Children
Assessment
Assessment instrumentation administration
Bible Course tree
Bleeding Control Stations
Bilingual Education/ESL
Cardiopulmonary Resuscitation
Civil Rights Training
Classroom Management
Concussion Training
Diabetes
Disciplinary Procedures
Dyslexia
English Language Proficiency Assessments
Extracurricular Athletic Activity Program
Food allergy Training
Gifted/Talented
Hazardous chemicals
HIPAA
Illegal Steroid Use
Implementing an Aligned Curriculum
Instruction of Students with Disabilities
Investment Training
Language Proficiency Assessment Committee
Lifeways Assessment Academy
Mathematics Achievement Academy
Mentor Training
Migrant New Generation System (NGS)
Migrant Identification and Recruitment (MIR)
Multi-Hazard Emergency Operations Plan Training
Nature Science Curriculum Project
Open-enrollment Charter Schools Board Members and Officers Training
Open Records Requirements
P-TESS Orientation
Positive Behavior Program
Positive and proactive behavior management
Reading Academy
Reading to Learn Academies
Reporting Child Abuse and Neglect/Sexual Abuse of Children

Training/Professional Development in Statute
Note: M = mandatory, E = encouraged, O = optional

Training
Citizen
Audience
Notes
Administrator appraisal training
TAC, §50.102(a)(4)
Administrators
Before conducting appraisal, an appraiser must satisfactorily complete the T-TESS appraiser training and pass the examination and have completed ILT, ILD, or experience training.

Assessment instrument administration
TAC, §50.105(c)(6) (c)
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, standard, and secure manner.

Bible Course tree
TAC, §51.459 and TEC, §28.011 (f)
Teachers of elective Bible courses. A course under this section may only be taught by a teacher who has successfully completed the T-TESS Bible Course tree training and pass the examination and have completed ILT, ILD, or experience training.
The Commissioner shall make available training materials and other teacher training resources through access to in-service training.

Bleeding Control Stations
TAC, §58.043(1)(c)
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.
Training may not be online.

Bilingual Education/ESL
TAC, §89.1245 (d)(6); TEC, §81.303
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.

Cardiopulmonary Resuscitation
TAC, §33.086
Head director of school marching band; head coach or school sponsor of extracurricular athletic activity, including cheerleading.
The Commissioner of Education shall provide training to each school district to ensure that all school districts have appropriately trained emergency responders.

Civil Rights Training
USA, 54 Stat, Instruction Number 1113, (X)
Frontline food service staff and those that supervise frontline staff.
Civil rights training in compliance and complaints on an annual basis.

Classroom Management
TAC, §21.015(b)(1)
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.

Concussion Training
TAC, §38.134 ([1] - [3]) 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.
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.

Diabetes
Texas Health and Safety Code, §186.005
School employees acting as unlicensed diabetes care assistants.

Disciplinary Procedures
TAC, §37.0181 (a)(b)
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. Must maintain and submit proof of certification in first aid and cardiopulmonary resuscitation.

Dyslexia
TAC, §74.280(e)
Teachers who screen and treat students with dyslexia and related disorders.
Training on instructional strategies described in the Texas Handbooks: Procedures Concerning Dyslexia and Related Disabilities.

English Language Proficiency Assessments
TAC, §20.016(b)
Professionals or paraprofessionals who administer English language proficiency tests.
Training required by the test publisher.

Extracurricular Athletic Activity Program
TAC, §33.202 and TAC, §81.473
Coaches, trainers, sponsors of extracurricular athletic activities, and any other district employee involved in the management of the program.
Emergency action planning, cardiopulmonary resuscitation, communicating with first responders, recognizing signs and symptoms of potentially catastrophic injuries.

Food allergy Training
TAC, §88.051
Commissioner of DPS established by the 79th legislative session.

Gifted/Talented
TAC, §89.2
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 per year.

Hazardous chemicals
Texas Health and Safety Code, §181.101
Employees who use or handle hazardous chemicals (including science teachers).

HIPAA
Texas Health and Safety Code, §181.101
Employees where information is necessary to carry out duties.
Training on state and federal law concerning protected health information.

Illegal Steroid Use
TAC, §33.001 (1-3)
Each district employee who serves as an athletic coach at or above the 7th grade for an extracurricular athletic activity.
Health effects of steroid use.

Implementing an Aligned Curriculum
TAC, §71.451 (b)
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.

Instruction of Students with Disabilities
TAC, §71.451 (b)(6)(e)(v)
Education who work primarily outside of special education and do not possess the knowledge and skills necessary to implement EPs.
Training based on scientifically researched as defined by Section 9101, NCLB. May include what is permissible under law regarding prayer in public school.

Investment Training
Texas Government Code, Title 10, Subtitle F, Chapter 225, Subchapter A, §225.168
Chief financial officer and the investment officer. If the district does not participate in investment funds methodsChapter, CFP, or investment officers are excluded.
At least one training session 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.

Language Proficiency Assessment Committee
TAC, §89.1220(a)(f)
Members of the Language Proficiency Assessment Committee, including parents.
District must have a policy file that provides for the selection, appointment and training of EPAC members.

Lifeways Assessment Academy
TAC, §21.452
Teachers who provide reading instruction to students in kindergarten and grades 1-3
Training in effective and systematic instructional practices in reading, including phonics awareness, phonics, fluency, vocabulary, and comprehension.

Mathematics Achievement Academy
TAC, §21.455
Teachers that provide systematic instruction to students in kindergarten or grades 1-3.
Training in effective and systematic instructional practices in mathematics, including problem solving, the place value system, whole number operations, and fractions.

Mentor Training
TAC, §21.451(b)(12); TAC, §153.1101(13) and (14)(b); (1)(ii), (iii)(d)
Administrators and mentor teachers for classroom teachers with less than two years teaching experience.
Research-based mentor and induction training program. The mentoring program is optional; training is mandatory if the district assigns mentors. Administrators training in implementing the program.

Migrant New Generation System (NGS)
PL 207-110, Title 1, Part C, Section 1301, Texas Manual for the Identification and Recruitment of Migrant Students
All personnel sharing responsibility for implementing NGS activities.
Before November 15.

Migrant Identification and Recruitment (MIR)
PL 207-110, Title 1, Part C, Section 1304, Texas Manual for the Identification and Recruitment of Migrant Students
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.

Multi-hazard Emergency Operations Plan Training
TAC, §37.108 (a)(2) and (c-2) (2)
School district employees
Training in responding to an emergency. Document type of training, number of employees, and procedures in preparing and conducting the training.

Nature Science Curriculum Project
TAC, §28.013 [d]
Classroom teachers and state park employees.
Staff development course in implementing the curriculum provided by the T-STEM Center at Texas Tech University and the South Llano River State Park.

Open-enrollment Charter Schools Board Members and Officers Training
TAC, §12.123
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 school as open meetings.

Open Records Requirements
Texas Government Code, §552.212
Office for public information.
Requirements of the law. Training not less than one hour and not more than two hours.

P-TESS Orientation
TAC, §51.0125
Principals new to district or that have never been appraised
Prior to or in conjunction with the pre-evaluation conference.

Positive Behavior Program
TAC, §21.451(b)
All staff if the district adopts a positive behavior program.
Annually districts that develop and implement a positive behavior program as defined by TEC, §37.0015 may conduct training on the program adopted.

Positive and proactive behavior management
TAC, §55.1210 (h)(2)(i)(j)
DASP staff.
Must target prevention and intervention. Annual requirement.

Reading Academy
TEC, Chapter 21, Section 21401 (h)(5)(a)(d)
Teachers of 6, 7, or 8 grade reading, math, science, or social studies at an academically unaccompanied campus on the basis of student reading performance.
Teachers other than those at unaccompanied campuses may attend based on criteria adopted by the Commissioner.

Reading to Learn Academies
TAC, §21.451
Teachers who provide reading comprehension instruction to students in 4th or 5th grades.
Effective instructional practices that promote student development of reading comprehension and referential and critical thinking.

Reporting Child Abuse and Neglect/Sexual Abuse of Children
TAC, §61.1001 (a)(18); TAC, §38.044 (c)(1); (c)(8)
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.

Training/Mandates
### Notes

1. 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. Several topics that may be a part of the district staff development offerings are listed including technology, conflict resolution, discipline strategies, responding to reported incidents of bullying, and digital learning. 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.

2. 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.”

3. 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 2019 Legislative session added many requirements regarding mental health issues including grief and trauma to the continuing education requirements.

4. 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.

5. TAC, Title 19, Part 2, Chapter 97, Subchapter EE, Division 1 describes the various trainings required of campuses/districts in need of improvement.

6. Many grants require grantees to participate in specified Professional Development activities.

### Training, Citation

<table>
<thead>
<tr>
<th>Training</th>
<th>Citation</th>
<th>Audience</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>School board member training and orientation</td>
<td>TEC, §11.159; TAC, §63.1; Human Resources Code §42.002.</td>
<td>Any interested person including current and prospective board members, in the orientation. Board members and superintendent in team building</td>
<td>Training is to be offered by Regional Education Service Centers or any registered provider. Training includes orientation sessions, annual team-building session, at least 10 hours of continuous education in first year of service and at least 5 hours in subsequent years of service. Training must include three hours on evaluating student academic performance and one hour on identifying and reporting potential victims of sexual abuse, human trafficking, and other maltreatment of children.</td>
</tr>
<tr>
<td>School bus emergency evacuation</td>
<td>TEC, §34.0211(a) and (b)</td>
<td>Students and teachers</td>
<td>Districts are encouraged to conduct school bus emergency evacuation training session in the fall of the school year; a portion of the session occurs on a school bus and the session lasts for at least one hour.</td>
</tr>
<tr>
<td>School District Peace Officer Training Curriculum</td>
<td>TEC, §17.012; Occupations Code, §1701.262 and §1701.263</td>
<td>School district peace officers commissioned by a district with an enrollment of 40,000 or more students or school resource officers that provide law enforcement in the district.</td>
<td>Must complete the education and training program required by the Occupations Code within 120 days of being commissioned or placement.</td>
</tr>
<tr>
<td>School Readiness</td>
<td>TAC, §22.002(h)(3)(c)</td>
<td>Grantee of the Prekindergarten Early Start Grant Program</td>
<td>Joint professional development that focus on proven school readiness components.</td>
</tr>
<tr>
<td>Sex Abuse</td>
<td>TEC, §38.033</td>
<td>School nurse or school district employee whose duties include regular contact with students.</td>
<td>A TEA approved online course of instruction regarding managing students with sexual disorders.</td>
</tr>
<tr>
<td>Suicide Prevention</td>
<td>Health and Safety Code, §51.125; (a-1)(3); (b); (c); TEC, §21.451(w)(3)(d)); (d)</td>
<td>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.</td>
<td>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.</td>
</tr>
<tr>
<td>Superintendent Continuing Education</td>
<td>TEC, §51.045(b); Human Resources Code §42.002</td>
<td>Superintendents</td>
<td>3-5 hours every five years on identifying and reporting potential victims of sexual abuse, human trafficking, and other maltreatment of children.</td>
</tr>
<tr>
<td>Teen Dating Violence</td>
<td>TEC, §37.0811(c)(2)</td>
<td>Teachers and administrators</td>
<td>School districts must adopt and implement a dating violence policy which must address “teaching for teachers and administrators.”</td>
</tr>
<tr>
<td>Texas Literacy Achievement Academy</td>
<td>TEC, §28.006; TEC, 21.4552</td>
<td>Classroom teachers in grades K-3 and principals of campuses with grades K, 1, 2, and/or 3</td>
<td>The Texas Literacy Achievement Academy has been around for several years but HB3 of the 86 Legislative Session mandated this training for the audience listed by 2021-2022.</td>
</tr>
<tr>
<td>T-TESS orientation</td>
<td>TAC, §155.1008</td>
<td>Teachers new to the district or teachers who have never been appraised under the T-TESS.</td>
<td>No later than the final day of the first three weeks of school and at least three weeks before the first observation.</td>
</tr>
<tr>
<td>Use of an automated external defibrillator</td>
<td>TEC, §32.902(c)</td>
<td>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 trainer</td>
<td>Must receive and maintain certification. School districts to make training available to employees and volunteers annually.</td>
</tr>
<tr>
<td>Use of restraint</td>
<td>TAC, §69.101(f)(d)</td>
<td>School employee, volunteers, independent contractors.</td>
<td>A core team of personnel on each campus must be trained and must contain an administrator or designers. Personnel using restraint in an emergency must receive training within 30 days after the use of restraint.</td>
</tr>
<tr>
<td>Use of time-out</td>
<td>TAC, §69.101(f)(h)</td>
<td>General or special education personnel who implement time-out based on requirements in a students’ IEP</td>
<td>Within 30 school days of being assigned the responsibility of implementing time-out.</td>
</tr>
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