



Indiana Department of Education

Dr. Katie Jenner, Secretary of Education

To: School Principals and Superintendents

From: Anna Shults, Chief Academic Officer

Date: July 10, 2026

Subject: 2026-2027 Required Training for School Employees

Following each legislative session, the Indiana Department of Education (IDOE) provides an updated list of state- and federally-required training for school employees. Below is the list for the upcoming 2026-2027 school year. This list does not include optional training or training required by a local school corporation or governing body.

Required Educator Training

1. Sudden Cardiac Arrest (SCA) Training - Indiana Code (IC) 20-34-8-9

- a. Description: SCA training must include signs and symptoms, response, the use of
- b. automated external defibrillators (AEDs), and be approved by IDOE.
- c. Required for: Athletic head and assistant coaches, including competitive and non-competitive cheerleading, marching band, musical, and drama leaders at state-accredited non-public schools, charter schools, and school corporations.
- d. Frequency: Initially, before coaching or leading an athletic activity (including cheerleading), marching band, theatrical or musical activity, and every two years thereafter.
- e. Method of Training: May be in-person or online.
- f. Resources: List of approved trainings can be found [here](#).

2. Cardiopulmonary Resuscitation (CPR) - IC 20-28-5.5-1

- a. Description: CPR training must include a test demonstration on a mannequin, as well as the direction of removing a foreign body causing an obstruction in an airway, the Heimlich maneuver, and the use of an AED. The educator must hold a valid certification in each of the outline procedures issued by the American Red Cross, the American Heart Association, or a comparable organization or institution approved by the state board of education.
- b. Required for: Educators applying for a DOE-issued initial license or permit, and for each license/permit renewal. An applicant for a substitute teacher permit is exempt from the CPR licensure requirement. However, substitute teacher permit holders may be required by the employing LEA to complete this training.
- c. Frequency: At the time of submission of an application for an initial DOE-issued license or permit, and at the time of submission of an application to renew a DOE license or permit.



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- d. Method of Training: The course may be a blended course, but it must include an in-person component with hands-on skill practice on a mannequin.
- e. Resources: Approved providers can be found [here](#).

3. Prevention of Child Suicide per IC 20-28-5-12.3 and IC 20-28-5.5-1(b)

- a. Description: A DOE-license applicant must show evidence he or she has successfully completed training on the prevention of child suicide and the recognition of signs a student may be considering suicide. Additionally, the suicide awareness and prevention training must demonstrate effectiveness.
- b. Required for: Initial educator license and permit applicants, except applicants for substitute teacher permits. Substitute teacher permit holders may be required by the employing LEA to complete this training.
- c. Timing and Frequency: Applicants for an initial DOE-issued license or permit must complete suicide prevention training that is a minimum of one hour in length.
- d. Method of Training: May be in-person or online module(s).
- e. Resources: Can be found [here](#).

4. Bloodborne Pathogen per 29 CFR 1910.1030(g)(2)

- a. Description: Bloodborne pathogen training must include information regarding bloodborne pathogens (symptom and mode of transmission), methods to control occupational exposure, access to the employer's exposure control plan (engineering controls, work practices, and personal protective equipment), hepatitis B vaccination (based on exposure risk), employer's post-exposure plan and follow-up procedures, and must give staff an opportunity to ask interactive questions with a person knowledgeable in the subject matter.
- b. Required for: All school employees of each school corporation, charter school, and accredited non-public school.
- c. Timing and Frequency: Upon initial hiring, annually thereafter.
- d. Method of Training: Determined locally.
- e. Resources: An Indiana bloodborne pathogen presentation and more information can be found [here](#).

5. Bullying Prevention - IC 20-33-8-13.5

- a. Description: A school corporation shall provide training concerning the school's bullying prevention and reporting policy adopted under IC 20-33-8-13.5.
- b. Required for: School corporations' employees and volunteers who have direct, ongoing contact with students.
- c. Frequency: N/A

6. Child Abuse and Neglect - IC 20-28-3-4.5

- a. Description: Each school corporation, charter school, and state accredited nonpublic school shall require each school employee likely to have direct,



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ongoing contact with children within the scope of the employee's employment to attend or participate in training on child abuse and neglect, including:

- i. Training on the duty to report suspected child abuse or neglect under IC 31-33-5; and
 - ii. Training on recognizing possible signs of child abuse or neglect.
- b. Required for: Required for educator license/permit holders at the point of initial DOE licensure and for license/permit renewal. Training for licensure must be at least 24 minutes in length. Additionally, this training is required for school employees who do not hold a DOE-issued license/permit, but who are likely to have direct, ongoing contact with children within the scope of the employee's employment. Substitute teacher permit holders may be required by the LEA to complete this training.
- c. Frequency: For DOE-license holders, at the point of initial DOE licensure and for license/permit renewal. For school employees who do not hold a DOE-issued license, at least once every two (2) years.
- d. Method of Training: May be in-person or online.
- e. Resources: Can be found [here](#) and [here](#).

7. Human Trafficking per IC 20-28-5-12.3

- a. Description: Educators seeking an initial DOE-issued license or permit are required to complete training in identification and reporting of human trafficking prior to initial licensure.
- b. Required for: All applicants for a DOE-issued license or permit, except applicants for a substitute teacher permit, at the time of submitting an initial application. Substitute teacher permit holders may be required by the employing LEA to complete this training.
- c. Timing and Frequency: At the time of submission of an application for an initial DOE-issued license or permit.
- d. Method of Training: May be in-person or online.
- e. Resources: Can be found [here](#) and [here](#).

8. Reading Specialist Trained in Dyslexia - IC 20-35.5-6

- a. Description: Each school corporation and charter school must employ at least one reading specialist trained in dyslexia and related disorders. The reading specialist must have training over best practice interventions and support models for students exhibiting signs of dyslexia. They are responsible for the accountability of screener results, ensuring all teachers receive professional awareness information (pursuant to IC 20-35.5-7-1), and serve as the primary source of information and support for dyslexia and related disorders.
- b. Required for: Any school employee of a school corporation or charter school who is deemed a reading specialist trained in dyslexia.
- c. Frequency: N/A



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9. McKinney-Vento Liaisons - 42 United States Code (USC) 11432

- a. Description: The Every Student Succeeds Act (ESSA) requires all McKinney-Vento liaisons to participate in extensive McKinney-Vento training year round. Every school corporation and charter school must receive the same training annually, provided by the McKinney-Vento liaison. The training must be demonstrated to be an effective or promising program and recommended by the Indiana Education for Homeless Children and Youth and Indiana McKinney-Vento Act. It may include an electronic presentation, or a technology-based training (including self-review modules available on an online system), an individual program of study of designated materials, or any other method approved by the governing body (i.e., the board or commission charged by law with the responsibility of administering the affairs of the school/corporation) consistent with current professional development standards. McKinney-Vento liaison training can be found [here](#).
 - i. Additionally, school corporations and charter schools must provide training to school staff, including teachers, paraprofessionals, and school support staff annually. The training must include the definition of homelessness, recognizing the signs of homelessness, and steps to take when a homeless student is identified.
- b. Required for: School corporations' homeless education liaison and teachers, paraprofessionals, and support staff.
- c. Frequency: This training must be completed annually.

10. School Safety Specialist - IC 10-21-1-13

- a. Description: The school safety specialist training and certification program is provided by the Indiana Department of Homeland Security through the Office of School Safety. There are five days of basic training and two days of advanced training individuals must complete to be certified as a school safety specialist. More information can be found [here](#).
- b. Required for: School safety specialists (minimum one per district)
- c. Frequency: This training requirement must be completed annually.

11. Statewide Assessment Training - 511 Indiana Administrative Code (IAC) 5-5-5

- a. Description: All school employees at public corporations, charter schools, and accredited non-public schools, excluding bus drivers, must complete assessment training and sign a testing security and integrity agreement, which is updated annually within the Indiana Statewide Assessments Policy Manual. The agreement is to remain on file in the appropriate building-level office for five years. The designated Corporation Test Coordinator or Non-Public School Test Coordinator must complete additional training regarding test security and assessment administration.
- b. Required for: All school employees, except bus drivers.



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- c. Frequency: This training must be completed annually.

12. Seclusion and Restraint - IC 20-20.5-13-13(J)

- a. Description: Training should include the appropriate use of effective alternatives to physical restraint and seclusion, including the use of positive behavioral intervention and support and conflict de-escalation. The training must include the safe use of physical restraint and seclusion in incidents involving imminent danger or serious harm to the student, school employees, or others.
- b. Required for: Appropriate school employees
- c. Frequency: This is a recurring training requirement that schools must ensure is maintained throughout the school year.

13. Concussions per IC 20-34-7-6 and IC 20-34-7-7

- a. Description: Per IC 20-34-7-6 a concussion certification course is required for all football coaches and must be football specific, contain a comprehensive test, award a certificate of completion, be approved by IDOE, and contain player safety content on:
 - i. Concussion awareness.
 - ii. Equipment fitting.
 - iii. Proper technique.
- b. Description: Per IC 20-34-7-7, a concussion certification course is required for all interscholastic coaches, including cheerleading, who coach children in grades 5-12 and must contain a comprehensive test, award a certificate of completion, and be approved by IDOE.
- c. Required for:
 - i. All football coaches who coach children under the age of 20, who coach children in grades 1 through 12, and who utilize public property (parks, schools, or public fields) for practice or games.
 - ii. All interscholastic coaches, including cheerleading, who coach student athletes in grades 5 through 12.
- d. Timing and Frequency: Initially, before coaching an athletic activity, including cheerleading, and every two years thereafter.
- e. Method of Training: Online.
- f. Resources: List of approved trainings can be found [here](#).

14. Heat Preparedness per IC 20-34-7-6 and IC 20-34-7-7

- a. Description: Heat preparedness courses must contain a comprehensive test, award a certificate of completion, and be approved by IDOE.
- b. Required for:
 - i. All football coaches who coach children under the age of 20, who coach children in grades 1 through 12, and who utilize public property (parks, schools, or public fields) for practice in games.



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- ii. All interscholastic coaches, including cheerleading, who coach student athletes in grades 5 through 12.
- c. Timing and Frequency: Initially, before coaching an athletic activity, including cheerleading, and every two years thereafter.
- d. Method of Training: Online.
- e. Resources: List of approved trainings can be found [here](#).

15. Internal Control Standards - IC 5-11-1-27

- a. Description: In an effort to promote accountability and transparency, every school corporation must utilize internal control standards defined by the State Board of Accounts (SBOA). Minimum internal control standards must cover the control environment, risk assessment, control activities, information and communication, and monitoring, and personnel must receive training concerning these standards and procedures. Fiscal officers must certify that they have completed this training to SBOA at the same time as annual financial reporting. More information can be found [here](#).
- b. Required for: The employee of a school corporation whose official duties include receiving, processing, depositing, disbursing, or otherwise having access to funds belonging to the federal government, state government, a political subdivision, or another governmental agency.
- c. Frequency: N/A

16. Lock Out/Tag Out - 29 CFR 1910.147

- a. Description: Training should ensure the purpose and function of the energy control program are understood by employees and the knowledge and skills required for the safe application, usage, and removal of the energy controls are acquired by employees. The training shall include recognition of applicable hazardous energy sources, the type and magnitude of the energy available in the workplace, and the methods and means necessary for energy isolation and control. When tag outs are used, employees must also be trained in the limitation of those tags.
- b. Required for: Affected employees must be trained in the purpose and use of the energy control procedure. All other employees whose work operations may be in the area shall be instructed about the procedure, and about the prohibition relating to attempts to restart or re-energize machines or equipment which are locked out or tagged out.
- c. Frequency: When there is a change in job assignments, a change in machines, equipment, or processes that present a new hazard, when there is a change in the energy control procedures, or during periodic inspections of inadequacies among employee knowledge.

Program-Specific Training

The following training provisions apply only if the school chooses to implement the described



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programs:

1. School Resource Officer (SRO) - IC 20-26-18.2-1

- a. Description: SROs must: complete this training within 180 days of role assignment unless they are employed at a corporation with an ADM of under 1,000 students, in which case they have 365 days from appointment.
 - i. complete the minimum training requirements for law enforcement officers under IC 5-2-1-9; and
 - ii. receive at least 40 hours of SRO training through: the Indiana Law Enforcement Training Board; the National Association of School Resource Officers; or another school resource officer training program approved by the Indiana Law Enforcement Training Board.
- b. Required for: School Resource Officers
- c. Frequency: The SRO must
- d. Resources: More information on this requirement can be found [here](#).

2. School Corporation Police Department Autism and Asperger's Syndrome Training - IC 20-26-5-31

- a. Description: If a school corporation establishes a school corporation police department, the governing body (i.e., the board or commission charged by law with the responsibility of administering the affairs of the school/corporation) must adopt a policy requiring the corporation police officer to complete training to appropriately interact with individuals with autism spectrum disorder (ASD) and Asperger's syndrome.
- b. Required for: Every individual employed as a school corporation police officer
- c. Frequency: N/A

3. School Corporation Police Department Minimum Training - IC 20-26-16-4

- a. Description: Corporation police officers must successfully complete at least the pre-basic training course established under IC 5-2-1-9(f) and the minimum basic training and educational requirements adopted by the Indiana Law Enforcement Training Board.
- b. Required for: An individual employed as a school corporation or charter school police officer
- c. Frequency: School police officers must complete this training upon appointment.

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