

Midway ISD District PD/Training Chart

Updated September 2026

A variety of staff development trainings are required or recommended for school employees. The requirements are included throughout statute and policy. Other trainings are recommended as risk management practices. This chart organizes the requirements and recommendations by topic, all of which are reviewed annually and approved by the Board of Trustees and/or MAST Committee as required.					
Training/Statute	Notes/Details	Audience	M	O	C
AED (Automated External Defibrillators) and CPR DBA(LEGAL), DMA(LEGAL) TEC 22.902, 33.086	Available to district employees and volunteers; instruction in principles and techniques of CPR and use of an AED In-house training by Nurses and Athletic Trainers Vector options available (additional)	School nurses, athletic coaches, PE teachers, marching band directors, cheer coaches, student trainers, annually by 9/1	X		
Americans with Disabilities Act (ADA) DAA(LEGAL), DBB(LEGAL) FB(LEGAL), FBA(LEGAL) GA(LEGAL)	Relevant provisions of the ADA	District's ADA coordinator; employees who may accommodate another employee, student, or parent with a disability		X	
Appraisals: Teacher and Principal DNA(LEGAL), DNB(LEGAL) TEC 21.351, 21.3541 TAC 150.1005, 150.1024	T-TESS training and either ILT, ILD, or AEL training required before conducting teacher appraisals; T-PESS training required before conducting principal appraisals TEA Required Course for Initial/Recertification	Teacher appraisers Principal appraisers	X		
Asbestos; Hazardous Chemicals CKA(LEGAL) DI(LEGAL)	Designated asbestos coordinator and new custodian/maintenance employees trained within 60 days of employment and additionally as needed (2-hour awareness, 14-hour other); maintain a hazard communication program and training records	Custodians, maintenance, science lab teachers; initially and as needed	X		
Autism DEAA(LEGAL)	Provided by or in conjunction with an Education Service Center; must have an accompanying policy if incentive given Vector options available	Teachers		X	

TEA Clearinghouse

Board Policy

TEC/TAC statute

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Bloodborne Pathogens DBB(LEGAL) TAC 96.101-501	All employees at risk of exposure to bloodborne pathogens Vector options available In-house training by Nurses	All employees; annually (refresher after initial)	X		
Bullying: Prevention, Identification, Resonse, and Reporting TEA Clearinghouse DMA(LEGAL) BQA(LEGAL), BQB(LEGAL) CQA(LEGAL) FDB(LEGAL), FFF(LEGAL), FFI(LEGAL), FO(LEGAL), FOF(LEGAL) TEC 21.451, 38.351	Training must be approved by the campus and/or district site-based decision-making committees, depending on whether it is campus-specific or districtwide, if not required of all employees TEA resources and best practices with THHSC Vector Course: "Bullying: Recognition & Response"	All employees; annually by 9/30	X		X
Child Abuse, Trafficking, and Maltreatment TEA Clearinghouse DMA(LEGAL) TEC 38.0041	Prevention techniques and recognition of sexual abuse, sex trafficking, and all other maltreatment of children including risk factors, warning signs, referrals, reducing risk, community organizations; include relevant policies Vector Course: "Child Abuse Mandatory Reporting and Human Trafficking" Vector options available (additional) TEA Option: Abuse and Misconduct Reporting Course	All employees; annually by 9/30	X		X
College and Career Counseling Academy TEC 28.016, 33.009	Offered by the Center for Teaching and Learning at UT Austin, training with information pertaining to college and career preparation requirements; preparing to provide to students instruction in 7th or 8th grade	Secondary counselors		X	

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Concussions TEA Clearinghouse DMA(LEGAL) FM(LEGAL) GKG(LEGAL) <i>TEC 38.154, 158</i>	Must be from an approved provider; evaluation, treatment, and oversight of concussions	Athletic coaches, school nurses, athletic trainers, member of concussion oversight team; once every 2 years	X		
Conflict Resolution and Positive Relationships Among Students TEA Clearinghouse DMA(LEGAL) <i>TEC 21.451</i>	CHAMPS (Safe and Civil Schools), and Leader in Me TEA resources and best practices with THHSC In-house training by Teaching & Learning	Teachers, counselors, principals, other instructional personnel; annually	X		
CTE (Career and Technical Education) DBA(LEGAL) <i>TEC 21.055</i>	20 hours of classroom management training	New CTE teachers under DOI or local permit	X		
Cybersecurity and AI (Artificial Intelligence) DMA(LEGAL) CQB(LEGAL) <i>TEC 11.175</i>	Cybersecurity coordinator is required; district-identified employees who access computers for 25% or more of their work Vector Course: "AI Awareness" Vector Course: "Cybersecurity Awareness" Vector options available (additional)	All employees except auxiliary; annually by 9/30			X
Dating Violence BQ(LEGAL) <i>TEC 37.0831</i>	Training selected must be included in the District Improvement Plan and approved by the MAST Committee Vector options available	Teachers and administrators (secondary); as needed	X		

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Diabetes FFAF(LEGAL)	Before the beginning of the school year or as soon as practicable following the enrollment of a student with diabetes Vector options available (as supplement) In-house training by Nurses (required)	Employees acting as unlicensed diabetes care assistants; as needed for new students	X		
Digital Learning and Technology DMA(LEGAL) BQA(LEGAL), BQB(LEGAL) TEC 21.451	If a training is considered, it must be approved by the campus and/or district site-based decision-making committees, depending on whether it is campus-specific or districtwide	Optional for appropriate staff		X	
Disciplinary Alternative Education Program (DAEP) FOCA(LEGAL) TEC 37.008 TAC 103.1201	Must include behavior management, safety, PBIS, discipline and education of students with disabilities, social skills, problem-solving skills, dating violence, anger management, conflict resolution, health issues and emergencies Vector options available	District staff at DAEP; as needed	X		
Dyslexia Training for School Employees; Providers of Dyslexia Instruction; Parents EHB(LEGAL), EKC(LEGAL) TEC 29.0032, 38.003 TAC 74.28	Training on instructional strategies as described in the "Dyslexia Handbook: Procedures Concerning Dyslexia and Related Disorders"; providers of instruction must be fully trained in adopted instructional materials; parent training must include awareness of characteristics, testing and diagnosis, effective teaching strategies, qualifications of services, accommodations and modifications as allowed for standardized testing, eligibility under IDEA, contact information	Teachers who screen and treat students with dyslexia; providers of dyslexia instruction; parents/guardians of students with dyslexia; as needed	X		

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Emergency Operations Plan CKC(LEGAL) TEC 37.108	Must adopt and implement a multi-hazard emergency operations plan that includes employee training in responding to an emergency In-house training by Administrative Services (Team) and Campuses (all)	All employees + substitutes; annually	X		
Employee Nondiscrimination DAA(LEGAL)	Recommended for any employee with authority over another employee or employees; Title IX; Section 504; ADEA; ADA	District and campus leaders; as needed		X	
Epi-Pens; Food Allergy, Medication for Respiratory Distress TEA Clearinghouse FFAC (LEGAL) FFAF(LEGAL) and (LOCAL) TEC 38.0151, 38.201-215 TAC 37.606-607	Procedures to limit risks; food allergy management plan; awareness training and emergency response; administering epi-pen and disposal; signs and symptoms of respiratory distress Vector options available In-house training by Nurses	Certain school employees; as needed	X		
Extracurricular Activity Safety DMA(LEGAL) TEC 33.202, 38.158 TAC 76.1003, 110.25	Emergency action planning, communicating with 9-1-1, recognizing symptoms of potentially catastrophic injuries UIL Safety Training	Athletic coaches and trainers, marching band directors; annually by 9/1	X		
Individuals with Disabilities in Education Act (IDEA) EHBAE(LEGAL), EHB(LEGAL) TAC 75.1023 DAA(LEGAL) EHBAC(LEGAL) FB(LEGAL), FOF(LEGAL)	Recommended on the provisions of IDEA relevant to an employee's involvement in the special education process	Before applicable employees begin working in special education and as needed thereafter		X	

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Instruction of Students with Disabilities DMA(LEGAL) TEC 21.451	Training that is evidence-based as defined by Section 8101 Every Student Succeeds Act (ESSA)	Educators who work primarily outside of special education and do not possess the knowledge and skills necessary to implement IEPs	X		
Integrated Pest Management (IPM) CLB(LEGAL) TAC 7.201-202	Within 6 months of appointment; then 6 hours every 3 years Texas Department of Agriculture Course	IPM coordinator and all employees who perform pest control	X		
LPAC: Language Proficiency Assessment Committee EHBE(LEGAL) TEC 29.063 TAC 89.1220	Orient and train all staff members and parents of the LPAC; know procedures for selection, appointment, and training members	Members of the LPAC; as needed	X		
Mental Health; Substance Abuse Intervention; Mental Health and First Aid DMA(LEGAL) FFB(LEGAL), FFEB(LEGAL) TEC 22.904, 38.351 TAC 153.1015	TEA-approved evidence-based courses; 25% of employees must be trained by 2025-2026; 50% by 2026-2027; 75% by 2027-2028; 100% by start of 2028-2029 school year TEA resources and best practices with THHSC Vector options available (for some) In-house training by Student Support Services	All employees; as needed	X		
Mentor Teachers DEAA(LEGAL) TEC 21.458	Before the beginning of the school year and then supplementally throughout the school year; PREP Mentors may require additional training every 3 years	Mentor teachers; other employees who work with new classroom teachers	X		

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Opioid Antagonists FFAC(LEGAL) TEC 38.222, 224 TAC 40.86	Recognize signs and symptoms of overdose, administer antagonist, implement emergency procedures, dispose of used antagonists Vector options available In-house training by Nurses	At least one employee per campus, volunteers; as needed	X		
Police Officers/SROs CKE(LEGAL) (LOCAL) TEC 37.0812 TAC 221.43	Education and training program required by TOC 1701.263; approved by TCOLE; body camera training	Police officers	X		
Positive Behavior Intervention Support Strategies (PBIS), Classroom Management, Student Code of Conduct DMA(LEGAL) BQA(LEGAL), BQB(LEGAL) TEC 21.451; 37.0013	If a training is considered, it must be approved by the campus and/or district site-based decision-making committees, depending on whether it is campus-specific or districtwide	Optional for appropriate staff		X	
Public Information Act and Open Records Requirements GBAA(LEGAL)	One to two hour course within 90 days of assuming the position	Public Information Officer	X		
Reading/Literacy Achievement Academies DMA(LEGAL) TEC 21.4552, 28.0062	Any teacher or principal initially employed in respective grade levels must comply by end of their first year; required for teachers in 6th - 8th grade at a campus failing because of the reading assessment	K-3rd grade reading teachers and their campus principals, assistant principals	X		

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Restraint and Time-Out with Special Education Students FOF(LEGAL) TAC 89.1053	Designated general or special education personnel likely to use restraint; personnel using restraint in an emergency must receive training within 30 days of the use of restraint; personnel who implement IEP requirements In-house SAMA training: required Vector options available: supplemental	Certain school employees, volunteers, independent contractors; within 30 school days of being assigned responsibility and then as needed	X		
Section 504 of the Rehabilitation Act DAA(LEGAL) EHB(LEGAL), EHDE(LEGAL), EIF(LEGAL) FB(LEGAL), FNG(LEGAL), FOF (LEGAL)	Regarding relevant provisions of Section 504 of the Rehabilitation Act found in applicable policies	Recommended for 504 coordinator and employees who work with students with disabilities		X	
Seizure Recognition and Related First Aid DMA(LEGAL) TEC 38.033	Nurses must complete a TEA-approved training specifically for nurses; all other employees with regular student contact must complete a TEA-approved course TEA Required Courses (linked p. 12) Vector options available (additional)	All campus-based employees	X		
Special Programs: Gifted and Talented DMA(LEGAL)	Minimum 30-hour training within first semester; 6-hour training annually; nature and needs of G/T students, assessing student needs, and curriculum and instruction for G/T students	Core subject teachers who teach G/T students, administrators and counselors with authority over G/T program decisions	X		
Special Programs: Math Academies (4th - 12th) TEC 21.4553	As developed and made available by the commissioner	Math teachers		X	

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Special Programs: Math Academies (K - 3rd) DMA(LEGAL) TEC 21.4553, 28.0071	No later than 2030-2031 school year; any teacher or principal initially employed in respective grade levels must comply by end of their first year	K-3rd grade math teachers and their campus principals, assistant principals, learning coaches, and interventionists	X		
Special Programs: TELPAS (Texas English Language Proficiency Assessment System) DMA(LEGAL) TEC 21.4571	Provided by TEA as needed for initial training, online calibration activities, and if system has changed significantly TEA training	TELPAS administrators; as needed	X		
Steroid Use DMA(LEGAL) TEC 33.091	Health effects of steroid use Vector options available UIL or in-house training	Athletic coaches; as needed	X		
Student Discipline DMA(LEGAL) TEC 37.0181; 37.002	Regarding alternative behavior settings, distinction between administrator discipline management and teacher discretion to remove student from class	Administrators who oversee student discipline; once every 3 years	X		
Student Records (FERPA) FL(LEGAL)	One official assumes responsibility for ensuring student confidentiality, training on legal requirements involving handling of records	Certain employees collecting or using personally identifiable student information; as needed	X		
Student Searches FNF(LEGAL)	Constitutional limitations and students' rights	Employees who have the authority to search students; as needed		X	

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Suicide Prevention TEA Clearinghouse DMA(LEGAL) FFB(LEGAL) <i>TEC 24.451, 38.351</i> <i>TAC 153.1013</i>	Recognize students at risk, recognize early warning signs, effective intervention, students returning to school TEA resources and best practices with DSHS Vector Course: "Suicide Prevention Training" Vector options available (additional)	All employees; annually by 9/30	X		X
Test Administration DMA(LEGAL) EKB(LEGAL)	Ensure testing personnel have required knowledge and skills to administer assesment instruments in a valid, standardized, and secure manner In-house training by Testing Coordinator	Test coordinators and administrators; annually	X		
Threat Assessment Team and Safe and Supportive School Team FFB(LEGAL) <i>TEC 37.115</i>	Training provided by the TSSC or education service center	Campus and district members of threat assessment teams and safe and supportive teams; as needed	X		
Title IX Sexual Harassment FFH(LEGAL)	Reporting and policy development regarding sexual harassment, sexual assault, dating violence, stalking; certain employees to be trained as investigators and decision makers Vector Course: "Title IX Compliance Overview"	All employees; annually by 9/30			X
Title VII Employee-on-Employee Harassment DIA(LEGAL)	Recommended annually or as needed as part of the district's duty to maintain a working environment free of harassment on the basis of sex, race, color, religion, and national origin	All employees; annually		X	
Transition and Employment for Special Education Students <i>TEC 29.011</i>	Outlined by the commissioner	Employee who coordinates transition services; once every 4 years	X		

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Trauma-Informed Care TEA Clearinghouse DMA(LEGAL) FFBA(LEGAL) <i>TEC 38.036, 351</i>	Increasing awareness and implementation of trauma-informed care and grief-informed care TEA resources and best practices with THHSC Vector Course: "Trauma and Grief-Informed Training" Vector options available (additional)	All employees; annually by 9/30	X		X
Traumatic Injury Response and Bleeding Control CKD(LEGAL) <i>TEC 38.030</i>	Offered annually as initial or refresher training TEA Stop the Bleed In-house training by Chief of Police	MISD Police officers and all other employees; as needed; full vs. refresh options	X		
Volunteers GKG(LEGAL)	Effective training as needed	Volunteers; as needed	X		

Links to Resources:

[TEA Approved Courses for Seizure Training](#)
[Bloodborne Pathogen Exposure Control Plan](#)
[Diabetes Training for Teachers, as needed](#)
[Trauma-Informed Care Training Option](#)
[Mental Health Training Resources](#)
[Mental Health and Wellness TEA](#)
[TEA Abuse and Misconduct Reporting Course](#)
[Early Childhood-High Quality PK4 Requirements](#)

DMA(LEGAL) Required Trainings

Clearinghouse Required Trainings

Highlighted rows, both orange and green, require approval annually by the Board of Trustees