

DMA Local – Training Overview

Fort Bend ISD Annual Professional Learning Plan

The table below outlines the training that are required for all district employees per TASB and Senate Bill 1267 including the schedule for when courses are offered. The courses in **bold** reflect what is required by the SBEC Clearinghouse.

Job Role	State Required Training (SB1267, TASB)	TEA Required Frequency	Annual Staff Training	Summer Contract Days	School Year Job-Embedded
All Employees	Increasing Awareness of Issues Regarding Sexual Abuse, Sex Trafficking, and Other Maltreatment of Children	Required for all employees as part of new employee orientation at the beginning of the school year and for other employees in accordance with local policy.	X		
	Increasing Awareness and Implementation of Trauma-Informed Care	Job embedded or as part of a professional learning community, or annually.	X		
	Suicide Prevention	Job embedded or as part of a professional learning community, or annually.	X		
	Food Allergy Training <i>Staff members responsible for the direct care of a student with food allergies will receive specialized training from the school nurse</i>	As needed	X		
	Administration of an Epinephrine Autoinjector	Job embedded or as part of a professional learning community, or annually.	X		
	Bloodborne Pathogens	Pre-service and annual refresher training as described in the TDSHS Exposure Control Plan.	X		
	Cybersecurity Training	Annually for the cybersecurity coordinator and on a schedule recommended by the district in consultation with the district cybersecurity coordinator.	X		
	Student Records	As needed	X		

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All Employees <i>Continued</i>	Emergency Operations Plan	As needed	X		
	Americans with Disabilities Act	Recommended	X		
	Employee-on-Employee Harassment	Recommended annually or as needed and before the start of employment with the district.	X		
	Recognizing Need for Mental Health and Substance Abuse Intervention	As needed	X		
	Americans with Disabilities Act <i>Also satisfies Employee Nondiscrimination training</i>	Recommended as needed	X		
The job roles below require the following additional training.					
All Campus Staff	Student-on-Student Bullying and Harassment	As determined by local policy.	X		
	Trauma-Informed Care Training	In accordance with local policy and as part of new employee training and for existing educators on a schedule adopted by TEA.	X		
	Section 504 <i>Also satisfies Employee Nondiscrimination training</i>	Recommended before employees begin working with students with disabilities and as needed thereafter	X		
Teachers	Use of Restraint with Special Education Students	As needed and within 30 school days following the use of restraint by untrained personnel called upon to use restraint in an emergency.		X	X
	Use of Time-Out with Special Education Students	As needed and within 30 school days of an employee being assigned the responsibility for implementing time-out.			X

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Teachers <i>Continued</i>	Strategies for Establishing and Maintaining Positive Relationships Among Students, Including Conflict Resolution	In accordance with local policy.		X	X
	General Education Teacher Implementing IEP	The district may determine the time and place at which the training is delivered.	X		
	Technology and Digital Learning	Optional staff development, as needed		X	
Elementary Teachers (K-3)	Literary Achievement Academies for Teachers at Any Grade Level	Available for all teachers but required for teachers in K-3 grade levels and principals at campuses with K-3 grade levels. not later than the 2022-2023 school year. For teachers in K-3 grade levels and principals initially employed at campuses with K-3 grade levels for the 2022-2023 school year, by the end of the teacher's or principal's first year of placement in that grade level or campus.		X	X
Gifted & Talented Teachers	Gifted and Talented (Initial 30 hours)	Prior to assignment as a teacher providing G/T instruction. Teachers who do not have the required initial training must complete the training within one semester of beginning to provide G/T instruction.		X	
	Gifted and Talented (annual update)	An additional six hours of professional development is required annually for G/T teachers.		X	

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Secondary Teachers	Dating Violence	As needed			X
Athletic Coaches	Safety Training Program	Job embedded or as part of a professional learning community, or annually.		X	
	Steroids	As needed		X	
	Concussion Training for Employees	At least once every two years, and if a member of the concussion oversight team, then prior to appointment or approval as a member of the team.		X	
	CPR and First Aid	As needed to maintain current certification and within the time frames adopted by the district.		X	
	Automated External Defibrillators (AED)	As needed to maintain current certification in the use of an AED.		X	
High School Band Directors, Assistant Band Directors, Percussion Specialists, Dance Directors, Assistant Dance Directors	CPR and First Aid	As needed to maintain current certification and within the time frames adopted by the district.		X	
	Automated External Defibrillators (AED)	As needed to maintain current certification in the use of an AED.		X	
	Safety Training Program	Job embedded or as part of a professional learning community, or annually.		X	
Counselors	Gifted and Talented: Nature and Needs with Program Options	Counselors with authority for program decisions must have at least six hours of G/T professional development.			X
	College and Career Counseling Academy (<i>secondary counselors only</i>)	As developed and made available by The Center for Teaching and Learning at UT Austin.			X

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Administrators	Student Discipline	At least once every three years.		X	
	Gifted and Talented: Nature and Needs with Program Options	Administrators with authority for program decisions must have at least six hours of G/T professional development.			X
	Literary Achievement Academies for Teachers at Any Grade Level (Elementary Administrators)	Available for all teachers but required for teachers in K-3 grade levels and principals at campuses with K-3 grade levels. not later than the 2022-2023 school year. For teachers in K-3 grade levels and principals initially employed at campuses with K-3 grade levels for the 2022-2023 school year, by the end of the teacher's or principal's first year of placement in that grade level or campus.			X
	Teacher Appraisals	Before conducting appraisals.			X
	Principal Training (Instructional)	As needed		X	X
	Dating Violence	As needed		X	
	Student Searches	As needed		X	
	Title IX Training <i>Also satisfies Employee Nondiscrimination training</i>	As needed		X	
Campus Assessment Lead	Test Administration Procedure Training	Annually, and as the test administration materials specify.			X
	Texas English Language Proficiency Assessment System (TELPAS) Training	As needed			X

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Nurses	Seizure Recognition and Related First Aid Training (<i>specialized training for nurses</i>)	As needed		X	
	Traumatic Injury Response Training (Bleeding Control Station Training)	As needed	X		
	CPR and First Aid	As needed to maintain current certification and within the time frames adopted by the district.		X	
	Automated External Defibrillators (AED)	As needed to maintain current certification in the use of an AED.		X	
Police Department	School District Peace Officers and School Resource Officers	Before or within 180 days of the officer's commission by or placement in the district or a campus of the district.			X
	Traumatic Injury Response Training (Bleeding Control Station Training)	As needed	X		
	Body Worn Camera Program for Certain Law Enforcement Agencies	Before a law enforcement agency operates a body worn camera program.			X
Specialized Job Roles					
District Staff at DAEP	Disciplinary Alternative Education Program (DAEP)	As needed. Employees must receive training on established procedures for reporting abuse, neglect, or exploitation of students on an annual basis.			X
Adult Transition Service Coordinator	Transition and Employment Coordinator for Special Education Students	As the commissioner develops and makes available minimum training guidelines, with review at least once every four years.			X
Dyslexia Teacher	Dyslexia Training for School Employees	As needed		X	X

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Parents/guardians of Students with Dyslexia and Related Disorders	Dyslexia Education for Parents	As needed			X
Title IX Coordinator	Title IX Sexual Harassment Training (also required for designated individuals or decision-makers in formal complaint process)	When an employee is designated and as needed thereafter.			X
Concussion Oversight Team	Concussion Training for Volunteer Licensed Health Care Professional on Concussion Oversight Team	Prior to appointment or approval as a member of the concussion oversight team, at least once every two years.			X
Campus Wellness Committee Leaders	Coordinated Health Program	As needed, based on the scheduled adopted by TEA for regional education service centers to provide training regarding implementation of the coordinated health program.			X
Unlicensed Diabetes Care Assistant	Diabetes Training	Before the beginning of the school year or as soon as practicable following the enrollment of a student with diabetes at a campus that previously had no students with diabetes or a diagnosis of diabetes for a student at a campus that previously had no students with diabetes.		X	X
Threat Assessment Teams & Safe and Supportive School Teams	Threat Assessment Team and Safe and Supportive School Team Training	In accordance with administrative rules.		X	

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Designated Infection Control Officer	Designated Infection Control Officer Training	Before designation	<i>The Designated Infection Control Officer completed training prior to their appointment in 2019. Licensure is maintained through CNE credit hours every two years.</i>		
Custodial & Maintenance Staff; Designated Asbestos Coordinator	Asbestos	New custodial and maintenance employees must be trained within 60 days after beginning employment, with additional training as needed. The designated asbestos coordinator should receive training prior to or upon designation, with additional training as needed.			X
Maintenance & Custodial Staff	Hazardous Chemicals	As needed			X
Integrated Pest Management Team	Integrated Pest Management	Within six months of appointment, IPM coordinator must have required training, then obtain at least six hours of TDA-approved continuing education at least every three years. IPM coordinator is responsible for ensuring that employees who perform pest control have the necessary training.			X
Public Information Coordinator	Public Information Act	Within 90 days after assuming the office of the public information coordinator.			X
LPAC Members	Language Proficiency Assessment Committee (LPAC)	As needed			X
Principal Appraisers	Principal Appraisals	Before conducting appraisals.			X

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Mentor Teacher	Mentor Teacher Training	Before the beginning of the school year in which the mentorship will occur, and supplemental training during the school year.			X
Investment Officers	Public Funds Investment Training	Ten hours of initial training in first 12 months, then eight hours of investment training every two years thereafter, unless an exception applies.			X
Volunteers	Volunteer Training	As needed			X