten Early Start Grant Program                                                                                                                                                                                                                          | Joint professional development that focus on proven school readiness components.                                                                                                                                                                                                                                                                        |   |   | X |
| Seizure Disorders<br><i>TEC §38.033</i>                                                                                                                                   | School nurse or school district employee whose duties include regular contact with students.                                                                                                                                                                                       | A TEA approved online course of instruction regarding managing students with seizure disorders.                                                                                                                                                                                                                                                         | X |   |   |
| Suicide Prevention and Bullying<br><i>TEC, §38.351 TEC, §21.451 (d)(3); (d-1); (d-2); (d-3)</i>                                                                           | All new district and open-enrollment charter school educators annually and to existing school district and open-enrollment charter school educators on a schedule adopted by the TEA by rule.                                                                                      | Suicide prevention training to be selected from a list of recommended best practice-based programs and research-based practices provided by the Department of State Health Services (DSHS) in coordination with the TEA.                                                                                                                                | X |   |   |
| Superintendent Continuing Education<br><i>TEC §21.054(h); Human Resources Code §42.002</i>                                                                                | Superintendents                                                                                                                                                                                                                                                                    | 2.5 hours every five years on identifying and reporting potential victims of sexual abuse, human trafficking, and other maltreatment of children.                                                                                                                                                                                                       | X |   |   |
| Teen Dating Violence<br><i>TEC, §37.0831 (b) (2)</i>                                                                                                                      | Teachers and administrators                                                                                                                                                                                                                                                        | School districts must adopt and implement a dating violence policy which must address “training for teachers and administrators.”                                                                                                                                                                                                                       | X |   |   |
| T-TESS orientation<br><i>TAC, §150.1006</i>                                                                                                                               | Teachers new to the district or teachers who have never been appraised under the T-TESS                                                                                                                                                                                            | No later than the final day of the first three weeks of school and at least three weeks before the first observation.                                                                                                                                                                                                                                   | X |   |   |
| Use of an automated external defibrillator<br><i>TEC, §22.902(a)(c) TEC, §21.4515 Section 779.001, Health and Safety Code</i>                                             | District employees and volunteers. School nurse, assistant school nurse, athletic coach or sponsor, physical education instructor, marching band director, cheerleading coach, other school employee specified by the Commissioner and student athletic trainers must participate. | Must receive and maintain certification in the use of an automated external defibrillator. School districts to make training available to employees and volunteers.                                                                                                                                                                                     | X |   | X |
| Use of digital devices<br><i>TEC, §38.0231 (a)(H)</i>                                                                                                                     | Classroom teachers                                                                                                                                                                                                                                                                 | Training regarding digital device use in the classroom to ensure implementation of the best practices.                                                                                                                                                                                                                                                  |   |   | X |
| Use of restraint<br><i>TAC, §89.1053 (d)</i>                                                                                                                              | School employees, volunteers, independent contractors.                                                                                                                                                                                                                             | A core team of personnel on each campus must be trained and must contain an administrator or designee. Personnel using restraint in an emergency must receive training within 30 school days after the use of restraint.                                                                                                                                | X |   |   |
| Use of time-out<br><i>TAC, §89.1053 (h)</i>                                                                                                                               | General or special education personnel who implement time-out based on requirements in a students’ IEP                                                                                                                                                                             | Within 30 school days of being assigned the responsibility of implementing time-out.                                                                                                                                                                                                                                                                    | X |   |   |

- NOTES:**
- TEC, Chapter 21, Section 21.451 outlines staff development requirements for school districts. Among those requirements are that the staff development must be designed to improve education in the district and must be predominantly campus-based and proactive instructional planning with inclusive and evidence-based practices. Several topics that may be a part of the district staff development offerings are listed. It also may include what is permissible under law including opinions of the United States Supreme Court regarding prayer in public schools. Those trainings listed in Section 21.451 that are mandatory are included in the chart above.
  - TEC, Chapter 11, Section 11.252 states that the district improvement plan must include provisions for “staff development for professional staff of the district” as a “strategy for improvement of student performance.”
  - TEC, Chapter 21, Section 21.054 outlines continuing education requirements for educators, including classroom teachers, principals, and counselors. Section 21.0541 allows an educator to receive continuing education credit for completion of a course on the use of an automated external defibrillator. The 2021 Legislative session deleted requirements regarding mental health issues including grief and trauma from the continuing education requirements, however, it was moved to TEC, Chapter 38, Section 38.036. The 2023 Legislative session changed the phrase “...not more than 25 percent...” to “...at least 25 percent...”
  - TEC, Chapter 38, Section 38.0041 (c) requires training in sexual abuse, sex trafficking, and other maltreatment of children with significant cognitive disabilities as part of the new employee orientation.
  - TAC, Title 19, Part 2, Chapter 97, Subchapter EE, Division 1 describes the various trainings required of campuses/districts in need of improvement.
  - Many grants require grantees to participate in specified Professional Development activities.

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| Region 1<br>Edinburg | Region 2<br>Corpus Christi |
| Region 3<br>Victoria | Region 4<br>Houston        |
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