



2025-2026 Temple ISD Professional Development Policy Continuing Education and Training Clearing House

This Employee Professional Development Policy is created to meet the requirements of SB 1267, which requires school districts to adopt a professional development policy guided by the recommendations for continuing education in the SBEC Educator Training Clearinghouse (created in collaboration with classroom teachers and educational organizations). The purpose of this policy is to streamline TEA training requirements based on the needs of the district. The chart below outlines the training requirements for all full-time or part-time Temple ISD employees.

<i>Use of Restraint with Special Education Students</i> Tex. Educ. Code § 37.0021(d); 19 Tex. Admin. Code § 89.1053(d); FOF(LEGAL)	Campus core teams (administrators, teachers, paraprofessionals) and general or special education personnel likely to use restraint.	As needed to maintain current certification; within 30 days of a restraint if not CPI trained.	Academics - Special Education Department	Crisis Prevention & Intervention Training in Human Services (CPI).
<i>Positive behavior intervention and support strategies, including classroom management, district discipline policies, and the Student Code of Conduct.</i> Tex. Educ. Code § 21.451(d)(1)(B); DMA(LEGAL); BQB(LEGAL); BQA(LEGAL)	Campus staff who manage students.	Ongoing	Students Services/Campus Principals	District uses Randy Sprick's Safe & Civil Schools proactive and positive approach to classroom management and provides training on CHAMPs. The district also provides training on Restorative Practices and Trauma Informed Care. Campuses provide training on CHAMPs to support district initiative.
<i>General Education Teacher Implementing IEP</i> Tex. Educ. Code § 21.451(d)(2), (e)(f); DMA(LEGAL)	Educators who do not possess the knowledge and skills necessary to implement the individualized education program (IEP) developed for a student receiving instruction from the educator.	Beginning of the year and then based on need of employees.	Academics - Special Education Department	District created training and resources.
<i>Transition and Employment Coordinator for Special Education Students</i> Tex. Educ. Code § 29.011(b)-(c)	Employee(s) designated as transition and employment coordinator for students receiving special education services.	Annually	Academics - Special Education Department	Texas Association of Vocational Adjustment Coordinators

<i>Individuals with Disabilities in Education Act (IDEA)</i> 20 U.S.C. §§ 1400-1482; EHBAE(LEGAL); EHBF(LEGAL); 19 Tex. Admin. Code § 75.1023; FB(LEGAL); DAA(LEGAL); FOF(LEGAL); HBAC(LEGAL)	Recommended for employees involved in the special education process.	Annually for all teachers and paraprofessionals. Ongoing for struggling employees.	Academics - Special Education Department	District created training and resources.
<i>Section 504 of the Rehabilitation Act</i> 29 U.S.C. § 794; FB(LEGAL); FNG(LEGAL); FOF(LEGAL); EIF(LEGAL); DAA(LEGAL); EHB(LEGAL); EHDE(LEGAL)	Recommended for the Section 504 coordinator and for employees who work with students with disabilities.	Before applicable employees begin working with students with disabilities and as needed thereafter.	HR - Required Training Courses at BOY. Student Services - As needed.	Training Video provided by 504 Coordinator.
<i>Dyslexia Training for School Employees</i> Tex. Educ. Code §§ 38.003, .0032; 19 Tex. Admin. Code § 74.28(c)-(e). EHB(LEGAL)	Teachers who screen and treat students with dyslexia.	As needed	Academics/Student Services	Texas Dyslexia Handbook Dyslexia for a Day: A simulation of Dyslexia
<i>Dyslexia Education for Parents</i> Tex. Educ. Code § 38.003; 19 Tex. Admin. Code § 74.28(l)-(m); EHB(LEGAL)	Parents and guardians of students with dyslexia and related disorders.	As needed	Academics/Student Services	Take Flight: A comprehensive intervention for students with Dyslexia (we demo a lesson); Texas Dyslexia Handbook; 3. Learning Ally (provide a how-to on how to use this resource at home)
<i>Sexual Abuse, Sex Trafficking, and Maltreatment Training</i> Tex. Educ. Code § 38.0041(c)-(f); 19 TAC § 61.1051(c)-(d); DMA(LEGAL)	All new employees and existing employees until all district employees have completed the training.	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.	HR - Required Training Courses at BOY.	Texas Gateway online training.

<i>Suicide Prevention Staff Development</i> Tex. Educ. Code §§ 21.451(d)(3), (d1), (d-2), 38.351(a)-(e), (g), (h); 19 Tex. Admin. Code § 153.1013; DMA(LEGAL); FFB(LEGAL).	Teachers, school counselors, principals, and all other appropriate personnel.	Annually and as needed on an individual basis.	HR - Required Training Courses at BOY.	ASK online training materials.
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<i>Dating Violence</i> Tex. Educ. Code § 37.0831; BQ(LEGAL).	Teachers and administrators.	As needed.	Included in district improvement plan.	Local policy addresses Dating Violence in FFA (Local)
<i>Trauma-Informed Care Training</i> Tex. Educ. Code §§ 38.036, 38.351; DMA(LEGAL), FFBA(LEGAL).	New and existing educators.	In accordance with local policy and as part of new employee training and for existing educators on a schedule adopted by TEA.	Students Services	TBI provided at new teacher orientation and again in January.
<i>Strategies for Establishing and Maintaining Positive Relationships Among Students, Including Conflict Resolution</i> Tex. Educ. Code § 21.451(d)(3)(B); DMA(LEGAL).	New and existing educators.	Ongoing	Student Services	Training provided by district and campus administrators.
<i>Epinephrine Auto Injectors (Epi-Pens)</i> Tex. Educ. Code §§ 38.201-. 215,. .0151(f); 25 TEX. Admin. Code §§ 37.606-.607; FFAC(LEGAL)	School personnel or volunteers who are authorized to administer an EpiPen.	Annually and as needed.	Student Services - Health Services Dept.	District training provided by Health Services. Nationwide Children's videos used in the training.
<i>CPR and First Aid</i> Tex. Educ. Code § 33.086. DBA(LEGAL)	District employees who serve as head director of extracurricular athletic activities that is sponsored or sanctioned by the district or UIL.	As needed to maintain current certification and within the time frames adopted by the district.	Student Services - Health Services Dept.	Health Services provides Hands Only CPR training at the beginning of the year and as needed throughout the year.
<i>Bloodborne Pathogens</i> Tex. Health & Safety Code §§ 81.301-.307. 25 Tex. Admin. Code §§ 96.101-.501; DBB(LEGAL).	Teachers, paraprofessionals, administrators.	Pre-service and annual refresher training.	HR - Required Training Courses at BOY.	Regional service center video in online trainings.
<i>Diabetes Training</i> Tex. Health & Safety Code § 168.005; FFAF(LEGAL).	Employee(s) acting as unlicensed diabetes care assistant(s) (UDCA(s)).	Before the beginning of the school year, and as needed based on student enrollment.	Student Services - Health Services Dept.	UDCA Level One training provided by Health Services at the beginning of the year and as needed throughout the year.
<i>Seizure Recognition and Related First Aid Training</i> Tex. Educ. Code § 38.033(a)-(b); DMA(LEGAL).	School nurses and district employees whose duties include regular contact with students.	As needed	Student Services - Health Services Dept.	The Epilepsy Foundation/Seizure Training for School Personnel (online Training). Basic First Aid Training provided by nursing staff at the beginning of the year and as needed throughout the year.

<i>Gifted and Talented</i> 19 Tex. Admin. Code § 89.2; DMA(LEGAL)	Teachers who will provide instruction for gifted/talented (G/T) students. Administrators and counselors with authority for G/T program decisions.	Prior to assignment as a teacher providing G/T instruction; ongoing for annual 6-hour update.	Academics	District Coordinator provides initial 30 hours annually, as well as 6-hour trainings for annual update.
<i>Language Proficiency Assessment Committee (LPAC)</i> Tex. Educ. Code § 29.063(a); 19 Tex. Admin. Code § 89.1220(a)-(f). EHBE(LEGAL)	Members of the LPAC	Annually	Academics - Bilingual Department	District provided training.
<i>Test Administration Procedure Training</i> Tex. Educ. Code § 39.304; 19 Tex. Admin. Code § 101.3031(a)(2), (c), (d); EKB(LEGAL); DMA(LEGAL)	Assessment test coordinators and administrators.	Annually	Academics - Testing and Accountability Department	TEA State Trainings.
<i>Texas English Language Proficiency Assessment System (TELPAS) Training</i> Tex. Educ. Code § 21.4571	TELPAS administrators	As needed.	Academics - Bilingual Department	TEA State Trainings.
Literary Achievement Academies for teachers at any grade level Tex. Educ. Code §§ 21.4552, 28.0062(a)(2); DMA(LEGAL)	Classroom teachers who provide reading instruction to students at any grade level. Required for teachers in K-3 grade levels and principals at campuses with K-3 grade levels.	As needed	Academics	TEA Reading Academy Trainings
<i>Technology and digital learning</i> Tex. Educ. Code § 21.451(d)(1)(A); DMA(LEGAL); BQA(LEGAL); BQB(LEGAL)	Teacher and administrators	Ongoing	Academics - Digital Learning Department	District Created Trainings for staff and administrators.

<i>Employee-on- Employee Harassment</i> 42 U.S.C. §§ 2000e2000e-17; DIA(LEGAL)	Recommended for all employees.	Annually	HR - Required Training Courses at BOY.	Required online trainings provided by district.
<i>Teacher Appraisals</i> Tex. Educ. Code § 21.351; 19 Tex. Admin. Code § 150.1005. DNA(LEGAL)	Teacher appraisers	Before conducting appraisals.	HR	Initial Training provide at regional service centers. Recertification training provided on TeachforTexas.org

<i>Principal Appraisals</i> Tex. Educ. Code § 21.3541; 19 Tex. Admin. Code § 150.1024. DNB(LEGAL)	Principal appraisers	Before conducting appraisals.	HR/Academics	Training provided at regional service centers.
<i>Mentor Teacher Training</i> Tex. Educ. Code § 21.458. DEAA(LEGAL)	Teachers serving as mentor teachers to another new classroom teacher, and any appropriate district and campus employees who work with the classroom teacher or supervise the classroom teacher.	Annually	HR	Lead4Ward curriculum
<i>Administering Leaves and Absences</i> DEC(LEGAL); DEC(LOCAL)	Recommended for employees who oversee leaves and employee attendance.	As needed	HR/Finance	Regional Service Centers/TASB
<i>Purchasing and Acquisition</i> 19 Tex. Admin. Code § 109.41; TEA's Financial Accountability System Resource Guide (FASRG); CH(LEGAL); CH(LOCAL)	Recommended for employees with purchasing and acquisition authority.	Ongoing	Finance Dept	District created trainings for staff and administrators; TASBO Trainings for purchasing coordinator
<i>Public Funds Investment Training</i> Tex. Gov't Code § 2256.008(a)(1), (a-1), (c), (g); CDA(LEGAL)	Treasurer or chief financial officer and the investment officer(s) of the district.	Eight hours of investment training every two years thereafter, unless an exception applies.	Finance Dept	Public Funds Investment Training - Region 12 Service Center
<i>Cybersecurity Training</i> Tex. Educ. Code § 11.1513; Tex. Gov't Code §§ 2054.519, .5191(a-1)-(b); DMA(LEGAL), CQB(LEGAL)	District-identified employees who have access to a district computer system or database.	Annually	Academics Technology Dept	Infosec IQ - TX DIR Security Awareness online training