

Revisions to Required Trainings

Guidance for School and System Leaders

Background

[Act 686](#) of the 2024 Regular Legislative Session repealed several previous training requirements for teachers and students. This document contains an overview of the impacted topics as well as recommended next steps for school and system leaders.

Newly updated trainings could fall into several categories:

- **One-Time.** Some training must be completed once by all educators. Once these have been completed, the educator and school must maintain a certificate documenting the training. The certificate needs to include the educator's name, date of completion, length of training, and topic covered. If the educator moves to a different school, a copy of the certificate must be provided to the new school. Otherwise, the training would need to be completed again.
- **Trained Team.** Some training may not be needed by all educators but by only a team within a school. Leaders should consider the appropriate staff to train on these topics to provide a rapid response to issues that may arise at school.
- **Information Provided.** Some information previously disseminated as a training will now be provided as a resource. This information could be provided as a page in a teacher or student handbook, a resource in a shared online space, or a display in a classroom or common area. Leaders are encouraged to think about the time and place where the information could be useful to ensure that students or teachers will be able to locate it if needed. High schools may consider involving student organizations to research the topics and create infographics for their peers.
- **Content Standards.** Some training that was previously required to be given for a specified period of time was also embedded into content standards in subjects like health. The extraneous requirement may have been removed while the content standard still exists. High-quality curriculum that includes instruction on these standards should continue to be implemented. The standards will be reviewed for any needed updates through the LDOE standards revision process.

Educators may be asked to complete training in other areas beyond those listed in this document. Per recently adopted BESE policy, schools, and school systems must implement a process to annually review the training required of educators to minimize repetition of satisfactorily completed training and, where possible, provide for pre-test exemption opportunities for experienced teachers.

Trainings by Delivery Category

| One-Time | Trained Team |
|---|--|
| <ul style="list-style-type: none"> ● Adverse Childhood Experiences ● Bullying Prevention for Educators ● Communicable Diseases ● First Aid ● Mental Health Awareness for Educators ● Suicide Prevention for Educators ● Firearm Accident Prevention and Safety | <ul style="list-style-type: none"> ● First Aid ● CPR and AED |

| Information Provided | Content Standards |
|---|---|
| <ul style="list-style-type: none"> ● Adverse Childhood Experiences ● Bullying Prevention for Educators ● Bullying Prevention for Students ● Child Assault Awareness and Prevention ● CPR and AED ● Dating Violence ● Eating Disorders ● Internet and Cell Phone Safety ● Litter Prevention and Awareness ● Management, PBIS, Conflict Resolution ● Mental Health Awareness ● Organ Donation ● Parenthood Education ● Safe Haven Training ● Shaken Baby Syndrome ● Substance Abuse Prevention ● Suicide Prevention for Students ● Water Safety | <ul style="list-style-type: none"> ● Adoption Awareness ● Breast Self-Exam and Cervical Cancer Testing ● CPR and AED ● Dating Violence ● Eating Disorders ● Internet and Cell Phone Safety ● Safe Haven Training ● Substance Abuse Prevention |

Trainings by Topic (organized alphabetically)

Adoption Awareness

The required adoption awareness instruction in R.S. 17:263 has been repealed. Information about adoption awareness should be provided to high school students.

Next Steps for Leaders:

- Ensure educators are informed about adoption-related issues and support services.
- Incorporate adoption awareness into school curriculum and counseling services in accordance with [health education standards](#).
- Collaborate with adoption agencies and advocacy groups to enhance awareness and support.
- Free curriculum and in-person presenters are available through [Option Hope](#).
- The Louisiana Department of Health has a [resource](#) for adoptive families.
- November is National Adoption Awareness Month.

Adverse Childhood Experiences (ACEs)

The required training for school employees on adverse childhood experiences in R.S. 17:437.2 has been repealed. One hour of training regarding adverse childhood experiences is required once of all educators.

Next Steps for Leaders:

- Develop or update training programs to include information on ACEs, their impact on learning and behavior, and supportive strategies.
- Review your school safety plan to determine how you will ensure all teachers and school leaders have completed one hour of adverse childhood experiences training. Educators and schools should maintain documentation of completed training.
- Implement support systems for students affected by ACEs, including counseling and referral services.
- Integrate ACEs awareness into the school's health and wellness curriculum.
- [ACE Educator Training: Presentation Components | Partners for Family Health](#). To schedule a presentation, contact acepresentation@la.gov or Christine.Lobre@la.gov.

Breast Self-Exam and Cervical Cancer Testing

The required instruction for female students in 11th and 12th grades on breast self-exam and cervical cancer testing in R.S. 17:275 has been repealed. The topic remains in the health education standards.

Next Steps for Leaders:

- Ensure health education curriculum includes information on breast self-exams and cervical cancer testing in accordance with [health education standards](#).
- Collaborate with local health organizations to offer additional support and information.

Bullying Prevention for Students

The bullying prevention training requirements in R.S. 17:416.14(C)(2) have been repealed. One hour of training regarding school bullying regulations is required once of all educators. Bullying policy for

students must be included in the code of conduct and reviewed annually. Information regarding bullying occurrences, appeals, and failures to act will continue to be collected and reported by LDOE.

Next Steps for Leaders:

- Review and revise bullying prevention policies to reflect current legislation and best practices.
- Review your school safety plan to determine how you will ensure that all teachers and school leaders have completed one hour of training regarding bullying. Educators and schools should maintain documentation of completed training.
- Plan for annual update and review of the student code of conduct.
- Provide ongoing resources for staff on proactive intervention and supportive strategies.
- Develop or update resources focused on recognizing, preventing, and addressing bullying incidents.
- Continuously monitor and evaluate the effectiveness of bullying prevention initiatives and adjust strategies as needed.
- View additional resources on the [LDOE Bullying webpage](#) or at [StopBullying.gov](#).

Child Assault Awareness and Prevention

The required instruction on child assault awareness and prevention in R.S. 17:81(Y) has been repealed. Information regarding child assault should be provided to students at all grades, as appropriate.

Next Steps for Leaders:

- Ensure that school policies on child assault and prevention are up-to-date and comply with current legislation, including [Act 216](#) of the Regular Legislative Session.
- Provide information for all staff for ongoing reference and support, including recognizing signs of child assault, reporting procedures, and intervention strategies.
- Partner with local child protection agencies to incorporate additional resources for staff and students.
- Continue to offer [mandated reporter training](#) in accordance with CHC 609.

Communicable Diseases

The required training for school employees on communicable disease and control in R.S. 17:437 has been repealed. One hour of training regarding communicable diseases is required once of all educators.

Next Steps for Leaders:

- Review and update school policies on communicable disease prevention and management.
- Review your school safety plan to determine how you will ensure that all teachers and school leaders have completed one hour of communicable diseases training. Educators and schools should maintain documentation of completed training.
- Implement and enforce health protocols for disease prevention in accordance with *Bulletin 135 - Health and Safety*.
- Ensure clear communication with staff and families about disease prevention measures and updates.
- [Louisiana Department of Health School Resources](#) on communicable disease control in the school setting.

CPR & AED Training

The cardiopulmonary resuscitation (CPR) & automated external defibrillator (AED) training requirements in R.S. 17:81(X) have been repealed. CPR and AED use should still be incorporated in accordance with

[health education standards](#). Further, an appropriation of \$250,000 was included in Act 776 of the 2024 Regular Legislative Session to provide student instructional materials that support hands-on opportunities to learn CPR. More information about this appropriation will be provided. All public and public charter schools must still include a cardiac emergency response plan as part of their crisis management plan. This includes having an AED on the premises with at least one user onsite trained in AED use, CPR, and first aid. Additionally, Act 421 of the 2024 Regular Legislative Session requires additional information be provided to student athletes and their families.

Next Steps for Leaders:

- Ensure designated staff maintain current CPR, AED, and first aid certifications as per revised training schedules.
- Provide access to training resources and refresher courses to maintain readiness.
- Provide [cardiac health information](#) and [collect signatures](#) from student athletes.
- Continue to instruct students in CPR and AED use in accordance with [health education standards](#).
- Review emergency response plans annually, ensuring that CPR and AED procedures are integrated.
- [Code Ana](#) offers learning opportunities, resources, and training.

Dating Violence Training

The annual dating violence training requirement in R.S. 17:81(T) has been repealed. Information regarding dating violence must be provided to high school students.

Next Steps for Leaders:

- Update school policies and procedures related to dating violence prevention and intervention.
- Provide information to staff and students regarding warning signs, reporting procedures, and available support resources.
- Incorporate dating violence awareness into existing health and safety curriculum in accordance with [health education standards](#).

Eating Disorders

The required instruction on eating disorder awareness and prevention in R.S. 17:280.1 has been repealed. Information regarding eating disorders should be provided to middle and high school students.

Next Steps for Leaders:

- Provide access to counseling and support services for students experiencing eating disorders.
- Continue to incorporate eating disorder awareness into school health education and wellness programs in accordance with [health education standards](#).
- [Back to School Resources - National Eating Disorders Association](#)

Firearm Accident Prevention and Safety

The required instruction for elementary school students on firearms accident prevention and safety in R.S. 17:282.5 has been established. Students in the second grade must receive at least thirty minutes of firearm safety instruction using [Eddie Eagle Gunsafe Program](#).

Next Steps for Leaders:

- Update school policies related to firearm safety and accident prevention.
- Develop or update training modules focusing on firearm safety, secure storage practices, and emergency response.

- Engage with local law enforcement and community organizations to support firearm safety education.

[NRA Eddie Eagle](#) GunSafe® program is a gun accident prevention program that seeks to help parents, law enforcement, community groups and educators navigate a topic paramount to our children’s safety. Eddie and his Wing Team are on a mission to help you teach Pre-K through 4th graders what to do if they ever come across a gun.

First Aid

The required training for school employees on first aid in R.S. 17:440.1 has been repealed. One hour of training regarding first aid is required once of all educators, and schools should designate personnel to maintain training in injury management.

Next Steps for Leaders:

- Ensure that designated staff members maintain current first aid certifications as per revised requirements.
- Review your school safety plan to determine how you will ensure that all teachers and school leaders have completed one hour of first-aid training. Educators and schools should maintain documentation of completed training.
- Offer first-aid refresher courses for interested staff.
- Integrate first aid procedures into school emergency response plans and conduct regular drills.
- [Code Ana](#) offers learning opportunities, resources, and training for school systems.

Internet and Cell Phone Safety

The required instruction on internet and cell phone safety in R.S. 17:280 has been repealed. Internet safety, digital citizenship, and cybersecurity will be incorporated into the Louisiana K-12 [Computer Science](#) Standards. These are anticipated to be available for use in the 2025-2026 school year.

Next Steps for Leaders:

- Adopt an [acceptable use policy](#) for school devices.
- Ensure training programs cover best practices for internet and cell phone safety, including privacy, security, and responsible use.
- Offer resources for students on safe online behavior and digital citizenship.
- Provide resources and guidance for parents on monitoring and supporting safe technology use at home.
- [Digital Devices Guidelines](#) are designed to provide families and school systems with age-appropriate time and usage guidelines regarding various digital devices.

Litter Prevention and Awareness

The required litter prevention and awareness instruction for students in kindergarten through 5th grade, as required by R.S. 17:267, has been repealed. Information regarding litter prevention should be provided to elementary students.

Next Steps for Leaders:

- Integrate litter prevention and awareness into existing school policies and curricula.
- Incorporate litter prevention activities and projects into student learning experiences.
- Partner with local environmental organizations for additional resources and support.

- [Keep Louisiana Beautiful](#) offers additional resources for promoting litter prevention in schools.

Management, PBIS, and Conflict Resolution

The pre-service and ongoing grade-appropriate classroom management training for teachers, principals, and other appropriate school personnel regarding positive behavioral supports and reinforcement, conflict resolution, mediation, cultural competence, restorative practices, guidance and discipline, and adolescent development required in R.S. 17:252(D) has been repealed.

Next Steps for Leaders:

- Update school policies related to classroom management and discipline in alignment with state legislation and regulations.
- Determine how to support teachers with additional training in behavior management strategies when determined necessary.
- Consider offering training to interested educators and students regarding conflict resolution and peer mediation.

Mental Health Awareness

The mental health awareness instruction requirement in R.S. 17:271.1 has been repealed. The LDOE is engaged with the Louisiana Department of Health and Department of Children and Family Services to explore ways to increase mental health counseling in public schools, pursuant to HCR 17 of the 2024 Regular Legislative Session. One hour of training regarding mental health awareness as an educator is required once of all educators. Information regarding mental health and wellness should be provided to students, as appropriate.

Next Steps for Leaders:

- Ensure mental health policies are up-to-date and reflect current best practices.
- Review your school safety plan to determine how you will ensure that all teachers and school leaders have completed one hour of mental health awareness training. Educators and schools should maintain documentation of completed training.
- Provide information regarding mental health awareness, early intervention, and support strategies for educators and staff.
- Implement support systems for students and staff, including counseling and referral services.
- Establish protocols for identifying and referring students in need of mental health support.
- Promote mental health awareness through school-wide initiatives and activities.
- Provide [professional development](#) and additional [resources for school counselors](#) along with implementation of the newly revised [Louisiana Counselor Rubric](#).
- [Resources](#) for students from the National Institute of Mental Health.

Organ Donation

The required instruction on organ donation in R.S. 17:280.2 has been repealed. House Concurrent Resolution 57 authorizes and directs the State Board of Elementary and Secondary Education (BESE) to prioritize policies pertaining to organ donation education. Information regarding organ donation must be provided to high school students.

Next Steps for Leaders:

- Incorporate [organ donation information](#) into health education curricula or consider using the [Aliye's Decision resources](#) provided by the Louisiana Organ Procurement Agency.

- Organize campaigns and informational sessions on the importance of organ donation and registration.
- Partner with local organ donation organizations to provide additional resources and support.

Parenthood Education

The required instruction on parenthood for schools that offer home economics programs in R.S. 17:279 has been repealed. Schools may still offer a parenthood course.

Next Steps for Leaders:

- Develop or update parenthood education curriculum to include essential parenting skills and resources.
- Provide access to parenting support services and resources for students and families.
- Collaborate with local agencies and organizations to offer additional support and education.

Safe Haven Training

The safe haven training requirement in R.S. 17:81(R) has been repealed. Information regarding safe haven law must be provided to high school students.

Next Steps for Leaders:

- Provide [information to students](#) regarding safe haven law in accordance with [health education standards](#).
- Review and revise protocols for identifying and supporting unaccompanied minors.
- Consider training designated staff on procedures for providing a safe haven and accessing community resources.
- Ensure compliance with legal requirements and maintain updated documentation.

Shaken Baby Syndrome

The required instruction on recognition and awareness of shaken baby syndrome for high school students, as required by R.S. 17:271, has been repealed. Information regarding shaken baby syndrome should be provided to high school students.

Next Steps for Leaders:

- Ensure that resources provided address the signs, prevention strategies, and intervention methods for shaken baby syndrome.
- Provide information for any relevant staff members, including early childhood educators and school nurses.
- Offer parent information and resources about shaken baby syndrome and prevention strategies.
- Maintain accessible resources for ongoing reference and support.

Substance Abuse Prevention

The alcohol, tobacco, drug, opioid, vape, and substance abuse prevention training requirements in R.S. 17:154(A)(2), R.S. 17:154(A)(3), and R.S. 17:404 have been repealed. As required by R.S. 154(A)(1), the subject of health, including alcohol, tobacco, drug, and substance abuse prevention and education, shall continue to be taught in every elementary school.

Next Steps for Leaders:

- Review and update substance abuse prevention policies in alignment with state regulations.
- Provide information for staff regarding current trends, prevention strategies, and intervention protocols.
- Collaborate with community partners to enhance substance abuse prevention efforts.
- Continue to provide information to students in accordance with [health education standards](#).
- Substance Abuse and Mental Health Services Administration (SAMHSA) [Center for Substance Abuse Prevention](#).

Suicide Prevention

The annual suicide training requirement in R.S. 17:437.1.B has been repealed; however, BESE is still required to annually report to the legislature schools' compliance with suicide prevention measures. Still a component of ensuring that schools are safe, suicide prevention must be a consideration in the development and annual review of the school safety plan. This includes a mandatory one-time, one-hour training for school personnel and may also include other locally-determined measures.

Next Steps for Leaders:

- Review your school safety plan to determine how you will ensure that all teachers and school leaders have completed one hour of suicide prevention training. Educators and schools should maintain documentation of completed training.
- Determine how your school will handle threats of suicide. Disseminate to educators essential information, such as the available [teacher resource](#).
- Inform educators and students about additional optional training opportunities.
 - [Louisiana | The Jason Foundation, Inc.](#)
 - [Peer Initiative](#)
- View additional resources on the [LDOE website](#).

Water Safety

The required instruction on water safety in R.S. 17:276.1 has been repealed. Information regarding water safety should be provided to students in all grades, as appropriate.

Next Steps for Leaders:

- Incorporate [water safety education](#) into the health and physical education curriculum.
- Provide resources on water safety practices for staff and students, including emergency response procedures.
- Partner with local aquatic centers or safety organizations to provide resources.