

Illinois Mandated Training Required for Certified and Non-Certified Staff

5-Year Renewal

Developing Cultural Competency

- Implicit bias & implicit racial bias

Domestic and Sexual Violence and the Needs of Expectant and Parenting Youth

- Teen Dating Violence
- Domestic Violence
- Needs of Expectant and Parenting Youth

Educator Ethics and Responding to Child Sexual Abuse and Grooming Behavior

Effective Instruction in Violence Prevention and Conflict Resolution

Health Conditions of Students*

- Anaphylactic reactions and management
- Asthma management
- Basics of seizure recognition and First Aid
- Basics of diabetes care
- Best practices for attention deficit hyperactivity disorder

Identifying Warning Signs of Mental Illness and Suicidal Behavior in Youth

Protections and Accommodations for Students Americans with Disabilities Act

Social-Emotional Learning

3-Year Renewal

Child Abuse and Neglect (DCFS)

Complete within 3 months of employment date in a professional or official capacity as a mandated reporter.

Non-Restaurant Food Handler

All food handlers not employed by a restaurant, other than someone holding a food service sanitation manager certificate. Required within 30 days after employment with any new employer, and every three years thereafter.

2-Year Renewal

Concussion Recognition

Coaches, nurses, licensed healthcare professionals, non-licensed healthcare professionals that serve on a concussion oversight team, and game officials.

Racism Free Schools

Renewed at least once every 2 years after initial training (effective August 1, 2024).

Special Education for Qualified Interpreters

Any individual seeking to obtain or maintain the designation of Qualified Interpreter. Initial training requirement of six and nine hours on prescribed topics. Thereafter, training on prescribed topics must occur at least once every two years to maintain the designation of Qualified Interpreter.

Stop-the-Bleed

Training completed in the 2024-2025 school year must be renewed within 2 years. Beginning with the 2027-2028 school year, training shall be renewed at least once every 5 years.

Student Homelessness

Training completed in the 2024-2025 school year must be renewed within 2 years. Beginning with the 2027-2028 school year, training shall be renewed at least once every 5 years.

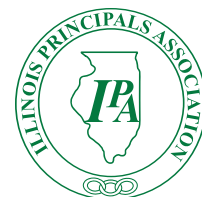
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Annual Renewal

Administration of undesignated epinephrine, opioid antagonist, or undesignated asthma medication

Prior to administration of these undesignated medications, designated personnel must be trained annually for recognizing and responding to situations that would require these medications.

Automated External Defibrillator (AED)

Events supervisor

Asbestos Management & Abatement

Custodians & Designated Asbestos Manager

Bloodborne Pathogens

Renewed annually for all staff.

Delegated Care Aides (Diabetes)

Any school employee who agrees to receive training in diabetes care and to assist students in implementing their diabetes care plans and who has entered into an agreement with the parent or guardian and the school district or private school can serve as a delegated care aide.

Freedom of Information Act (FOIA)

The FOIA officer designated by the local school board; within 30 days after assuming the position; annually thereafter.

Hazardous Materials Training

Staff who work with hazardous materials, who have not received education and training within the past 12 months must receive the approved course of training prior to working with toxic materials.

Isolated Time Out/Restraint

At least eight hours of training; any adult who is supervising a student in isolated time out or time out, or who is involved in a physical restraint. Any adult who is administering an isolated time out, time out, or physical restraint.

Nutrition Training (Civil Rights)

All frontline staff (e.g., those who interact with program applicants or participants) and those who supervise frontline staff. New employees should have training as part of their orientation.

Nutrition Training (General)

All school nutrition professionals; education/training ranging from 4-12 hours, depending on position.

Pest Management Plan

Designated person who has assumed responsibility for the oversight of pest management practices in that school or day care center.

School Bus Driver Training

Annual training (initial and refresher courses)

Special Education

Non-certified staff working with students with IEPs

Sexual Harassment

Every employer with employees working in this State

Title IX (34 CFR Part 106)

All employees, promptly upon hiring or change of position. In addition to training for all employees, the following individuals must complete additional training:

- Investigators, decision makers, and other persons who are responsible for implementing the school's grievance procedures or have the authority to modify or terminate supportive measures.
- Facilitators of informal resolution process.
- Title IX Coordinator and designees.

Trauma-informed practices training

Complete before the first student attendance day each year.



Illinois Mandated Training FAQ

I'm a classroom teacher. Which training do I need to complete for the 2024-2025 school year?

Teachers, administrators, and school support personnel who work with pupils must be trained in the following topics: health conditions of students; social-emotional learning; developing cultural competency; identifying warning signs of mental illness and suicidal behavior in youth; domestic and sexual violence and the needs of expectant and parenting youth; protections and accommodations for students; educator ethics and responding to child sexual abuse and grooming behavior; and effective instruction in violence prevention and conflict resolution. Within these topics are the following required trainings:

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- Implicit bias
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Health Conditions of Students

- Anaphylactic reactions and management
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- Best practices for attention deficit hyperactivity disorder
- Responding to a life-threatening bleeding incident (Stop-the-Bleed)

Identifying Warning Signs of Mental Illness and Suicidal Behavior in Youth

Protections and Accommodations for Students

- Americans with Disabilities Act
- Student Homelessness

Social-Emotional Learning

In addition, all certified staff must be trained in Bloodborne Pathogens (annually), Child Abuse and Neglect (every 3 years), Racism Free Schools* (every 2 years, beginning 8/1/24), Sexual Harassment (annually) and Trauma-Informed Practices (annually).



If my contract began on August 1, 2024, when do I need to complete this training?

Teachers, administrators, and school support personnel are required to complete training on the following topics at least within 6 months of their first contractual workday: health conditions of students; social-emotional learning; developing cultural competency; identifying warning signs of mental illness and suicidal behavior in youth; domestic and sexual violence and the needs of expectant and parenting youth; protections and accommodations for students; educator ethics and responding to child sexual abuse and grooming behavior; and effective instruction in violence prevention and conflict resolution.

Your school district may require an expedited completion date for these training requirements.

Other important training deadlines:

- Asbestos Management & Abatement – New employees must be trained within 60 days after commencement of employment.
- Bloodborne Pathogens – At the time of initial assignment to tasks where occupational exposure may take place and at least annually thereafter; additional training is required whenever changes, such as modification of tasks or procedures or institution of new tasks or procedures, affect the employee's occupational exposure.
- Child Abuse and Neglect – Complete within 3 months of employment date in a professional or official capacity as a mandated reporter.
- Trauma-informed practices training – Complete before the first student attendance day each year.

When do I need to renew these training requirements?

The following state-mandated training topics must be renewed at least once every 5 years (effective July 1, 2024).

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Exceptions include:

- Bloodborne Pathogens – Renewed annually for all staff.
- Child Abuse and Neglect – Renewed at least once every 3 years after initial training.
- Racism Free Schools – Renewed at least once every 2 years after initial training (effective August 1, 2024).
- Sexual Harassment – At least once a year to all employees.
- Stop-the-Bleed – Training completed in the 2024-2025 school year must be renewed within 2 years. Beginning with the 2027-2028 school year, training shall be renewed at least once every 5 years.
- Student Homelessness – Training completed in the 2024-2025 school year must be renewed within 2 years. Beginning with the 2027-2028 school year, training shall be renewed at least once every 5 years.
- Trauma-informed Practices – Required annually before the first student attendance day each year.



Who will keep track of this training?

School districts that use Ed Leaders Network (ELN) will be able to view completion information at any time. ELN courses will also be equipped with renewal notices to users on the applicable 5-year and 2-year cycles.

As an educator or non-certified support personnel, it is still important to maintain records of your own training. If you change school districts and have obtained training outside of an in-service training program or from a previous public school district or nonpublic school employer, you may provide documentation of your current compliance to satisfy the requirement of receiving training within 6 months of first being employed in the new district.

When does the new 5-year renewal cycle begin?

The new renewal cycle began on July 1, 2024 for completion and renewal of training on:

- Developing cultural competency
- Domestic and sexual violence and the needs of expectant and parenting youth
- Educator ethics and responding to child sexual abuse and grooming behavior
- Effective instruction in violence prevention and conflict resolution
- Health conditions of students – Beginning with the 2027-2028 school year, training on Stop-the-Bleed and student homelessness shall be renewed at least once every 5 years.
- Identifying warning signs of mental illness and suicidal behavior in youth
- Protections and accommodations for students
- Social-emotional learning

I am a non-certified school employee. Which training do I need to complete for the 2024-2025 school year?

The law allows school support personnel to be exempted if the training is not relevant to the work they do. This is a local decision made by your school and district leadership. Unless specifically exempted, all non-certified staff must complete the following training:

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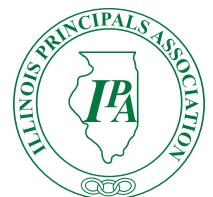
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I am a school nurse. Which training do I need to complete for the 2024-2025 school year?

School nurses are exempted from Health Conditions of Students training, but must complete all other training required of certified school personnel. If you are also serving as a delegated care aide for a student with diabetes, or are identified as an individual that administers undesignated asthma medication, undesignated epinephrine, or an opioid antagonist, you must also complete annual training on each topic.

If I move to a new school district next year, do I have to redo the state-mandated training?

You may provide documentation of your current compliance to the new school district. As an educator or non-certified support personnel, it is important to maintain your own records for this purpose.

However, school district or building leadership maintains the authority to require more frequent training in any topic or for new employees, even if you have been previously trained in the 2024-2025 school year.

I just completed several of these training sessions last year. Why do I have to do them again?!

In order to begin a new 5-year cycle for most training requirements, it was negotiated with the General Assembly to have a common start date for all school employees to begin a new cycle in the 2024-2025 school year. Following your completion of state-mandated training this school year (2024-2025), you will not have to renew most of them for another 5 years!

Will our district leadership require training renewal more frequently than 5 years?

It depends. 5 years is the minimum renewal cycle for the majority of state-mandated training. School district or building leadership has the authority to require more frequent training in any topic.

Does state-mandated training count for professional development hours?

YES! (Mostly.) The following training programs shall be credited toward hours of professional development required for license renewal:

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