

Required Trainings for School Employees

Required for Initial Teaching License:

- **Cardiopulmonary Resuscitation (CPR) per [IC 20-28-5-3\(c\)](#)**
 - Required to obtain an initial teaching license for any grade level, after June 30, 2011
 - Must include a test demonstration on a mannequin; removing a foreign body causing an obstruction in an airway; the Heimlich maneuver; and the use of an automated external defibrillator
 - Must hold a valid certification in each of the procedures, issued by the American Red Cross or the American Heart Association or a comparable organization or institution approved by the state board; or have physical limitations that make it impracticable for the applicant to complete a course or certification
 - Does not apply to an applicant for a substitute teacher license
 - [Resources](#)

- **Suicide Prevention per [IC 20-28-5-3\(d\)](#)**
 - After June 30, 2013, the successful completion of education and training on the prevention of child suicide and the recognition of signs that a student may be considering suicide is required to obtain an initial teaching license.
 - Does not apply to an applicant for a substitute teacher license
 - [Resources](#)

Required for School Employees:

- **Bloodborne Pathogen Training per 29 CFR 1910.1030**
 - Federal Law
 - Training required for all school employees regarding BBP's
 - Training must occur at the time of initial assignment and at least annually thereafter, and anytime the employee has a change in job tasks that affect the employee's occupational exposure
 - Training must include information regarding BBP's and related diseases, methods to use to control occupational exposure, hepatitis B vaccine, medical evaluation, and post exposure plan and follow-up procedures
 - [Resources](#)

- **Bullying per [IC 20-26-5-34.2](#)**
 - Effective July 1, 2013
 - School corporation shall provide training to employees and volunteers who have direct, ongoing contact with students concerning the school's bullying prevention and reporting policy

- [Resources](#)
- **Child Abuse and Neglect per [IC 20-28-3-4.5](#)**
 - Effective July 1, 2017
 - School corporation, charter school, and accredited nonpublic school employees likely to have direct, ongoing contact with children within the scope of employment
 - Required to attend or participate in training at least once every two years, on child abuse and neglect
 - Training shall include the duty to report suspected child abuse or neglect under IC 31-33-5 and recognizing possible signs of child abuse or neglect
 - Training format may include an in-person presentation; electronic or technology based medium, including self-review modules available on an online system; an individual program of study of designated materials; or any other method approved by the governing body that is consistent with current professional development standards
 - This training must count toward the requirements for professional development required by the governing body
 - This training must be during the school employee's contracted day or at a time chosen by the employee
 - [Resources](#)
- **Criminal Organization per [IC 20-26-18-4](#)**
 - Effective July 1, 2016
 - School corporation must establish a school employee development program to provide training to employees on the implementation of their criminal organization policy
 - [Resources](#)
- **Human Trafficking per [IC 20-28-3-7](#)**
 - Effective July 1, 2018
 - School Corporation and accredited nonpublic school employees likely to have direct, ongoing contact with children
 - At least one hour of in-service training every two school years pertaining to the identification and reporting of human trafficking
 - Format may include an in-person presentation; electronic or technology based medium, including self-review modules available on an online system; an individual program of study of designated materials; or any other method approved by the governing body, or the equivalent authority for an accredited

nonpublic school, that is consistent with current professional development standards

- In-service training shall count toward the requirements for professional development required by the governing body, or equivalent authority for an accredited nonpublic school
- [Resources](#)
- **Seclusion and Restraint per [IC 20-20-40-13 \(a\)\(2\)\(J\)](#)**
 - Appropriate school employees
 - Must include the appropriate use of effective alternatives to physical restraint and seclusion, including the use of positive behavioral intervention and support and conflict de-escalation and the safe use of physical restraint and seclusion in incidents involving imminent danger or serious harm to the student, school employees, or others. Consideration must be given to available school resources and the time commitments of school employees.
 - Resources
- **Suicide Prevention Training per [IC 20-28-3-6](#)**
 - Beginning after June 30, 2018
 - Required for all teachers, including Superintendent, Principal, Teacher, Librarian, School Counselor, School Psychologist, School Nurse, School Social Worker, and also may include any other appropriate school employees that provide instruction in any combination of grades 5-12
 - Training **must be** demonstrated to be an effective or promising program and recommended by the Indiana Suicide Prevention Network Advisory Council
 - May include an in-person presentation; electronic or technology-based medium, including self-review modules available on an online system; an individual program of study of designated materials; or any other method approved by the governing body that is consistent with current professional development standards
 - Shall count toward the requirements for professional development required by the governing body
 - [Resources and Approved Trainings](#)
- **Indiana Education for Homeless Children & Youth per [IC 20-50-1-6](#)**
 - Effective December 10, 2016
 - ESSA mandates that all McKinney-Vento Liaisons (statewide) participate in extensive McKinney-Vento training year round and furthermore every district must receive the same training annually, provided by the McKinney-Vento Liaison.

- This training is mandatory for Homeless Education Liaison (may include Superintendent, Assistant Superintendent, Student Service Director, Attendance Officer, High School Counselor, Title I Director and Transportation Director), for Public School Corporation and Charter Schools.
- Training must be demonstrated to be an effective or promising program and recommended by the Indiana Education for Homeless Children & Youth & Indiana McKinney-Vento Academy.
- May include an in-person presentation; electronic or technology-based medium, including self-review modules available on an online system; an individual program of study of designated materials; or any other method approved by the governing body that is consistent with current professional development standards.
- Shall count toward the requirements for professional development required by the governing body
- [Resources and Approved Trainings](#)

Required for Coaches:

- Concussion ([IC 20-34-7](#))
 - Football Coaches (July 1, 2014)
 - Certification course required for all football coaches (head coaches and assistant football coaches) who coach children under the age of 20, who coach children in grades 1 through 12, and who utilize public property (parks, schools, public fields) for practice or games
 - Certification course must:
 - Be football specific
 - Contain player safety content on:
 - Concussion awareness
 - Equipment fitting
 - Heat emergency preparedness
 - Proper technique
 - Contain a comprehensive test
 - Award a certificate of completion
 - Be approved by the Indiana Department of Education
 - All other coaches
 - Certification courses required for all interscholastic coaches, including cheerleading (head coaches and assistant coaches) who coach children in grades 5-12 must take:
 - Concussion Certification Course (July 1, 2017)
 - Heat Illness Prevention Certification Course (December 31, 2018)
 - Certification courses must:

- Contain a comprehensive test
 - Award a certificate of completion
 - Be approved by the Indiana Department of Education
- [Resources](#)