



Indiana Department of Education

Dr. Katie Jenner, Secretary of Education

To: Indiana Superintendents and Principals

From: Risa Regnier, Director of Educator Licensing

Date: June 13, 2025

Subject: 2025-2026 Educator Licensure and School Staff Training Requirements

The Indiana Department of Education (IDOE) has updated its guidance for both educator licensing purposes and school staff pursuant to House Enrolled Act (HEA) 1002 and HEA 1515. This guidance does not include training that is optional for schools, and additional training may be required locally by the school corporation or governing body.

Training Required for Educator Licensure at-a-Glance

Type of Training	Indiana Code Citation	Required for initial IDOE-issued license or permit	Required for renewal of IDOE-issued license or permit
CPR/choking prevention/Heimlich/AED	IC 20-28-5.5-1(a); IC 20-28-3-4.5	Yes	Yes
Child Abuse and Neglect	IC 20-28-3-4.5; IC 20-28-5-12.3	Yes	Yes
Prevention of child suicide	IC 20-28-5-12.3; IC 20-28-5.5-1(b)	Yes	No
Human Trafficking	IC 20-28-5-12.3	Yes	No

Required Trainings for Educator Licensing

1. Cardiopulmonary Resuscitation (CPR) per 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.
- 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.



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- c. Timing and 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.
- 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](#).

2. Child Abuse and Neglect per IC 20-28-3-4.5 and IC 20-28-5-12.5

- a. Description: Each school corporation, charter school, and state accredited nonpublic school shall require each school employee likely to have direct, 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. 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. Timing and 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:
<https://www.in.gov/doe/files/Research-and-Evidence-Based-Instruction-on-Child-Abuse-and-Child-Sexual-Abuse-2024.pdf>; <https://pcain.org/>

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.



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- 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:
<https://www.in.gov/doe/educators/educator-licensing/suicide-prevention-training/>

4. 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: <https://knottoday.org/>;
<https://www.in.gov/doe/students/human-trafficking/>

Health-Related Required Trainings for School Staff

1. Sudden Cardiac Arrest (SCA) per IC 20-34-8-9

- a. Description: SCA training must include signs and symptoms, response, the use of automated external defibrillators (AEDs), and be approved by IDOE.
- b. 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.
- c. Timing and Frequency: Initially, before coaching or leading an athletic activity (including cheerleading), marching band, theatrical or musical activity, and every two years thereafter.
- d. Method of Training: May be in-person or online.
- e. Resources: List of approved trainings can be found [here](#).



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2. 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](#).

3. 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](#).



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4. 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.
 - 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](#).

5. Stop the Bleed per IC 10-19-2.2-1

- a. Description: IC 20-34-3-24 was repealed by [HEA 1002](#) and the reference to bleeding control kits has been moved to IC 10-19-2.2-1. The staff training requirements related to bleeding control kits in schools have been removed.
- b. Required for: Determined locally.
- c. Timing and Frequency: Determined Locally.
- d. Method of Training: Determined Locally.