

Revisions to Required Trainings

Guidance for School and System Leaders

Background

Training requirements for educators originate from a variety of sources, including state laws. The goal of this document is to provide an overview of training topics and related resources to support school and system leaders. At the discretion of local school and system leaders, educators may be asked to complete training in other areas beyond those listed in this document. Per 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 could fall into several categories:

- **One-Time.** Some trainings must be completed once by all educators. Following completion, the educator and school must maintain a certificate documenting the completion of 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 trainings are intended for a specific team within a school, not for all educators. Leaders should consider the appropriate staff to train on these topics to provide a rapid response to issues that may arise.
- **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 most useful to ensure that students or teachers will be able to locate it if needed.
- **Content Standards.** Some trainings that were previously required to be given for a specified period of time have been 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.
- **Recurring.** Some trainings must be completed annually, with completion documented, maintained, or even reported.

Trainings by Delivery Category

One-Time	Trained Team
- 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	- First Aid - CPR and AED - Physical restraint of students with disabilities - Seizure recognition and first aid, as applicable - Concussion recognition, as applicable - Epinephrine Auto-Injector / Anaphylaxis, as applicable - Naloxone/ Opioid-Antagonist Administration, as applicable - School Bus Operator Training and Certification, as applicable - Human Trafficking Training

Information Provided	Content Standards
- 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	- 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

Recurring
- Ethics - Mandated Reporter - Sexual Harassment

Trainings by Topic (organized alphabetically)

Adoption Awareness

Delivery category: Content standards

Information about adoption awareness should be provided to high school students in accordance with [health education standards](#).

Next Steps for Leaders:

- Ensure educators are informed about adoption-related issues and support services.
- 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.

Adverse Childhood Experiences (ACEs)

Delivery category: One-time

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

Delivery category: Content standards

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.
- [National Breast Cancer Foundation | Breast-Self Exam](#).
- [Louisiana Breast & Cervical Health Program](#). For additional support, contact (888)-599-1073.

Bullying Prevention for Students

Delivery category: One-time (teachers) and Annual (students)

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 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

Delivery category: Information provided

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 2024 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 ensure completion of [mandated reporter training](#) in accordance with [CHC 603.1](#) and [CHC 609](#).

Communicable Diseases

Delivery category: One-time

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.

- Contact [Office of Public Health | Louisiana Department of Health](#) with questions regarding communicable disease control.

Concussion Recognition

Delivery category: Trained team, as applicable

[R.S. 40:1089.3](#) requires information provided to coaches, officials, volunteers, youth athletes and their parents regarding the nature and risk of concussion and head injury, including the risk associated with continuing to play after a concussion or head injury. Each coach, whether employed or a volunteer, and every official of a youth athletic activity involving interscholastic play must complete an annual concussion recognition course.

Next Steps for Leaders:

- Reach out to the [Louisiana High School Athletic Association](#) with questions or for additional information.

CPR & AED Training

Delivery category: Trained team, Content standards, Information provided

CPR and AED use should be incorporated in accordance with [health education standards](#). Further, funds were appropriated in the 2024 Regular Legislative Session to provide student instructional materials that support hands-on opportunities to learn CPR. All public and public charter schools must include a cardiac emergency response plan as part of their crisis management plan in accordance with *Bulletin 135 - Health and Safety* (LAC 28:CLVII.509). This includes having an AED on the premises with at least one user onsite trained in AED use, CPR, and first aid. Additionally, [R.S. 17:440.4](#) requires additional information be provided to student athletes and 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.

Cybersecurity

Delivery category: As applicable based on role

[Act 155](#) of the 2020 Louisiana Legislature requires state and local agencies shall identify employees or elected officials who have access to the agency's information technology assets and require those employees and elected officials to complete cybersecurity training. They shall complete this training within the first thirty days of initial service or employment with the agency.

Next Steps for Leaders:

- The [Louisiana Department of State Civil Service](#) has provided a cybersecurity course available for download for public entities.
- For additional information, please contact SCSInfo@la.gov.

Dating Violence Training

Delivery category: Content standards, Information provided

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](#).
- [Love Is Respect](#), for additional support, contact [\(866\)331-9474](tel:8663319474).

Epinephrine Auto-Injector/ Anaphylaxis

Delivery category: Trained team

R.S. 17:436.1(K) requires that at least one employee at each school be trained in the administration of an epinephrine auto-injector for the treatment of anaphylaxis. This requirement applies to designated employees and is not required of all teachers unless a teacher is designated to serve in this role.

Next Steps for Leaders:

- Identify at least one employee at each school to receive training in the recognition of anaphylaxis and administration of an epinephrine auto-injector.
- Training must be provided by an anaphylaxis training organization, a registered nurse, or a licensed physician in the administration of auto-injectable epinephrine.
- Ensure designated employees maintain training in accordance with school and district procedures.
- Review emergency response procedures to ensure timely access to epinephrine auto-injectors when available.
- Maintain documentation of training completed by designated employees.

Eating Disorders

Delivery category: Content standards, Information provided

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](#)

Ethics

Delivery category: Annual

[R.S. 42:1170](#) requires that public servants receive a minimum of one hour of education and training on the Code of Governmental Ethics during each year of public employment. The education and training may be received either in-person or via the internet.

Next Steps for Leaders:

- Continue to ensure that every person designated as a public employee pursuant to [R.S. 42:1102](#) completes annual ethics training.
- Online training may be accessed on the [Louisiana Ethics Administration](#) website, as may a [schedule of live training seminars](#).

Firearm Accident Prevention and Safety

Delivery category: One-time

The required instruction for elementary school students on firearms accident prevention and safety in [R.S. 17:282.5](#) has been established and further clarified in *Bulletin 741 - Louisiana Handbook for School Administrators* (LAC 28:CXV.339) . 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 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 find a gun.

First Aid

Delivery category: One-time, Trained team

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

Delivery category: Content standards

Internet safety, digital citizenship, and cybersecurity has been incorporated into the [Louisiana K-12 Computer Science Standards](#).

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.

Foundational and Adolescent Literacy Courses

Delivery category: One-time

[R.S. 17:24.12](#) requires that every teacher of students in kindergarten through third grade complete an approved professional development course on foundational literacy skills instruction. Teachers or administrators hired after August 1, 2023, must complete this course within two years of the date of employment. The number of hours varies by the selected course. R.S. 17:24.14, created by [Act 964 \(2026\)](#) requires certain students in grades four through eight to have access to a reading teacher, reading specialist, or interventionist who has completed training in adolescent literacy.

Next Steps for Leaders:

- Ensure that all educators required to take a course are progressing toward completion.
- Review course information in the [Louisiana Science and Art of Teaching Reading Course FAQ](#) and reporting requirements in the [Act 108 \(2024\) Reporting FAQs document](#).
- Review resources available in the LDOE [Literacy Professional Growth Resources](#) webpage and the [Catalog of Literacy Instructional Support for Teachers](#).
- For additional information contact louisianaliteracy@la.gov or believeandprepare@la.gov.

Human Trafficking Prevention

Delivery category: Trained team

R.S. 17:419.5, as enacted by Act 737 (2026), requires each school, including charter schools, to designate at least one employee to receive annual advanced training on human trafficking. The designated employee must be a school counselor, mental health professional, or school administrator.

Next Steps for Leaders:

- The school board must adopt a policy on human trafficking victim identifying and reporting.
- Designate a school counselor, mental health professional, or school administrator to receive the additional training.
- Information about available training resources, including a [Policy Toolkit](#), is available through the

[Governor's Office of Human Trafficking Prevention](#).

- Ensure that each school keeps a record of the designated employee(s) and course completion, with the school board documenting and verifying that each school is in compliance.

Litter Prevention and Awareness

Delivery category: Information provided

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.

Mandated Reporter Training

Delivery category: Annual

All mandated reporters must annually complete training as required by [CHC 603.1](#) using the [mandated reporter training](#) from the Louisiana Department of Children and Family Services. Employers must maintain a list of employees who have not completed the required training. Beginning with the 2026-2027 school year, entities that employ teaching or child care providers must submit a list of all teaching or child care providers employed, identifying employees that have and have not complied with the requirement.

Next Steps for Leaders:

- Ensure that all teaching or childcare providers annually participate in mandatory reporter training between June 1 and August 31.
- Maintain a list of employees who are teaching and childcare providers and record whether they have completed the mandatory annual training.
- Enforce mandatory reporting requirements.
- Make accessible to all mandated reporters the proper process of making such reports, pursuant to [CHC 610](#).
- Consider ensuring that school resource officers are aware of the training provided to teaching and childcare providers and of their own responsibilities related to reports of abuse.

Management, PBIS, and Conflict Resolution

Delivery category: As appropriate

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, and mediation.

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

Delivery category: One-time (teachers), Information provided (students)

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 are available from the National Institute of Mental Health.

Naloxone / Opioid-Antagonist Administration

Delivery category: Trained team

R.S. 17:436.1(M) and *Bulletin 135 – Health and Safety* authorize designated employees, other than school nurses, to receive training in the administration of naloxone or another opioid antagonist for emergency treatment of a suspected opioid overdose. This requirement applies only to designated employees and is not required of all teachers unless a teacher is designated to serve in this role.

Next Steps for Leaders:

- Identify employees who will be designated to administer naloxone or another opioid antagonist.
- Ensure designated employees complete training on recognizing the signs of opioid overdose and proper administration procedures.
- Review school policies and emergency response procedures related to opioid overdose response.
- Maintain documentation of training completed by designated employees.

Foundational Numeracy

Delivery category: One-time

[Act 260 \(2023\)](#) and [Act 353 \(2025\)](#) require all grade K-8 mathematics teachers to complete an approved professional learning course that focuses on numeracy skills instruction by August 1, 2025 (for grades 4-8) or by August 1, 2027 (for grades K-3). High school courses are optional. The number of hours required for completion varies by course.

Next Steps for Leaders:

- Courses for grades K-3, Grades 4-8, and high school are published on the Louisiana Professional Learning Platform and include a certificate of completion.
- Guidance and additional resources are available on the LDOE [Math webpage](#).
- Please contact math@la.gov with any questions.

Organ Donation

Delivery category: Information provided

House Concurrent Resolution 57 (2024) 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

Delivery category: Local decision

Schools may 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.

Restraint for Students with Disabilities

Delivery category: Trained team

[Act 479](#) of the 2025 Regular Legislative Session updated requirements for the use of seclusion and physical restraint for students with disabilities. Physical restraint shall only be used by trained personnel, except in emergency situations in which there is not sufficient time to have trained personnel respond. The number of hours required for completion varies by course.

Next Steps for Leaders:

- Ensure that district policy is updated in alignment with the requirements of R.S. 17:416.21 as amended by Act 479 (2025).
- Consider which staff members will be responsible for the use of physical restraint and provide for the required training, including [training resources](#) available through the LDOE or through another vendor that meets the statutory requirements.

School Emergency Response Plan Training

Delivery category: Annual

In conjunction with the school emergency response plan required by R.S. 17:416.16, each public school principal must provide a workshop each school year for all teachers and school employees pertaining to the plan. This workshop may be incorporated into a meeting or training session held for another purpose and shall involve local law enforcement, fire, public safety, and emergency preparedness officials in the preparation and presentation of the training.

Next Steps for Leaders:

- Review resources on the LDOE School Policy webpage, including the and the [School Safety Information and Resources guidance document](#).
- Review additional resources from the [Louisiana Center for Safe Schools](#).
- Prepare to report the annual workshop to the LDOE.

Safe Haven Training

Delivery category: Content standards, Information provided

Information regarding safe haven law must be provided to high school students in accordance with [health education standards](#). Additionally, [Act 650 \(2026\)](#) requires certain schools to display posters regarding Safe Haven Law.

Next Steps for Leaders:

- The Louisiana Department of Child and Family Services has compiled [resources](#) regarding safe haven law.
- 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.
- For additional information, contact [Louisiana Safe Haven | Louisiana Department of Children & Family Services](#)

Seizure Recognition and First Aid

Delivery category: Trained team, as applicable

[R.S. 17:436.4](#) requires biennial training for school nurses and employees/bus operators who have regular interactions with students for whom a seizure management and treatment plan is in place.

Next Steps for Leaders:

- The [LDOE Louisiana Coordinated School Health](#) webpage provides access to courses that meet the training requirements.
- For additional information, please contact HealthySchools@LA.GOV

Sexual Harassment

Delivery category: Annual

[R.S. 42:343](#) requires each public servant shall receive a minimum of one hour of education and training on preventing sexual harassment during each full calendar year of his public employment or term of office, as the case may be.

Next Steps for Leaders:

- [Louisiana Department of State Civil Service](#) provides access to a course that meets the 1 hour training requirement as outlined ACT 270 of the 2018 regular session.
- For additional information, please contact PSH-SCS@LA.GOV.

Shaken Baby Syndrome

Delivery category: Information provided

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

Delivery category: Content standards

As required by [R.S. 17:154\(A\)\(1\)](#), 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

Delivery category: One-time (teachers)

R.S. 17:437.1 requires BESE to adopt guidelines for suicide prevention training, and schools must document and verify to LDOE each year by December 31 that all employees have completed the training. This includes a mandatory one-time, one-hour training for school personnel and may also include other locally-determined 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. Additionally, [Act 548 \(2026\)](#) requires certain schools to post signage regarding state and national suicide prevention resources.

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](#) and the [Louisiana Department of Health website](#).

Water Safety

Delivery category: Content standards

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.