

A GUIDE TO STATUTORY PROFESSIONAL DEVELOPMENT/TRAINING FOR TEXAS PUBLIC SCHOOL EMPLOYEES

TRAINING/PROFESSIONAL DEVELOPMENT IN STATUTE

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Training	Citation	Audience	Notes	M	E	O	N
Administration of Epinephrine Auto-Injectors	TEC, §38, Subchapter E TEC, §38.0151(f)	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.	X			
Administrator Appraiser Training	TAC, §150.1024 (b) TAC, §150.1005 (c) (d)	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			X
Assessment Instrument Administration	TEC, §39.0304 (a), (b), (c); TAC, §101.3031 (a) (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.	X		X	
Bible Course Training	TEC, §21.459 TEC, §28.011 (f)	Teachers of elective Bible courses.	The Commissioner shall make available training materials and other teacher training resources through access to in-service training.			X	
Bilingual Education/ESL	TAC, §89.1245 (e)	Teachers of bilingual education and ESL programs that are not fully certified.	Training to improve the skills of the teachers who provide instruction in the alternative bilingual education program, ESL, and/or content area instruction in special classes for ESLs.	X			
Bloodborne Pathogen Control	TAC, Title 25, Part 1 Chapter 96; Health & Safety Code, Chapter 81	All school personnel	Legislation passed in 1999 requires districts to develop and blood borne pathogen control exposure plan including awareness training in exposure control.	X			
Cardiopulmonary Resuscitation	TEC, §33.086	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.	X			X
Civil Rights Training	USDA, FNS Instruction Number 113-1, XI	Frontline food service staff and those that supervise frontline staff.	Civil rights training in compliance and complaints on an annual basis.	X			
Classroom Management	TEC, §21.055(b),(d-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.	X			X
Concussion Training	TEC, §38.154(c)	Each member of the concussion oversight team.	Training must be from an approved provider and must include the evaluation, treatment, and oversight of concussions.	X			
Diabetes	Texas Health and Safety Code, §168.005	School employees acting as unlicensed diabetes care assistants.	Provided before the beginning of the school year.	X			
Disciplinary Procedures	TEC, §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. May be provided in coordination with ESCs through the use of distance learning.	X			X
Dyslexia	TAC, §74.28(c)(f)	Teachers who screen and treat students with dyslexia and related disorders	Training on instructional strategies described in the "Dyslexia Handbook: Procedures Concerning Dyslexia and Related Disorders"	X			X
English Language Proficiency Assessments	TEC, §29.056(b)	Professionals or paraprofessionals who administer English language proficiency tests.	Training required by the test publisher.	X			
Ethics TOT Training	19 TAC §249.5; 19 TAC §247.1	Superintendents, Personnel Directors, District and Campus Leadership	To provide Texas educators and administrators, as well as other school personnel, with an understanding and awareness of what behavior constitutes inappropriate educator conduct, as well as strategies to recognize, prevent, and respond to inappropriate conduct.		X		
Extracurricular Athletic Activity Training Program	TEC, §33.202 TAC, §76.1003	Coaches, trainers, sponsors of extracurricular athletic activities. Director of the marching band.	Emergency action planning, cardiopulmonary resuscitation, communicating with 9-1-1, recognizing symptoms of potentially catastrophic injuries.	X			
Food Allergy Training	TEC, §38.0151; Commissioner of DSHS guidelines	Awareness training for all staff; comprehensive training for food allergy management team.	Training on anaphylaxis and emergency response to anaphylactic reactions.	X			
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 annually.	X			
Hazardous chemicals	Texas Health and Safety Code, §502.009	Employees who use or handle hazardous chemicals (including science lab teachers).	Must provide an education and training program with information on interpreting labels and MSDSs, use of protective equipment, first aid.	X			

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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.	X			
Illegal Steroid Use	TEC, §33.091 (c-1)	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.	X			
Implementing an Aligned Curriculum	TEC, §21.4511 (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.			X	
Instruction of Students with Disabilities	TEC, §21.451 (d)(2) (e)	Educators who work primarily outside of special education and do not possess the knowledge and skills necessary to implement IEPs.	Training based on scientifically based research as defined by Section 9101, NCLB Act of 2001. May include what is permissible under law regarding prayer in public school.	X			X
Investment Training	Texas Government Code, §2256.008	Chief financial officer and the investment officer.	Attend 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.	X			X
Language Proficiency Assessment Committee	TAC, §89.1220(a),(f)	Members of the Language Proficiency Assessment Committee(s)	District must have a policy of file that provides for the selection, appointment and training of LPAC members.	X			
Literacy Achievement Academies	TEC, §21.4552	Teachers who provide reading instruction to students in kindergarten and grades K-3.	Training in effective and systematic instructional practices in reading, including phonemic awareness, phonics, fluency, vocabulary, and comprehension.			X	
Mathematics Achievement Academies	TEC, §21.4553	Teachers who provide mathematics instruction to students in kindergarten or grades K-5.	Training in effective and systematic instructional practices in mathematics, including problem solving, the place value system, whole number operations, and fractions.			X	
Mentor Training	TEC, §21.458(b)(1)(2); TAC, §153.1011(b)(6) and (c)(2),(c)(3)	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.	X		X	X
Migrant New Generation System (NGS)	PL 107-110, Title I, Part C, Section 1304; Texas Manual for the Identification and Recruitment of Migrant Students	All personnel sharing responsibility for implementing NGS activities.	Before November 15.	X			
Migrant Identification and Recruitment (ID&R)	PL 107-110, Title I, 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.	X			
Multi-Hazard Emergency Operations Plan	TEC, §37.108 (a)(1) and (c-2)(4)	School district employees	Training in responding to an emergency. Document type of training, number of employees trained, and person conducting the training.	X			X
Nature Science Curriculum Project	TEC, §28.013	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. Curriculum available over the Texas Tech website.			X	
Open-enrollment Charter Schools Board Members and Officers Training	TEC, §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 such as open meetings.	X			
Open Records Requirements	Texas Government Code, §552.012	Officer for public information.	Requirements of the law. Training not less than one hour and not more than two hours.	X			
T-PESS Orientation	TAC, §150.1023(b)(2)	Principals new to district or that have never been appraised with the T-PESS	Prior to or in conjunction with the pre-evaluation conference.	X			X
Positive Behavior Program	Positive Behavior Program	All staff	Annually districts that develop and implement a positive behavior program as defined by TEC, §37.0013 may conduct training on the program adopted.	X			X
Positive and Proactive Behavior Management	TAC, §103.1201 (i)	DAEP staff	Must target prevention and intervention. Annual requirement.	X			X
School Readiness	TAC, §102.1002(a)(10) (D)	Grantees of the Prekindergarten Early Start Grant Program	Joint professional development that focus on proven school readiness components.			X	

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Reading Academy	TEC, Chapter 21, Section 21.4551 (b)(3)(c)(d)	Teachers of 6th, 7th, or 8th grade reading, math, science, or social studies at an academically unacceptable campus on the basis of student reading performance	Teachers other than those at unacceptable campuses may attend based on criteria adopted by the Commissioner.	X		X	X
Reading-To-Learn Academies	TEC, §21.4554	Teachers who provide reading comprehension instruction to students in 4th or 5th grades.	Effective instructional practices that promote student development of reading comprehension and inferential and critical thinking.			X	
Reporting Child Abuse and Neglect/Sexual Abuse of Children	TAC, §61.1051 (c) (d); TEC, §38.0041 (b) (1); §38.0041 (c) (1)	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.	X			
School Board Member Training and Orientation	TEC, §11.159; TAC, §61.1	Any interested person including current and prospective board members in the orientation. Board members and superintendent in team building	Training is to be offered by Regional Education Service Centers. 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.	X			X
T-TESS Orientation	TAC, §150.1006	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			X
School Bus Emergency Evacuation	TEC, §34.0021(a) and (b)	Students and teachers	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.		X		X
School District Peace Officer Training Curriculum	TEC, §37.0812 Occupations Code §1701.262 and §1701.263,	School district peace officers commissioned by a district with an enrollment of 30,000 or more students or school resource officers that provide law enforcement in the district.	Must complete the education and training program required by the Occupations Code within 120 days of being commissioned or placement.	X			X
Suicide Prevention	Health and Safety Code, §161.325 (a-3) (b) (c-1) TEC, §21.451	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			
TAIS Training	PL 107-110, Title I, Part A, Subpart 1, Section 1116 (b) (3)(A)(iii); TEC, Chapter 39, Subchapter E; 19 TAC, Chapter 97, Subchapter EE	1st Year IR only – DCSI and principal mandatory 1st Year IR and Priority – DCSI mandatory/ principal encouraged Multi Year IR only – DCSI mandatory/ principal optional Multi Year IR and Priority – DCSI mandatory/ principal optional	Training focuses on the requirements for IR campuses and districts, including a review of the accountability system, completing the targeted improvement plan and the tools and resources that are available to support the work.	X	X	X	
Teen Dating Violence	TEC, §37.0831 (b) (2)	Teachers and administrators	School districts must adopt and implement a dating violence policy which must address “training for teachers and administrators.”	X			X
Use of an Automated External Defibrillator	TEC, §22.902(c)	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	Must receive and maintain certification. School districts to make training available to employees and volunteers annually.	X			
Use of Restraint	TAC, §89.1053 (d)	School employees, volunteers, independent contractors.	Personnel using restraint in an emergency must receive training within 30 school days after the use of restraint.	X			
Use of Time-out	TAC, §89.1053 (h)	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:
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, and responding to reported incidents of bullying. 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. SB 1839 added digital learning, digital teaching to the continuing education requirements and SB 179 added instruction regarding how grief and trauma affect student learning and behavior.
 4. Many grants require grantees to participate in specified Professional Development activities.
 5. A district that provides a high-quality prekindergarten program may allow a teacher to receive the training for a CDA credential from an ESC.