



# Illinois Mandated School Trainings 2023-24 School Year

Last Updated: September 2023

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## Upcoming Changes for SY 2024-25

[Public Act 103-0542](#) establishes a five-year training cycle for most mandated trainings beginning with the 2024-25 school year. This guidance document outlines the training requirements still in place for the 2023-24 school year.

The overall effective date of the Public Act is [January 1, 2024](#). That is because the original bill did not include an overall effective date, so per the Statute on Statutes, the bill goes into effect January 1 of the following year.

Nonetheless, the bill provides that the requirement for the five-year training cycle isn't effective until [July 1, 2024](#). A bill can have an overall effective date that precedes the effective date of some components of the bill, as established by the substantive language of the bill.



## Overview

This document contains all trainings that are mandated by the Illinois School Code and the Illinois Administrative Code. ISBE recommends that schools review the information on the following pages annually and prior to any Regional Office of Education compliance review visit. **Please note that this document is not intended to be an exhaustive listing of all required content for each training. Statutory references should be consulted in all cases.**

### How to Use This Document

1. Review the "Mandate Checklist" table of contents on page 4. **Changes or new requirements are highlighted in yellow.**
2. Review each training by scrolling through the document or clicking on the hyperlinked text on the table of contents to jump directly to that training. You can click the Illinois State Seal in the top left on pages 5 – 55 to return to the table of contents.
3. Review the information about the training on each page and carry out the training as required.
4. Use the Mandate Checklist to keep track of your progress as you complete each training in your district.
5. Fill in the information below and sign and date on page 4 once all trainings have been completed. Keep this as a record for compliance monitoring or auditing purposes.

School District: \_\_\_\_\_

Building Name: \_\_\_\_\_

Grade Levels Served: \_\_\_\_\_



## Mandate Checklist

| Topic  | Compliant                |
|--|--------------------------|
| <a href="#">ADD/ADHD</a> ..... 5                               | <input type="checkbox"/> |
| <a href="#">AED</a> ..... 6                                    | <input type="checkbox"/> |
| <a href="#">AIDS</a> ..... 7                                   | <input type="checkbox"/> |
| <a href="#">Americans with Disabilities Act</a> .. 8           | <input type="checkbox"/> |
| <a href="#">Anaphylactic Reaction &amp; Management</a> ..... 9 | <input type="checkbox"/> |
| <a href="#">Anti-Bias Education</a> ..... 10                   | <input type="checkbox"/> |
| <a href="#">Asbestos Management &amp; Abatement</a> ..... 11   | <input type="checkbox"/> |
| <a href="#">Asthma Management</a> ..... 12                     | <input type="checkbox"/> |
| <a href="#">Bloodborne Pathogens</a> ..... 13                  | <input type="checkbox"/> |
| <a href="#">Bullying Prevention</a> ..... 14                   | <input type="checkbox"/> |
| <a href="#">Child Abuse &amp; Neglect</a> ..... 15             | <input type="checkbox"/> |
| <a href="#">Chronic Health Conditions of Students</a> ..... 16 | <input type="checkbox"/> |
| <a href="#">Concussions &amp; Head Injuries</a> ... 17         | <input type="checkbox"/> |
| <a href="#">Care of Students with Diabetes</a> 18              | <input type="checkbox"/> |
| <a href="#">Educator Ethics</a> ..... 19                       | <input type="checkbox"/> |
| <a href="#">Educator Evaluator (Board)</a> .... 20             | <input type="checkbox"/> |
| <a href="#">Educator Evaluator</a> ..... 21                    | <input type="checkbox"/> |

| Topic   | Compliant                |
|---|--------------------------|
| <a href="#">Expecting/Parenting Youth &amp; Violence</a> ..... 22   | <input type="checkbox"/> |
| <a href="#">First Aid, Heimlich, &amp; CPR</a> ..... 23             | <input type="checkbox"/> |
| <a href="#">Freedom of Information Act</a> ... 24                   | <input type="checkbox"/> |
| <a href="#">Gang Resistance Education</a> .... 25                   | <input type="checkbox"/> |
| <a href="#">Hazardous Materials</a> ..... 26                        | <input type="checkbox"/> |
| <a href="#">HIV</a> ..... 27  | <input type="checkbox"/> |
| <a href="#">Homelessness</a> ..... 28                               | <input type="checkbox"/> |
| <a href="#">Identity Protection</a> ..... 29                        | <input type="checkbox"/> |
| <a href="#">Implicit Bias</a> ..... 30                              | <input type="checkbox"/> |
| <a href="#">Isolated Time Out &amp; Physical Restraint</a> ..... 31 | <input type="checkbox"/> |
| <a href="#">Mental Illness, Trauma, Suicide</a> 32                  | <input type="checkbox"/> |
| <a href="#">Non-Restaurant Food Handler</a> 33                      | <input type="checkbox"/> |
| <a href="#">Nutrition (Civil Rights)</a> ..... 34                   | <input type="checkbox"/> |
| <a href="#">Nutrition (General)</a> ..... 35                        | <input type="checkbox"/> |
| <a href="#">Open Meetings Act (Board)</a> .... 36                   | <input type="checkbox"/> |
| <a href="#">Open Meetings Act (Other)</a> .... 37                   | <input type="checkbox"/> |

| Topic  | Compliant                |
|--|--------------------------|
| <a href="#">Opioid Overdose</a> ..... 38                         | <input type="checkbox"/> |
| <a href="#">Peer Counseling &amp; Anti-Violence</a> .. 39        | <input type="checkbox"/> |
| <a href="#">Pest Management Plan</a> ..... 40                    | <input type="checkbox"/> |
| <a href="#">Physical Trauma</a> ..... 41                         | <input type="checkbox"/> |
| <a href="#">School Board Mbr. Leadership</a> 42                  | <input type="checkbox"/> |
| <a href="#">School Student Records Act</a> ... 43                | <input type="checkbox"/> |
| <a href="#">School Bus Driver</a> ..... 44                       | <input type="checkbox"/> |
| <a href="#">Seizure Management</a> ..... 45                      | <input type="checkbox"/> |
| <a href="#">Sexual Abuse (Child)</a> ..... 46                    | <input type="checkbox"/> |
| <a href="#">Sexual Harassment &amp; Discrim.</a> .. 47           | <input type="checkbox"/> |
| <a href="#">Short-Term Sub. Teacher</a> ..... 48                 | <input type="checkbox"/> |
| <a href="#">SpEd Training for Personnel w/o License</a> ..... 49 | <input type="checkbox"/> |
| <a href="#">SpEd Training: Qual. Interp.</a> .... 50             | <input type="checkbox"/> |
| <a href="#">Student Discipline Training</a> .... 51              | <input type="checkbox"/> |
| <a href="#">Teen Dating Violence</a> ..... 52                    | <input type="checkbox"/> |
| <a href="#">Title IX</a> ..... 53                                | <input type="checkbox"/> |
| <a href="#">Trauma Informed Practices</a> ... 54                 | <input type="checkbox"/> |
| <a href="#">Violence Prev. &amp; Conflict Reso.</a> 55           | <input type="checkbox"/> |

Superintendent Signature: \_\_\_\_\_

Date: \_\_\_\_\_



## ADD/ADHD

| Frequency   | Staff Required                                   | Summary of Requirements  | Training Standards |
|---|--|--|--------------------|
| At least once every two years during in-service training. | All licensed school personnel and administrators | Training pertains to current best practices regarding the identification and treatment of ADD and ADHD, the application of non-aversive behavioral interventions in the school environment, and the use of psychotropic or psychostimulant medication for school-age children. | None               |

### Citations

1. [105 ILCS 5/10-20.36\(b\)](#)



## Automated External Defibrillator (AED)

| Frequency  | Staff Required                        | Summary of Requirements   | Training Standards   |
|--|---------------------------------------|---|--|
| <p>The Illinois Department of Public Health (IDPH) shall establish rules to determine the time period for which training recognition shall be valid and the recommendation for subsequent renewal. 410 ILCS 4/15(a)(3)</p> | <p>Official trained staff members</p> | <p>A physical fitness facility must ensure that it has at least one “trained AED user” on site during staffed business hours. 210 ILCS 74/15(b)</p> | <p>A “trained AED user” means a person who has completed a course of instruction in accordance with the standards of a nationally recognized organization such as the American Red Cross or the American Heart Association or a course of instruction in accordance with the rules adopted under the Automated External Defibrillator Act to use an automated external defibrillator, or who is licensed to practice medicine in all its branches in Illinois. 410 ILCS 4/10</p> |

### Citations

1. [410 ILCS 4/](#)
2. [210 ILCS 74/](#)



## Acquired Immunodeficiency Syndrome (AIDS)\*

| Frequency  | Staff Required   | Summary of Requirements  | Training Standards   |
|--|--|--|--|
| Not specified; recommended at least once every two years during in-service training. | School counselors, nurses, teachers, and other school personnel who work with pupils | Training to provide a basic knowledge of matters relating to AIDS, including the nature of the infection/disease, its causes and effects, the means of detecting it and preventing its transmission, the availability of appropriate sources of counseling and referral, and any other information that may be appropriate considering the age and grade level of such pupils. | The school board shall supervise such training. The State Board of Education and the Illinois Department of Public Health shall jointly develop standards for such training. |

### Citations

1. [105 ILCS 5/10-22.39\(c\)](#)

\* Recommended only; not mandatory



## Americans with Disabilities Act

| Frequency  | Staff Required   | Summary of Requirements  | Training Standards |
|--|--|--|--------------------|
| At least once every two years during teachers' institutes. | Teachers and educational support personnel<br>(Educational support personnel may be exempted if not relevant to their work.) | This is training on the federal Americans with Disabilities Act, as it pertains to the school environment. | None               |

### Citations

1. [105 ILCS 5/3-11](#)





# Anaphylactic Reactions & Mgmt.

| Frequency  | Staff Required                                   | Summary of Requirements   | Training Standards  |
|--|--|---|---|
| <p>At least once every two years during in-service trainings. Special training for “trained personnel” must be conducted annually.</p> | <p>All school personnel who work with pupils</p> | <p>Training pertains to anaphylactic reactions and management. “Trained personnel” must complete an online or in-person training curriculum to recognize and respond to anaphylaxis. The curriculum must meet the content requirements of 105 ILCS 5/22-30(h) and 23 Ill. Admin. Code 1.540(e)(3).</p> <p>This training should encompass food allergy training content previously set forth in Section 2-3.149 of School Code (now repealed).</p> | <p>Training must be conducted by persons with expertise in anaphylactic reactions and management.</p> |

| Citations   |
|---|
| <ol style="list-style-type: none"> <li><a href="#">105 ILCS 5/10-22.39(e)</a></li> <li><a href="#">105 ILCS 5/22-30(g) and (h)</a></li> <li><a href="#">105 ILCS 5/2-3.190</a></li> <li><a href="#">23 Ill. Admin Code 1.540</a></li> </ol> |



# Anti-Bias Education\*

| Frequency      | Staff Required | Summary of Requirements   | Training Standards  |
|----------------|----------------|---|---|
| Not specified. | Teachers       | Public elementary and secondary schools may incorporate activities to address intergroup conflict, which may include, but not be limited to, instruction and teacher training programs. | A school board that adopts a policy to incorporate activities to address intergroup conflict shall make information available to the public that describes the manner in which the board has implemented the authority granted to it in this Section. The means for disseminating this information (i) shall include posting the information on the school district's website, if any, and making the information available, upon request, in district offices, and (ii) may include without limitation incorporating the information in a student handbook and including the information in a district newsletter. |

| Citations   |
|---|
| <p>1. <a href="#">105 ILCS 5/27-23.6</a></p> <p>* Recommended only; not mandatory</p> |



# Asbestos Mgmt. & Abatement

| Frequency   | Staff Required  | Summary of Requirements   | Training Standards  |
|---|---|---|---|
| <p>As determined in the Asbestos Hazard Emergency Response Act (AHERA) and by IDPH via its powers under the Asbestos Abatement Act.</p> | <p>Custodians and maintenance employees</p> <p>Designated asbestos plan manager</p> | <p>All custodial and maintenance employees must be properly trained in asbestos management and abatement. The school district must designate a person to oversee all asbestos management plan activities and ensure that the designated person receives adequate training to perform the assigned duties of the school district. Training shall include information regarding (i) asbestos and its uses and forms; (ii) health effects associated with asbestos exposure; (iii) locations of asbestos-containing building material (ACBM) identified in the school building; (iv) recognition of damage, deterioration, and delamination of ACBM; and (v) name and phone number of person designated to carry out general Local Education Agency responsibilities regarding availability and location of management plan. 40 CFR 763.92(a)(1)</p> | <p>Training must comport with requirements of the federal AHERA, the Illinois Asbestos Abatement Act, and Part 855 of the 77 Ill. Admin. Code. Per AHERA, the training requirement for custodians and maintenance staff is two hours of awareness training, whether or not they are required to work with ACBM. New employees must be trained within 60 days after commencement of employment. 40 CFR 763.92(a)(1). Custodians or maintenance workers who conduct any activities that will result in the disturbance of ACBM shall receive an additional 14 hours of training, as outlined in AHERA. <i>Id.</i> at 763.92(a)(2)</p> |

| Citations  |
|--|
| <ol style="list-style-type: none"> <li>1. <a href="#">77 Ill. Admin. Code 855.300(a)(2)</a></li> <li>2. <a href="#">77 Ill. Admin. Code 855.300(a)(4)</a></li> <li>3. <a href="#">40 Code of Federal Regulations (CFR) Part 763, Subpart E</a></li> <li>4. <a href="#">105 ILCS 105</a></li> </ol> |



# Asthma Management

| Frequency   | Staff Required   | Summary of Requirements   | Training Standards  |
|---|--|---|---|
| <p>Every two years (general training for all school personnel).</p> <p>Annually (special training for “trained personnel”).</p> | <p>All school personnel who work with pupils</p> <p>An employee or volunteer must complete training under subsection (g) to recognize and response to respiratory distress in order to be considered “trained personnel.”</p> <p>A school district, public school, charter school, or nonpublic school must maintain records related to the training curriculum and trained personnel.</p> | <p>General Training Requirement: An in-person or online training program on the management of asthma, the prevention of asthma symptoms, and emergency response in the school setting is required. “Trained personnel” must complete an online or in-person training curriculum to recognize and respond to respiratory distress; the curriculum must meet the requirements of 105 ILCS 5/22-30(h-10) and 23 Ill. Admin. Code. 1.540(e)(5).</p> | <p>ISBE shall consult with statewide professional organizations with expertise in asthma management and make available resource materials for educating school personnel about asthma and emergency response in the school setting.</p> |

| Citations  |
|--|
| <ol style="list-style-type: none"> <li><a href="#">105 ILCS 5/22-30(j-15)</a></li> <li><a href="#">105 ILCS 5/22-30(g)</a></li> <li><a href="#">105 ILCS 5/22-30(h-10)</a></li> <li><a href="#">23 Ill. Admin. Code 1.540</a></li> </ol> |



# Bloodborne Pathogens

| Frequency  | Staff Required  | Summary of Requirements   | Training Standards  |
|--|---|---|---|
| <p>At the time of initial assignment to tasks where occupational exposure may take place and at least annually thereafter; additional training is required whenever changes – such as modification of tasks or procedures or institution of new tasks or procedures – affect the employee’s occupational exposure.</p> | <p>Each employee with occupational exposure</p> <p>Employer must maintain records of training sessions for three years and in accordance with requirements of 29 CFR 1910.1030(h)(2).</p> | <p>Awareness training for employees in regard to the Occupational Safety and Health Administration’s bloodborne pathogen standards shall be provided at no cost to employee and during work hours; additional training may be limited to addressing new exposures created.</p> <p>Training shall contain at a minimum the elements listed in 29 CFR 1910.1030 (g)(2)(vii)(A)-(N).</p> | <p>The person conducting the training shall be knowledgeable in the subject matter covered by the elements contained in the training program as it relates to the workplace that the training will address.</p> |

### Citations

1. [29 CFR 1910.1030\(g\)\(2\) and \(h\)\(2\)](#)



## Bullying Prevention\*

| Frequency      | Staff Required       | Summary of Requirements  | Training Standards |
|----------------|----------------------|--|--------------------|
| Not specified. | All school personnel | Training pertains to what behaviors constitute prohibited bullying and methods of bullying prevention. | None               |

### Citations

1. [105 ILCS 5/27-23.7\(a\)](#)

\* Recommended only; not mandatory



# Child Abuse & Neglect

| Frequency   | Staff Required   | Summary of Requirements  | Training Standards  |
|---|--|--|---|
| <p>Mandated reporter training must be completed within three months of the date of engagement in a professional or official capacity as a mandated reporter and at least every three years thereafter. The initial requirement only applies to the first time they engage in their professional or official capacity. 325 ILCS 5/4(j)</p> | <p>The following education personnel are all considered mandated reporters:</p> <ol style="list-style-type: none"> <li>1. School personnel (including administrators and certified and noncertified school employees);</li> <li>2. Personnel of institutions of higher education;</li> <li>3. Any educational advocate assigned to a child in accordance with the School Code;</li> <li>4. Any member of a school board or the Chicago Board of Education or the governing body of a private school (but only to the extent required under 325 ILCS 5/4(d)); and</li> <li>5. Truant officers.</li> </ol> | <p>Training provides staff development for local school site personnel who work with pupils in Grades K through 8 in the detection, reporting, and prevention of child abuse and neglect. 105 ILCS 5/10-23.12</p> <p>Mandated Reporter Training — 325 ILCS 5/4(j)<br/>           In-person or web-based training on how to identify and report suspected child abuse and neglect, responding to a child in a trauma-informed manner, and understanding the response of child protective services and the role of the reporter after a call has been made. The training must also include a section on implicit bias and racial and ethnic sensitivity.</p> | <p>The mandated reporter training shall be provided through the Illinois Department of Children and Family Services (DCFS), an entity authorized to provide continuing education for professionals licensed by the Department of Financial and Professional Regulation, ISBE, the Illinois Law Enforcement Training Standards Board, the Department of State Police, or an organization approved by DCFS to provide mandated reporter training, including a section on implicit bias. DCFS must make available a free web-based training for reporters.</p> |

### Citations

1. [105 ILCS 5/10-23.12](#)
2. [325 ILCS 5/4](#)



## Chronic Health Conditions

| Frequency                         | Staff Required   | Summary of Requirements  | Training Standards |
|-----------------------------------|--|--|--------------------|
| Annually at teachers' institutes. | Teachers and educational support personnel<br>(Educational support personnel may be exempted if not relevant to their work.) | Provide instruction pertaining to prevalent student chronic health conditions. | None               |

### Citations

1. [105 ILCS 5/3-11](#)





## Concussions & Head Injuries

| Frequency        | Staff Required   | Summary of Requirements   | Training Standards  |
|------------------|--|---|---|
| Every two years. | <p>Training must be taken by:</p> <ol style="list-style-type: none"> <li>1. Any coach of an interscholastic athletic activity;</li> <li>2. Any nurse, licensed health care professional, or non-licensed health care professional who serves as a member of a concussion oversight team either on a volunteer basis or in his or her capacity as an employee, representative, or agent of a school; and</li> <li>3. Any game official of an interscholastic athletic activity.</li> </ol> <p>Training must be completed prior to serving on a concussion oversight team in any capacity.</p> | <p>Training pertains to concussions, including evaluation, prevention, symptoms, risks, and long-term effects. A training course that provides not less than two hours of training is required for coaches, members of the concussion oversight team, and game officials. 105 ILCS 5/22- 80(h)(1)</p> | <p>Training must be approved by the Illinois High School Association (IHSA). The IHSA shall maintain an updated list of individuals and organizations it has authorized to provide the training. The training requirements vary depending on the role of the person required to take the training. 105 ILCS 5/22-80(h)(4)</p> |

### Citations

1. [105 ILCS 5/22-80\(h\)](#)



# Care of Students with Diabetes

| Frequency   | Staff Required  | Summary of Requirements  | Training Standards   |
|---|---|--|--|
| <p><b>For all school employees in any school with at least one student with diabetes:</b><br/>Annually during regular in-service training under Section 3-11 of the School Code.</p> <p><b>For delegated care aides:</b><br/>Initial training prior to serving in the role; training shall be updated when the diabetes care plan is changed and at least annually.</p> | <p>Training is required for all school employees in any school with at least one student with diabetes.</p> <p>Any school employee who agrees to receive training in diabetes care and to assist students in implementing their diabetes care plans and who has entered into an agreement with the parent or guardian and the school district or private school can serve as a delegated care aide. 105 ILCS 145/10</p> | <p><b>For all school employees in any school with at least one student with diabetes:</b><br/>Training pertains to the basics of diabetes care, how to identify when a student with diabetes needs immediate or emergency medical attention, and whom to contact in the case of an emergency.</p> <p><b>For delegated care aides:</b><br/>Training pertains to instruction on how to perform the tasks necessary to assist a student with diabetes in accordance with his or her diabetes care plan, including training in the specific functions outlined in 105 ILCS 145/25(b). No employee may be punished for refusal to serve as a delegated care aide.</p> | <p>Initial training of a delegated care aide shall be provided by a licensed health care provider with expertise in diabetes or a certified diabetic educator and individualized by a student's parent or guardian. Training must be consistent with the guidelines provided by the U.S. Department of Health and Human Services in "<a href="#">Helping the Student with Diabetes Succeed.</a>"</p> |

| Citations                                 |
|---|
| <p>1. <a href="#">105 ILCS 145/25</a></p> |



## Educator Ethics

| Frequency                      | Staff Required | Summary of Requirements   | Training Standards |
|--------------------------------|----------------|---|--------------------|
| At least once every two years. | All personnel  | Training pertains to educator ethics, teacher-student conduct, and school employee-student conduct. | None               |

### Citations

1. [105 ILCS 5/10-22.39\(f\)](#)
2. [105 ILCS 5/3-11](#)



## Educator Evaluator (Board)

| Frequency                               | Staff Required   | Summary of Requirements                | Training Standards                                  |
|---|--|--|---|
| Once, prior to voting on any dismissal. | Only Performance Evaluation Reform Act (PERA)-trained board members may participate in a vote on dismissal that is based upon the Optional Alternative Evaluative Dismissal process. | Training is based on PERA evaluations. | Trainings must be administered or approved by ISBE. |

### Citations

1. [105 ILCS 5/24-16.5\(f\)](#)



## Educator Evaluator

| Frequency  | Staff Required             | Summary of Requirements  | Training Standards   |
|--|----------------------------|--|--|
| <p>Prior to undertaking any evaluation and at least once during each certificate renewal cycle. Evaluators must also successfully complete a prequalification program provided or approved by ISBE prior to undertaking an evaluation.</p> | <p>All PERA evaluators</p> | <p>Training pertains to the evaluation of certified personnel.</p> <p>The prequalification program must involve rigorous training and an independent observer's determination that the evaluator's ratings properly align to the requirements established by ISBE.</p> | <p>Trainings must be provided or approved by ISBE. Training provided or approved by the ISBE shall include the evaluator training program developed pursuant to Section 24A-20 of the School Code.</p> |

### Citations

1. [105 ILCS 5/24A-3](#)
2. [105 ILCS 5/24A-20](#)
3. [23 Ill. Admin. Code 50, Subpart E](#)



# Expecting/Parenting Youth & Violence

| Frequency  | Staff Required  | Summary of Requirements  | Training Standards  |
|--|---|--|---|
| <p>At least every two years during an in-service training program.</p> | <p>School personnel who work with pupils, including, but not limited to, school and school district administrators, teachers, school social workers, school counselors, school psychologists, and school nurses</p> | <p>Training pertains to the following topics: (i) communicating with and listening to youth victims of domestic or sexual violence and expectant and parenting youth; (ii) connecting youth victims of domestic or sexual violence and expectant and parenting youth to appropriate in-school services and other agencies, programs, and services as needed; and (iii) implementing the school district's policies, procedures, and protocols with regard to such youth, including confidentiality. At a minimum, school personnel must be trained to understand, provide information and referrals, and address issues pertaining to youth who are parents, expectant parents, or victims of domestic or sexual violence.</p> | <p>Training must be conducted by persons with expertise in domestic and sexual violence and the needs of expectant and parenting youth.</p> |

| Citations  |
|--|
| <p>1. <a href="#">105 ILCS 5/10-22.39(d)</a></p> |



## First Aid, Heimlich, & CPR\*

| Frequency   | Staff Required   | Summary of Requirements  | Training Standards   |
|---|--|--|--|
| <p>Each school board is authorized to allocate appropriate portions of its institute or in-service days to conduct training programs for teachers and other school personnel who have expressed an interest in becoming qualified to administer emergency first aid or CPR.</p> | <p>Training is encouraged for all teachers and other school personnel, especially those who coach school athletic programs or other extracurricular school activities.</p> <p>Each school board is encouraged to have in its employ, or on its volunteer staff, at least one person who is certified by the American Red Cross or by another qualified certifying agency as qualified to administer first aid and CPR.</p> | <p>Training pertains to the knowledge and skills necessary to properly administer life-saving techniques, including without limitation the Heimlich maneuver and rescue breathing.</p> | <p>The training shall be in accordance with standards of the American Red Cross, the American Heart Association, or another nationally recognized certifying organization. A school board may use the services of nongovernmental entities whose personnel have expertise in life-saving techniques to instruct teachers and other school personnel in these techniques.</p> |

### Citations

1. [105 ILCS 110/3](#)

\* Recommended only; not mandatory



## Freedom of Information Act (FOIA)

| Frequency   | Staff Required  | Summary of Requirements  | Training Standards   |
|---|---|--|--|
| Whenever a new FOIA officer is appointed, within 30 days after he or she assumes the position; annually thereafter. | The FOIA officer designated by the local school board | Training pertains to the general principles of FOIA and the statutory provisions that FOIA officers will need to consult in carrying out their duties. | Electronic training curriculum developed by the public access counselor. |

### Citations

1. [5 ILCS 140/3.5\(b\)](#)





# Gang Resistance Education\*

| Frequency      | Staff Required | Summary of Requirements                              | Training Standards   |
|----------------|----------------|--|--|
| Not specified. | Teachers       | This training pertains to gang resistance education. | A school board or the governing body of a nonpublic, nonsectarian elementary or secondary school must collaborate with state and local law enforcement agencies for the purposes of gang resistance education and training. ISBE may assist in the development of such training. |

### Citations

1. [105 ILCS 5/27-23.10](#)

\* Recommended only; not mandatory



# Hazardous Materials Training

| Frequency   | Staff Required   | Summary of Requirements  | Training Standards   |
|---|--|--|--|
| <p>Annually during in-service training programs.</p> <p>All new staff members whose assignments bring them into recurring contact (e.g., daily, weekly, or monthly) with toxic materials who have not received education and training within the past 12 months must receive the approved course of training prior to working with toxic materials. 23 Ill. Admin. Code 1.330</p> | <p>Personnel in the district who work with such materials on a regular basis (e.g., science teachers, maintenance workers, and cafeteria employees). Each district shall keep on file a list of the job titles in the district whose incumbents are subject to the training requirements and the names of employees who have attended a training program, including the location, presenters, and date of the program. 23 Ill. Admin. Code 1.330</p> | <p>Training pertains to the safe handling and use of hazardous or toxic materials. An employer shall provide all employees with an education and training program with respect to all toxic substances to which the employee is routinely exposed in the course of his or her employment. An employee shall be deemed to be routinely exposed to any toxic substance that he/she ingests, inhales, absorbs through the skin, or otherwise comes into contact with on a regular basis during the course of his/her employment in concentrations for which there is substantial scientific evidence that a significant risk to human health may occur from exposure or which falls above threshold limits established by IDPH. The employer does not have to provide an employee education and training program if employees are not exposed to any toxic substance.</p> | <p>Such programs must be approved by ISBE in consultation with IDPH.</p> |

| Citations  |
|--|
| <ol style="list-style-type: none"> <li><a href="#">105 ILCS 5/10-20.17a</a></li> <li><a href="#">820 ILCS 255/16</a></li> <li><a href="#">23 Ill. Admin. Code 1.330</a></li> </ol> |



# Human Immunodeficiency Virus (HIV)

| Frequency      | Staff Required  | Summary of Requirements  | Training Standards   |
|----------------|---|--|--|
| Not specified. | School counselors, nurses, teachers, school social workers, and other school personnel who work with pupils | Training to provide a basic knowledge of matters relating to AIDS, including the nature of the infection/disease, its causes and effects, the means of detecting it and preventing its transmission, the availability of appropriate sources of counseling and referral, and any other medically accurate information that is age and developmentally appropriate for such students. | ISBE shall supervise such training. ISBE and IDPH shall jointly develop standards for such training. |

### Citations

1. [105 ILCS 5/34-18.8](#) (required for Chicago Public Schools 299 only; optional for all other districts)



Starts in SY 2024-25

# Homelessness

| Frequency   | Staff Required                | Summary of Requirements  | Training Standards   |
|---|-------------------------------|--|--|
| At least once every two years during in-service training. | All school district employees | <ol style="list-style-type: none"> <li>1. The definition of homeless children and youth under Section 11434a of Title 42 of the United States;</li> <li>2. The signs of homelessness and housing insecurity;</li> <li>3. The rights of students experiencing homelessness under state and federal law;</li> <li>4. The steps to take when a homeless or housing-insecure student is identified; and</li> <li>5. The appropriate referral techniques, including the name and contact number of the school or school district homeless liaison.</li> </ol> | A school board <i>may</i> work with a community-based organization that specializes in working with homeless children and youth to develop and provide the training. |

| Citations                           |
|-------------------------------------|
| <a href="#">Public Act 103-0041</a> |



## Identity Protection

| Frequency      | Staff Required   | Summary of Requirements   | Training Standards |
|----------------|--|---|--------------------|
| Not specified. | All employees of the school district identified as having access to Social Security numbers in the course of performing their duties | Training on how to protect the confidentiality of Social Security numbers. Training should include instructions on the proper handling of information that contains Social Security numbers from the time of collection through the destruction of the information. | None               |

### Citations

1. [5 ILCS 179/35](#)



# Implicit Bias Training

| Frequency                            | Staff Required       | Summary of Requirements   | Training Standards |
|--------------------------------------|----------------------|---|--------------------|
| Annually during in-service training. | All school personnel | This is training to develop cultural competency, including understanding and reducing implicit racial bias. | None               |

### Citations

1. [105 ILCS 5/10-20.61](#)



# Isolated Time Out/Restraint

| Frequency  | Staff Required  | Summary of Requirements  | Training Standards   |
|--|---|--|--|
| <p>Adults supervising these techniques must receive at least eight hours of training annually, with additional hours required for adults administering the techniques.</p> | <p>Any adult who is supervising a student in isolated time out or time out, or who is involved in a physical restraint</p> <p>Any adult who is administering an isolated time out, time out, or physical restraint. All adults trained must be provided a copy of the district's policies on isolated time out, time out, and physical restraint.</p> | <p><b>For adults supervising these techniques:</b><br/>Training pertains to the following areas: crisis de-escalation, restorative practices, identifying signs of distress during physical restraint and time out, trauma-informed practices, and behavior management practices.</p> <p><b>For adults administering these techniques:</b><br/>Annual systemic training pertains to less restrictive and intrusive strategies and techniques to reduce the use of isolated time out, time out, and physical restraint based on best practices and how to safely use time out and physical restraint when those alternative strategies and techniques have been tried and proven ineffective. This training must include all the elements described in 23 Ill. Admin. Code 1.285(i) and must result in the receipt of a certificate of completion or other written evidence of participation.</p> | <p>The required training may be provided by the employer or by an external entity. Any person or entity providing training must be trained and appropriately certified. Training on any particular method of time out or physical restraint can be provided only if trainer has received written evidence of completing training in these techniques within the preceding one-year period.</p> |

### Citations

1. [23 Ill. Admin. Code 1.285\(i\)](#)



# Mental Illness, Trauma, & Suicide

| Frequency  | Staff Required  | Summary of Requirements  | Training Standards  |
|--|---|--|---|
| <p>At least every two years during an in-service training program.</p> | <p>Licensed school personnel and administrators who work with pupils in kindergarten through Grade 12</p> | <p>Training pertains to identification of the warning signs of mental illness, trauma, and suicidal behavior in youth and appropriate intervention and referral techniques.</p> <p>Training regarding the implementation of trauma-informed practices satisfies the requirements. Such information may include, but is not limited to:</p> <ol style="list-style-type: none"> <li>1) The recognition of and care for trauma in students and staff;</li> <li>2) The relationship between educator wellness and student learning;</li> <li>3) The effect of trauma on student behavior and learning;</li> <li>4) The prevalence of trauma among students, including the prevalence of trauma among student populations at higher risk of experiencing trauma;</li> <li>5) The effects of implicit or explicit bias on recognizing trauma among various student groups in connection with race, ethnicity, gender identity, sexual orientation, socio-economic status, and other relevant factors; and</li> <li>6) Effective district practices that are shown to:               <ol style="list-style-type: none"> <li>a. Prevent and mitigate the negative effect of trauma on student behavior and learning; and</li> <li>b. Support the emotional wellness of staff.</li> </ol> </li> </ol> | <p>School districts may utilize the Illinois Mental Health First Aid training program, established under the Illinois Mental Health First Aid Training Act and administered by certified instructors trained by a national association recognized as an authority in behavioral health, to meet this training requirement.</p> <p>Licensed personnel and administrators may present a certificate of successful completion of a third-party mental health first aid training program to satisfy this in-service training requirement.</p> <p>Consistent with Ann Marie’s Law, ISBE has made suicide prevention guidance and <a href="#">resources available here</a>.</p> |

| Citations   |
|---|
| <ol style="list-style-type: none"> <li>1. <a href="#">105 ILCS 5/10-22.39(b)</a>, as modified by <a href="#">Public Act 103-0413</a></li> <li>2. <a href="#">105 ILCS 5/34-18.7</a></li> <li>3. <a href="#">105 ILCS 5/2-3.166</a> (Ann Marie’s Law)</li> </ol> |





# Non-Restaurant Food Handler

| Frequency  | Staff Required  | Summary of Requirements  | Training Standards  |
|--|---|--|---|
| <p>Required within 30 days after employment with any new employer, and every three years thereafter.</p> | <p>All food handlers not employed by a restaurant, other than someone holding a food service sanitation manager certificate</p> | <p>Training pertains to basic safe food handling principles as outlined in 410 ILCS 625/3.05(b).</p> | <p>Training modules must be approved by IDPH. Training may be conducted by any means available, including, but not limited to, online, computer, classroom, live trainers, remote trainers, and certified food service sanitation managers. There must be at least one commercially available, approved food handler training module at a cost of no more than \$15 per employee; if an approved food handler training module is not available at that cost, then the non-restaurant food handler training requirements do not apply.</p> |

### Citations

1. [410 ILCS 625/3.05 and 3.06](#)



# Nutrition Training (Civil Rights)

| Frequency  | Staff Required   | Summary of Requirements   | Training Standards   |
|--|--|---|--|
| Annual program requirement; new employees should have training as part of their orientation. | All frontline staff (e.g., those who interact with program applicants or participants and those who supervise frontline staff) | <p>This training meets the annual civil rights requirement for all federal nutrition programs. Specific subject matter must include, but not be limited to:</p> <ul style="list-style-type: none"> <li>A. Collection and use of data,</li> <li>B. Effective public notification systems,</li> <li>C. Complaint procedures,</li> <li>D. Compliance review techniques,</li> <li>E. Resolution of noncompliance,</li> <li>F. Requirements for reasonable accommodation of persons with disabilities,</li> <li>G. Requirements for language assistance,</li> <li>H. Conflict resolution, and</li> <li>I. Customer service.</li> </ul> | Training can be delivered in a variety of formats (web-based, in-person, etc.). See <a href="#">ISBE's Nutrition Civil Rights page</a> . |

### Citations

1. [Multiple federal laws](#) as enforced by the Food Nutrition Service under the U.S. Department of Agriculture.



# Nutrition Training (General)

| Frequency   | Staff Required                         | Summary of Requirements  | Training Standards   |
|---|--|--|--|
| Annual continuing education/training ranging from four-12 hours, depending on position. | All School Nutrition Program personnel | These are trainings in all areas of professional standards for the operation of school nutrition programs. | Training can be delivered in a variety of formats (web-based, in-person, etc.) and can come from a variety of sources. See resources under “Professional Standards for all School Nutrition Programs Employees” on the <a href="#">ISBE Nutrition Department webpage</a> . |

### Citations

1. [7 CFR Parts 210](#) and [235](#)



## Open Meetings Act (Board)

| Frequency  | Staff Required                  | Summary of Requirements   | Training Standards  |
|--|---------------------------------|---|---|
| <p>Not later than the 90th day after the date a school board member:</p> <ol style="list-style-type: none"> <li>1. Took the oath of office if required to take an oath; or</li> <li>2. Otherwise assumed responsibilities as a member of the public body.</li> </ol> | <p>All school board members</p> | <p>Training that pertains to compliance with the Open Meetings Act.</p> | <p>Electronic training curriculum developed by the public access counselor.</p> <p>School board members may alternatively satisfy the training requirements of OMA by participating in a qualifying course of training sponsored by or conducted by an organization created under Article 23 of the School Code (School Board Associations). 105 ILCS 5/Art. 23</p> |

### Citations

1. [5 ILCS 120/1.05\(b\)-\(c\)](#)



# Open Meetings Act (Other)

| Frequency  | Staff Required   | Summary of Requirements  | Training Standards   |
|--|--|--|--|
| Whenever a new OMA designee is selected, within 30 days after such designation; annually thereafter. | Any employees, officers, or members designated by the local school board to receive training (OMA designees) | Training that pertains to compliance with the Open Meetings Act. | Electronic training curriculum developed by the public access counselor. |

### Citations

1. [5 ILCS 120/1.05\(a\)](#)



## Opioid Overdose

| Frequency | Staff Required  | Summary of Requirements  | Training Standards   |
|-----------|---|--|--|
| Annually  | <p>Any “trained personnel”</p> <p>An employee or volunteer must complete training under subsection (g) on how to recognize and respond to an opioid overdose to be considered “trained personnel.”</p> <p>The school district, public school, charter school, or nonpublic school must maintain records related to the training curriculum and trained personnel.</p> | <p>“Trained personnel” must complete an online or in-person training curriculum to recognize and respond to an opioid overdose; the curriculum must meet the requirements of 105 ILCS 5/22-30(h-5) and 23 Ill. Admin. Code 1.540(e)(4). Trained personnel must also submit to the school’s administration proof of cardiopulmonary resuscitation and automated external defibrillator certification.</p> | <p>The training must comply with any training requirements under Section 5-23 of the Substance Use Disorder Act and the corresponding rules.</p> |

### Citations

1. [105 ILCS 5/22-30\(g\)](#)
2. [105 ILCS 5/22-30\(h-5\)](#)
3. [23 Ill. Admin. Code 1.540](#)
4. [20 ILCS 301/ Substance Use Disorder Act](#)



# Peer Counseling & Anti-Violence

| Frequency                            | Staff Required   | Summary of Requirements   | Training Standards |
|--------------------------------------|--|---|--------------------|
| Annually during in-service training. | Teachers and educational support personnel<br>(Educational support personnel may be exempted if not relevant to their work.) | Training pertains to peer counseling programs and other anti-violence and conflict resolution programs, including without limitation programs designed to prevent at-risk students from committing violent acts | None               |

| Citations                          |
|------------------------------------|
| 1. <a href="#">105 ILCS 5/3-11</a> |



## Pest Management Plan

| Frequency   | Staff Required  | Summary of Requirements  | Training Standards  |
|---|---|--|---|
| Every five years until an integrated pest management program is developed and implemented in a school or day care center. | Designated person who has assumed responsibility for the oversight of pest management practices in that school or day care center | Training on integrated pest management is required in any school or day care center that has not implemented a pest management control program in accordance with guidelines issued by IDPH. | The trainings must be approved by IDPH in accordance with the minimum standards adopted by IDPH under the Structural Pest Control Act. IDPH, with the assistance of the Cooperative Extension Service and other relevant agencies, may prepare a training program for school or day care center pest control specialists. |

### Citations

1. [225 ILCS 235/10.2](#)





## Physical Trauma

| Frequency                      | Staff Required                | Summary of Requirements   | Training Standards  |
|--------------------------------|-------------------------------|---|---|
| At least once every two years. | All school district employees | Must include instruction on how to respond to an incident involving life-threatening bleeding and, if applicable, how to use a school's trauma kit. | A school board may satisfy the training requirements under this subsection by using the training, including online training, available from the American College of Surgeons or any other similar organization. |

### Citations

[Public Act 103-0128](#)



## School Board Membership Leadership

| Frequency  | Staff Required   | Summary of Requirements   | Training Standards  |
|--|--|---|---|
| The first year of the board member's first term. | <p>All voting school board members</p> <p>The school district shall maintain on its website, if any, the names of all voting members of the school board who have successfully completed the training.</p> | <p>A minimum of four hours of professional development leadership training covering topics in education and labor law, financial oversight and accountability, fiduciary responsibilities of a school board member is required, and beginning with the 2023-24 school year, trauma-informed practices for students and staff.</p> | <p>The training on financial oversight, accountability, fiduciary responsibilities, and beginning with the 2023-24 school year, trauma-informed practices for students and staff may be provided the Illinois Association of School Boards (IASB) or by other qualified providers approved by ISBE in consultation with IASB.</p> |

### Citations

1. [105 ILCS 5/10-16a](#), as modified by [Public Act 102-0638](#) and [Public Act 103-0413](#)



## School Student Records Act\*

| Frequency      | Staff Required       | Summary of Requirements   | Training Standards |
|----------------|----------------------|---|--------------------|
| Not specified. | All school personnel | Principal or person with like responsibilities shall take all action necessary to assure that school personnel are informed of the provisions of the Illinois School Student Records Act. | None               |

### Citations

1. [105 ILCS 10/3\(c\)](#)

\*Recommended only; not mandatory



# School Bus Driver Training

| Frequency  | Staff Required     | Summary of Requirements   | Training Standards  |
|--|--------------------|---|---|
| Annual training (initial and refresher courses). | School bus drivers | These are courses of instruction in school bus driver safety that are pursuant to the standards established by the secretary of state under Section 6-106.1 of the Illinois Vehicle Code. | Pursuant to Section 3-14.23 of the Illinois School Code, regional superintendents of schools are responsible for conducting training programs for school bus drivers. The regional superintendent shall be responsible for notifying the employers of all bus drivers who complete initial or refresher training courses. |

| Citations   |
|---|
| <ol style="list-style-type: none"> <li>1. <a href="#">625 ILCS 5/6-106.1(a)(8)</a></li> <li>2. <a href="#">105 ILCS 5/3-14.23(a)</a></li> <li>3. <a href="#">23 Ill. Admin. Code 1.515</a></li> </ol> |



## Seizure Training

| Frequency                            | Staff Required  | Summary of Requirements   | Training Standards   |
|--------------------------------------|---|---|--|
| Annually during in-service training. | Some training is required for all school employees. Any “school employee” (as defined in 105 ILCS 150/10) or paraprofessional who agrees to receive training in epilepsy and to assist a student in implementing his or her seizure action plan and who has entered into an agreement with a parent or guardian of that student can serve as a delegated care aide. 105 ILCS 150/10 | <p>Training pertains to the basics of seizure recognition and first aid and appropriate emergency protocols.</p> <p>For delegated care aides: A delegated care aide must be trained in a school in which at least one student with epilepsy is enrolled to perform the tasks necessary to assist a student with epilepsy in accordance with his or her seizure action plan.</p> | Training must be fully consistent with best practice guidelines issued by the Centers for Disease Control and Prevention (CDC). Initial training of a delegated care aide for students with epilepsy must be provided by a licensed health care provider with an expertise in epilepsy or an epilepsy educator who has successfully completed the relevant curricula offered by the CDC. |

### Citations

1. [105 ILCS 150/25](#)



## Sexual Abuse (Child)

| Frequency                          | Staff Required       | Summary of Requirements  | Training Standards |
|------------------------------------|----------------------|--|--------------------|
| Annually no later than January 31. | All school personnel | School boards must adopt and implement a policy addressing sexual abuse of children that shall include evidence-informed training for school personnel. This must include training for school personnel on preventing, recognizing, reporting, and responding to child sexual abuse and grooming behavior, including when the grooming or abuse is committed by a member of the school community, with a discussion of the criminal statutes addressing sexual conduct between school personnel and students, professional conduct, and reporting requirements, including, but not limited to, training as outlined in Sections 10- 22.39 and 3-11 of the School Code. | None               |

### Citations

1. [105 ILCS 5/10-23.13](#) (Erin’s Law) as modified by [Public Act 102-0610](#)



# Sexual Harassment & Discrimination

| Frequency | Staff Required | Summary of Requirements   | Training Standards   |
|-----------|----------------|---|--|
| Annually  | All employees  | <p>Sexual harassment prevention training must be provided that includes, at a minimum, the following:</p> <ul style="list-style-type: none"> <li>A. An explanation of sexual harassment consistent with the Illinois Human Rights Act,</li> <li>B. Examples of conduct that constitutes unlawful sexual harassment,</li> <li>C. A summary of relevant federal and state statutory provisions concerning sexual harassment, including remedies available to victims of sexual harassment, and</li> <li>D. As summary of responsibilities of employers in the prevention, investigation, and corrective measures of sexual harassment.</li> </ul> | <p>Every employer with employees working in this state shall use the <a href="#">model sexual harassment prevention training program</a> created by the Illinois Department of Human Rights or establish its own sexual harassment prevention training program that equals or exceeds the minimum standards in the model training program developed by the department.</p> |

**Citations**

1. [775 ILCS 5/2-109](#)



# Short-Term Sub Teacher Training

| Frequency      | Staff Required  | Summary of Requirements   | Training Standards  |
|----------------|---|---|---|
| Not specified. | Individuals who hold Short-Term Substitute Teaching Licenses under Section 21B-20 of the Illinois School Code | This training program provides information on curriculum, classroom management techniques, school safety, and district and building operations. | This training program shall be developed by the local school board in collaboration with its teachers or, if applicable, the exclusive bargaining representative of its teachers. A school board with a substitute teacher training program in place before July 1, 2018, may utilize that program to satisfy the training requirement. ISBE has provided sample trainings and resources developed by the Illinois Association of Regional School Superintendents, the Illinois Federation of Teachers, and the Illinois Education Association <a href="#">here</a> . |

### Citations

1. [105 ILCS 5/10-20.67](#)





## SpEd Training for Personnel w/o License

| Frequency      | Staff Required  | Summary of Requirements   | Training Standards |
|----------------|---|---|--------------------|
| Not specified. | <p>Each professional individual not holding educator licensure issued under Article 21B of the School Code employed in a special education class, program, or service, and each individual providing assistance at a work site; each program assistant or aide, whether providing instructional or noninstructional services, as well as each nonemployee providing any service in the context of special education.</p> <p>Note: The provisions of 23 Ill. Admin. Code 226.800(j) do not apply to paraprofessional educators licensed under Section 21B-20 of the School Code nor to educational interpreters approved pursuant to 23 Ill. Adm. Code 25.550.</p> | <p>A school district will provide training that is appropriate to the nature of the person’s special education-related responsibilities. This training shall be in lieu of the requirements for personnel not holding educator licensure set forth in 23 Ill. Adm. Code 1 Subpart F (Staff Licensure Requirements).</p> | None               |

### Citations

1. [23 Il. Admin. Code 226.800\(j\)](#)



# SpEd Training for Qualified Interpreters

| Frequency  | Staff Required   | Summary of Requirements   | Training Standards |
|--|--|---|--------------------|
| <p>Initial training requirement of six and nine hours on prescribed topics. Thereafter, training on prescribed topics must occur at least once every two years to maintain the designation of "Qualified Interpreter."</p> | <p>Any individual seeking to obtain or maintain the designation of "Qualified Interpreter"</p> | <p>In addition, as part of the certification program at least nine hours of training must be completed on interpreting in and out of English, interpretation standards of practice, sight translation, ethics, confidentiality, the role of the interpreter and role boundaries, respect, impartiality, professionalism, fundamentals of the effects of cultural differences on effective interpretation, and advocacy for communication. This training must include videos that demonstrate proper and improper interpretation techniques.</p> <p>A minimum of six hours of training on special education terminology and protocol is required. Teachers with bilingual special education license endorsements are exempted from the six-hour training requirement.</p> <p>Training on the interpreter code of ethics adopted by ISBE, including successful completion of a written examination, is also required.</p> <p>To maintain the designation of "Qualified Interpreter," an individual must, at least once every two years, participate in at least six hours of ongoing professional development related to interpretation in the following categories:</p> <ol style="list-style-type: none"> <li>1. Confidentiality</li> <li>2. Accuracy</li> <li>3. Impartiality</li> <li>4. Interpreter ethics and professionalism</li> <li>5. Cultural awareness</li> <li>6. Special education processes</li> <li>7. Special education vocabulary</li> <li>8. Language acquisition</li> </ol> | <p>None</p>        |

| Citations   |
|---|
| <p>1. <a href="#">23 Il. Admin. Code 226.800(k)</a></p> |



## Student Discipline\*

| Frequency   | Staff Required  | Summary of Requirements  | Training Standards |
|---|---|--|--------------------|
| Not specified; district shall make reasonable effort to provide ongoing professional development. | Teachers, administrators, school board members, school resource officers, and staff | Training pertains to the adverse consequences of school exclusion and justice-system involvement, effective classroom management strategies, culturally responsive discipline, the appropriate and available supportive services for the promotion of student attendance and engagement, and developmentally appropriate disciplinary methods that promote positive and healthy school climates. | None               |

### Citations

1. [105 ILCS 5/10-22.6\(c-5\)](#)

\* Recommended only; not mandatory



# Teen Dating Violence

| Frequency      | Staff Required   | Summary of Requirements  | Training Standards |
|----------------|--|--|--------------------|
| Not specified. | The school district’s policy on teen dating violence must identify by job title the school officials who are responsible for receiving reports of teen dating violence. These officials will recommend the training program and identify the employees who should receive training. 105 ILCS 110/3.10(b) | School boards must adopt and implement a policy on teen dating violence that incorporates age-appropriate education about teen dating violence into new or existing training programs for students in Grades 7 through 12 and school employees, as recommended by the school officials identified under subdivision (4) of 105 ILCS 110/3.10(b). | None               |

### Citations

1. [105 ILCS 110/3.10](#)



## Title IX

| Frequency  | Staff Required   | Summary of Requirements   | Training Standards |
|--|--|---|--------------------|
| <p>Not specified. Annual training for all responsible employees recommended so that all new employees are covered and training is current.</p> | <p>All employees. More intensive training, which is specified at 34 CFR § 106.45, is required for Title IX coordinators, investigators, decision-makers, and informal resolution facilitators.</p> | <p>Schools must ensure that all employees are informed of the district’s Title IX policies and procedures, including an explanation of what constitutes sexual harassment; the duty of staff to report allegations of sexual harassment; the role of the Title IX coordinator, investigators, and decision-makers; and disciplinary sanctions related to findings of violations, including the district’s policy prohibiting retaliation and intimidation, so that all staff have the basic level of training needed to identify and take action to redress sexual misconduct and properly report incidents of sexual misconduct by students or employees to the Title IX coordinator or other appropriate school designee.</p> <p>Title IX coordinators, investigators, decision-makers, and informal resolution facilitators must receive additional training as specified in the updated regulations (effective August 2020) implementing Title IX of the Education Amendments of 1972. See <a href="#">34 CFR § 106.45</a>.</p> |                    |

### Citations

1. [34 CFR Part 106](#)



# Trauma-Informed Practices

| Frequency  | Staff Required  | Summary of Requirements  | Training Standards |
|--|---|--|--------------------|
| Annually during in-service training and before the first student attendance day of each school year. | Teachers and educational support personnel (Educational support personnel may be exempted if not relevant to their work.) | Teachers' institutes shall provide instruction on trauma-informed practices and include the definitions of trauma, trauma-responsive learning environments, and whole child set forth in subsection (b) of Section 3-11. | None               |

Starts in SY 2024-25

| Citations                           |
|-------------------------------------|
| <a href="#">Public Act 103-0413</a> |



## Violence Prevention & Conflict Resolution\*

| Frequency      | Staff Required | Summary of Requirements  | Training Standards                 |
|----------------|----------------|--|------------------------------------|
| Not specified. | Teachers       | This training is for teachers on providing effective instruction in violence prevention and conflict resolution. | ISBE shall assist in the training. |

### Citations

1. [105 ILCS 5/27-23.4](#)

\* Only mandatory if funded