Illinois Mandated School Trainings for Public Schools

2025-26 School Year

Last Updated: September 2025

ILLINOIS STATE BOARD OF EDUCATION

Overview

This document contains trainings that are mandated for school personnel and board members by various state and federal laws. ISBE recommends that schools review the information on the following pages annually and prior to any Regional Office of Education compliance review visit.

Please note that this document is not intended to be an exhaustive listing of all required content for each training. Statutory references should be consulted in all cases. This information is provided as a resource and does not constitute legal advice. In addition to the trainings outlined in this document, there may be other requirements outside of the School Code not referenced. Please consult with your board policies, administrative procedures, and legal counsel for additional training requirements.

How to Use This Document

1. Review the "Mandate Checklist" table of contents on the following slide. **Changes or new requirements are highlighted in yellow.**
2. Review each training by scrolling through the document or clicking on the hyperlinked text on the table of contents to jump directly to that training. You can click the ISBE logo in the bottom right to return to the table of contents.
3. Review the information about the training on each page, including the applicable statutes, and rules and carry out the training as required.
4. Use the Mandate Checklist to keep track of your progress as you complete each training in your district.
5. Fill in the information below and sign and date on page 4 once all trainings have been completed. Keep this as a record for compliance monitoring or auditing purposes.

School District: _____

Building Name: _____

Grade Levels Served: _____

ILLINOIS STATE BOARD OF EDUCATION

Mandate Checklist

Topic	Compliant
Anaphylactic Reactions & Mgmt.	☐
Asbestos Mgmt. & Abatement	☐
Asthma Management	☐
Automated External Defibrillator	☐
Bloodborne Pathogens	☐
Bullying Prevention*	☐
Care of Students with Diabetes	☐
Concussions & Head Injuries	☐
Cultural Competency	☐
Educator Ethics	☐
Educator Evaluator	☐
Educator Evaluator (Board)	☐
Ensuring Success in Schools	☐
First Aid, Heimlich, & CPR	☐
Freedom of Information Act (FOIA)	☐
Hazardous Materials Training	☐
Health Conditions of Students	☐
Health Conditions of Students (Life-Threatening Bleeding)	☐

Topic	Compliant
Identity Protection	☐
Isolated Time Out/Restraint	☐
Mandated Reporting of Child Abuse and Neglect	☐
Mental Illness, Trauma, & Suicide	☐
Non-Restaurant Food Handler	☐
Nutrition Training (Civil Rights)	☐
Nutrition Training (General)	☐
Open Meetings Act (Board)	☐
Open Meetings Act (Other)	☐
Opioid Overdose	☐
Pest Management Plan	☐
Preventing and Responding to Child Sexual Abuse	☐
Protections and Accommodations for Students (ADA)	☐
Protections and Accommodations for Students (Homelessness)	☐
Racism-Free Schools	☐
School Board Membership	☐

Topic	Compliant
School Bus Driver Training	☐
School Resource Officer (SRO)	☐
School Student Records Act*	☐
Sexual Harassment & Discrimination	☐
Short-Term Sub Teacher Training	☐
Social-Emotional Learning	☐
SpEd Training for Personnel w/o License	☐
SpEd Training for Qualified Interpreters	☐
Student Discipline*	☐
Substitute Personnel Drill Training	☐
Title IX	☐
Trauma-Informed Practices	☐
Violence Prevention & Conflict Resolution*	☐
	☐
	☐
	☐
	☐

* Optional training

Superintendent Signature: _____ Date: _____

Anaphylactic Reactions & Management (specialized training for 'trained personnel')

Frequency	Staff Required	Summary of Requirements	Training Standards
Training must be completed annually. The school district, public school, charter school, or nonpublic school must maintain records relating to the training curriculum and the "trained personnel."	"Trained personnel" is defined as any school employee or volunteer personnel authorized in Sections 10-22.34, 10-22.34a, and 10-22.34b of the School Code who has completed training under 22-30(g) to recognize and respond to anaphylaxis.	"Trained personnel" must complete an online or in-person training curriculum to recognize and respond to anaphylaxis, including the administration of an undesignated epinephrine injector; the curriculum must meet the content requirements of 105 ILCS 5/22-30(h) and 23 Ill. Admin. Code 1.540(e)(3).	Training must be conducted by persons with expertise in anaphylactic reactions and management. In consultation with statewide professional organizations representing physicians licensed to practice medicine in all of its branches, registered nurses, and school nurses, the State Board of Education shall make available resource materials consistent with the requirements for educating "trained personnel" to recognize and respond to anaphylaxis.

Citations
1. 105 ILCS 5/22-30(a) 2. 105 ILCS 5/22-30(g) and (h) 3. 105 ILCS 5/2-3.190 4. 23 Ill. Admin Code 1.540

See Also
1. Health Conditions of Students Training

ILLINOIS STATE BOARD OF EDUCATION

Asbestos Management & Abatement

Frequency	Staff Required	Summary of Requirements	Training Standards
New employees must be trained within 60 days after commencement of employment. 40 CFR 763.92(a)(1). As determined in the Asbestos Hazard Emergency Response Act (AHERA) and by IDPH via its powers under the Commercial and Public Building Asbestos Abatement Act and Asbestos Abatement Act.	Custodians and maintenance employees Designated asbestos plan manager as described in 77 Ill. Admin. Code 855.300(a)(4).	All custodial and maintenance employees must be properly trained in asbestos management and abatement. Training shall include information regarding (i) asbestos and its uses and forms; (ii) health effects associated with asbestos exposure; (iii) locations of asbestos-containing building material (ACBM) identified in the school building; (iv) recognition of damage, deterioration, and delamination of ACBM; and (v) name and phone number of person designated to carry out general Local Education Agency responsibilities regarding availability and location of management plan. 40 CFR 763.92(a)(1). All custodial and maintenance employees who conduct any activities that will result in the disturbance of ACBM shall also receive additional training as outlined in 40 CFR 763.92(a)(2). The school district must designate a person to oversee all asbestos management plan activities and ensure that the designated person receives adequate training to perform the assigned duties of the school district. Such training shall include (i) health effects of asbestos; (ii) detection, identification, and assessment of ACBM; (iii) options for controlling ACBM; (iv) asbestos management programs; and (v) relevant federal and state regulations concerning asbestos, including those of the Occupational Safety and Health Administration, the U.S. Department of Labor, the U.S. Department of Transportation, the U.S. Environmental Protection Agency and the Illinois Department of Public Health. 77 Ill. Admin. Code 855.300(a)(4)	Training must comport with requirements of the federal AHERA, the Illinois Asbestos Abatement Act, and Part 855 of the 77 Ill. Admin. Code. Per AHERA, the training requirement for custodians and maintenance staff is two hours of awareness training, whether or not they are required to work with ACBM.

Citations
1. 77 Ill. Admin. Code 855.300(a)(2) 2. 77 Ill. Admin. Code 855.300(a)(4) 3. 40 Code of Federal Regulations (CFR) Part 763, Subpart E 4. 105 ILCS 105 & 225 ILCS 207

ILLINOIS STATE BOARD OF EDUCATION

Asthma Management (specialized training for 'trained personnel')

Frequency	Staff Required	Summary of Requirements	Training Standards
Training must be completed annually. The school district, public school, charter school, or nonpublic school must maintain records relating to the training curriculum and the "trained personnel."	"Trained personnel" is defined as any school employee or volunteer personnel authorized in Sections 10-22.34, 10-22.34a, and 10-22.34b of the School Code who has completed specialized training to recognize and respond to respiratory distress	"Trained personnel" must complete an online or in-person training curriculum to recognize and respond to respiratory distress, including the administration of undesignated asthma medication; the curriculum must meet the requirements of 105 ILCS 5/22-30(h-10) and 23 Ill. Admin. Code. 1.540(e)(5).	To assist schools with emergency response procedures for asthma, the State Board of Education, in consultation with statewide professional organizations with expertise in asthma management and a statewide organization representing school administrators, developed a model asthma episode emergency response protocol. Each school district, charter school, and nonpublic school shall adopt an asthma episode emergency response protocol before January 1, 2017 that includes all of the components of the State Board's model protocol.

Citations
1. 105 ILCS 5/22-30(a) 2. 105 ILCS 5/22-30(g) 3. 105 ILCS 5/22-30(h-10) 4. 23 Ill. Admin. Code 1.540

See Also
1. Health Conditions of Students Training

ILLINOIS STATE BOARD OF EDUCATION

Automated External Defibrillator (AED)

Frequency	Staff Required	Summary of Requirements	Training Standards
The IDPH shall establish rules to determine the time period for which training recognition shall be valid no more than 2 years and the recommendation for subsequent renewal.	Official trained staff members	A physical fitness facility must ensure that it has at least one "trained AED user" on site during staffed business hours. 210 ILCS 74/15(b)	A "trained AED user" means a person who has completed a course of instruction in accordance with the standards of a nationally recognized organization such as the American Red Cross or the American Heart Association or a course of instruction in accordance with the rules adopted under the Automated External Defibrillator Act to use an automated external defibrillator, or who is licensed to practice medicine in all its branches in Illinois. 410 ILCS 4/10

Citations
1. 410 ILCS 4/ 2. 210 ILCS 74/ 3. 77 Ill. Adm. Code 525.400

ILLINOIS STATE BOARD OF EDUCATION

Bloodborne Pathogens

Frequency	Staff Required	Summary of Requirements	Training Standards
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.	Each employee with occupational exposure Employer must maintain records of training sessions for three years and in accordance with requirements of 29 CFR 1910.1030(h)(2).	Awareness training for employees in regard to the Occupational Safety and Health Administration's bloodborne pathogen standards shall be provided at no cost to employee and during work hours; additional training may be limited to addressing new exposures created. Training shall contain at a minimum the elements listed in 29 CFR 1910.1030 (g)(2)(vii)(A)-(N).	The person conducting the training shall be knowledgeable in the subject matter covered by the elements contained in the training program as it relates to the workplace that the training will address.

Citations
1. 29 CFR 1910.1030(g)(2) and (h)(2) 2. 820 ILCS 219 3. 56 Ill. Admin Code 350

ILLINOIS STATE BOARD OF EDUCATION

Bullying Prevention*

Frequency	Staff Required	Summary of Requirements	Training Standards
Not specified.	All school personnel.	Training pertains to what behaviors constitute prohibited bullying and methods of bullying prevention.	None.

Citations
1. 105 ILCS 5/22-110(a) (renumbered from 105 ILCS 5/27-23.7(a) by Public Act 104-0391)
* Recommended only; not mandatory

ILLINOIS STATE BOARD OF EDUCATION

Care of Students with Diabetes (specialized training for 'delegated care aides')

Frequency	Staff Required	Summary of Requirements	Training Standards
Initial training prior to serving in the role; training shall be updated when the diabetes care plan is changed and at least annually.	"Delegated care aide": 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. 105 ILCS 145/10 No employee may be punished for refusal to serve as a delegated care aide. 105 ILCS 145/40	Training pertains to instruction on how to perform the tasks necessary to assist a student with diabetes in accordance with his or her diabetes care plan, including training in the specific functions outlined in 105 ILCS 145/25(b).	Initial training of a delegated care aide shall be provided by a licensed health care provider with expertise in diabetes or a certified diabetic educator and individualized by a student's parent or guardian. Training must be consistent with the guidelines provided by the U.S. Department of Health and Human Services in "Helping the Student with Diabetes Succeed."

Citations
1. 105 ILCS 145/

See Also
1. Health Conditions of Students Training

ILLINOIS STATE BOARD OF EDUCATION

Concussions & Head Injuries

Frequency	Staff Required	Summary of Requirements	Training Standards
Every two years. Training must be completed prior to serving on a concussion oversight team in any capacity.	Training must be taken by: 1. A coach of an interscholastic athletic activity; 2. A nurse, licensed health care professional, or non-licensed health care professional who serves as a member of a concussion oversight team either on a volunteer basis or in his or her capacity as an employee, representative, or agent of a school; and 3. A game official of an interscholastic athletic activity. 105 ILCS 5/22-80(h)(2)	Training pertains to concussions, including evaluation, prevention, symptoms, risks, and long-term effects. A training course that addresses these topics is required for coaches, members of the concussion oversight team, and game officials. 105 ILCS 5/22- 80(h)(1) The training requirements vary depending on the role of the person required to take the training. 105 ILCS 5/22-80(h)(4)	Training must be approved by the Illinois High School Association (IHSA). The IHSA shall maintain an updated list of individuals and organizations it has authorized to provide the training.

Citations
1. 105 ILCS 5/22-80(h)

ILLINOIS STATE BOARD OF EDUCATION

Cultural Competency

Frequency	Staff Required	Summary of Requirements	Training Standards
Within six months of employment by a school board and at least once every 5 years during an in-service training program conducted by the school board or through other training opportunities, including but not limited to, institutes under 105 ILCS 5/3-11. If teachers, administrators, or school support personnel obtain training outside of an in-service training program or from a previous public school district or nonpublic school employer, they may present documentation showing current compliance to satisfy requirement of receiving training within 6 months of first being employed.	Teachers, administrators, and school support personnel who work with pupils. School support personnel may be exempt from in-service training if the training is not relevant to the work they do.	Training shall include, but is not limited to, understanding and reducing implicit bias, including implicit racial bias. The term "implicit racial bias" means a preference, positive or negative, for a racial or ethnic group that operates outside of awareness. This bias has 3 different components: affective, behavioral, and cognitive.	None.

Citations
1. 105 ILCS 5/10-20.61 (as amended by Public Act 103-0542) 2. 105 ILCS 5/10-22.39 (as amended by Public Act 103-0542) 3. 105 ILCS 5/34-18.54 (as amended by Public Act 103-0542)

ILLINOIS STATE BOARD OF EDUCATION

Educator Ethics

Frequency	Staff Required	Summary of Requirements	Training Standards
Within six months of employment by a school board and at least once every 5 years during an in-service training program conducted by the school board or through other training opportunities, including but not limited to, institutes under 105 ILCS 5/3-11. If teachers, administrators, or school support personnel obtain training outside of an in-service training program or from a previous public school district or nonpublic school employer, they may present documentation showing current compliance to satisfy requirement of receiving training within 6 months of first being employed.	Teachers, administrators, and school support personnel who work with pupils. School support personnel may be exempt from in-service training if the training is not relevant to the work they do.	Training shall include, but is not limited to, teacher-student conduct, school employee-student conduct, and evidence-informed training on preventing, recognizing, reporting, and responding to child sexual abuse and grooming as outlined in 105 ILCS 5/10-23.13.	None.

Citations
1. 105 ILCS 5/10-22.39 (as amended by Public Act 103-0542) 2. 105 ILCS 5/10-23.13

ILLINOIS STATE BOARD OF EDUCATION

Educator Evaluator

Frequency	Staff Required	Summary of Requirements	Training Standards
Prior to undertaking any evaluation and at least once during each license renewal cycle. Evaluators must also successfully complete a prequalification program provided or approved by ISBE prior to undertaking an evaluation.	All PERA evaluators as defined in Section 24A-2.5 of the Illinois School Code.	Training pertains to the evaluation of licensed personnel. The prequalification program must involve rigorous training and an independent observer's determination that the evaluator's ratings properly align to the requirements established by ISBE.	Trainings must be provided or approved by ISBE. Training provided or approved by the ISBE shall include the evaluator training program developed pursuant to Section 24A-20 of the School Code and Subpart E of Part 50 of Title 23 of the Illinois Administrative Code.

Citations
1. 105 ILCS 5/24A-3 2. 105 ILCS 5/24A-20 3. 23 Ill. Admin. Code 50, Subpart E

ILLINOIS STATE BOARD OF EDUCATION

Educator Evaluator (Board)

Frequency	Staff Required	Summary of Requirements	Training Standards
Once, prior to voting on any dismissal.	Only Performance Evaluation Reform Act (PERA)-trained board members may participate in a vote on dismissal that is based upon the Optional Alternative Evaluative Dismissal process.	Training on PERA evaluations.	Trainings must be administered or approved by ISBE.

Citations
1. 105 ILCS 5/24-16.5(f) 2. 23 Ill. Admin. Code 51.235

ILLINOIS STATE BOARD OF EDUCATION

Ensuring Success in Schools:

Students who are victims of sexual violence, students who are victims of domestic violence, students who are expectant parents, and students who are parents

Frequency	Staff Required	Summary of Requirements	Training Standards
Within six months of employment by a school board and at least once every 5 years during an in-service training program conducted by the school board or through other training opportunities, including but not limited to, institutes under 105 ILCS 5/3-11. If teachers, administrators, or school support personnel obtain training outside of an in-service training program or from a previous public school district or nonpublic school employer, they may present documentation showing current compliance to satisfy requirement of receiving training within 6 months of first being employed.	School personnel who work with pupils, including, but not limited to, school and school district administrators, teachers, school social workers, school counselors, school psychologists, and school nurses	Training shall include but is not limited to: (i) communicating with and listening to youth victims of domestic or sexual violence and expectant and parenting youth; (ii) connecting youth victims of domestic or sexual violence and expectant and parenting youth to appropriate in-school services and other agencies, programs, and services as needed; (iii) implementing the school district's policies, procedures, and protocols with regard to such youth, including confidentiality. At a minimum, school personnel must be trained to understand, provide information and referrals, and address issues pertaining to youth who are parents, expectant parents, or victims of domestic or sexual violence; and (iv) procedures for responding to incidents of teen dating violence that take place at the school, on school grounds, at school-sponsored activities, or in vehicles used for school-provided transportation as outlined in Section 27-240 of the Illinois School Code.	Training must be conducted by persons with expertise in domestic and sexual violence and the needs of expectant and parenting youth.

Citations
1. 105 ILCS 5/10-22.39 (as amended by Public Act 103-0542 and Public Act 104-0391 (renumbering only))

ILLINOIS STATE BOARD OF EDUCATION

First Aid, Heimlich, & CPR

Frequency	Staff Required	Summary of Requirements	Training Standards
No later than 30 days after the first day of each school year. In addition, each school board is authorized to allocate appropriate portions of its institute or in-service days to conduct training programs for teachers and other school personnel who have expressed an interest in becoming qualified to administer emergency first aid or CPR.	All teachers, administrators, and other school personnel, as determined by school officials. Each school board is **encouraged** to have in its employ, or on its volunteer staff, at least one person who is certified by the American Red Cross or by another qualified certifying agency as qualified to administer first aid and CPR. Each school board is **urged** to encourage its teachers and other school personnel who coach school athletic programs and other extracurricular activities to acquire, develop, and maintain the knowledge and skills necessary to properly administer first aid and CPR in accordance with standards and requirements established by the American Red Cross or another qualified certifying agency.	The school board of each public elementary and secondary school in the state shall provide all teachers, administrators, and other school personnel, as determined by school officials, with information regarding emergency procedures and life-saving techniques, including, without limitation, the Heimlich maneuver, hands-only cardiopulmonary resuscitation, and the use of the school district's automated external defibrillator.	The training shall be in accordance with standards of the American Red Cross, the American Heart Association, or another nationally recognized certifying organization. A school board may use the services of nongovernmental entities whose personnel have expertise in life-saving techniques to instruct teachers and other school personnel in these techniques.

Citations
1. 105 ILCS 5/22-115 (renumbered from 105 ILCS 110/3, in part, by Public Act 104-0391 and made mandatory, in part)

ILLINOIS STATE BOARD OF EDUCATION

Freedom of Information Act (FOIA)

Frequency	Staff Required	Summary of Requirements	Training Standards
Whenever a new FOIA officer is appointed, within 30 days after he or she assumes the position; annually thereafter.	The FOIA officer designated by the local school board	Training as developed by the Public Access Counselor that pertains to the general principles of FOIA and the statutory provisions that FOIA officers will need to consult in carrying out their duties.	Electronic training curriculum developed by the Public Access Counselor.

Citations
1. 5 ILCS 140/3.5(b)

ILLINOIS STATE BOARD OF EDUCATION

Hazardous Materials Training

Frequency	Staff Required	Summary of Requirements	Training Standards
Each district shall maintain an in-service training plan for working with toxic materials that meets the requirements of section 16 of the Toxic Substances Disclosure to Employees Act [820 ILCS 255/3]. All new staff members whose assignments bring them into recurring contact (e.g., daily, weekly, or monthly) with toxic 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. 23 Ill. Admin. Code 1.330	Personnel in the district who work with hazardous or toxic materials on a regular basis (e.g., science teachers, maintenance workers, and cafeteria employees). Each district shall keep on file a list of the job titles in the district whose incumbents are subject to the training requirements and the names of employees who have attended a training program, including the location, presenters, and date of the program. 23 Ill. Admin. Code 1.330	Training pertains to the safe handling and use of hazardous or toxic materials. An employer shall provide all employees with an education and training program with respect to all toxic substances to which the employee is routinely exposed in the course of his or her employment. An employee shall be deemed to be routinely exposed to any toxic substance that he/she ingests, inhales, absorbs through the skin, or otherwise comes into contact with on a regular basis during the course of his/her employment in concentrations for which there is substantial scientific evidence that a significant risk to human health may occur from exposure or which falls above threshold limits established by IDPH. The employer does not have to provide an employee education and training program if no employees are exposed to any toxic substance. 820 ILCS 255/16.	Such programs may be identified by ISBE, in consultation with IDPH, for use by school boards in implementing 105 ILCS 5/10-20.17a. Currently, ISBE has not identified any such programs.

Citations
1. 105 ILCS 5/10-20.17a 2. 820 ILCS 255/16 3. 23 Ill. Admin. Code 1.330

ILLINOIS STATE BOARD OF EDUCATION

Health Conditions of Students

Frequency	Staff Required	Summary of Requirements	Training Standards
Within six months of employment by a school board and at least once every 5 years during an in-service training program conducted by the school board or through other training opportunities, including but not limited to, institutes under 105 ILCS 5/3-11. If teachers, administrators, or school support personnel obtain training outside of an in-service training program or from a previous public school district or nonpublic school employer, they may present documentation showing current compliance to satisfy requirement of receiving training within 6 months of first being employed.	Teachers, administrators, and school support personnel who work with pupils. Nurses and school nurses, as defined in 105 ILCS 5/10-22.23, are exempt. School support personnel may be exempt from in-service training if the training is not relevant to the work they do.	Training shall include, but is not limited to: (1) Anaphylactic reactions and management. (2) The management of asthma, the prevention of asthma symptoms, and emergency response in the school setting. (3) The basics of seizure recognition and first aid and appropriate emergency protocols. (4) The basics of diabetes care, how to identify when a student with diabetes needs immediate or emergency medical attention, and whom to contact in the case of an emergency. (5) Current best practices regarding the identification and treatment of attention deficit hyperactivity disorder.	(All) In consultation with professional organizations with expertise in student health issues, including, but not limited to, asthma management, anaphylactic reactions, seizure recognition, and diabetes care, the State Board of Education shall make available resource materials for educating school personnel about student health conditions and emergency response in the school setting. (1) Training on anaphylactic reactions and management shall be conducted by persons with expertise in anaphylactic reactions and management. (3) Training on the basics of seizure recognition and first aid and appropriate emergency protocols must be fully consistent with the best practice guidelines issued by the Centers for Disease Control and Prevention.

Citations
1. 105 ILCS 5/10-22.39 (as amended by Public Act 103-0542)

See Also
1. Anaphylactic Reactions & Mgmt. Training
2. Asthma Management Training
3. Care of Students with Diabetes Training

ILLINOIS STATE BOARD OF EDUCATION

Health Conditions of Students (Life-Threatening Bleeding)

Frequency	Staff Required	Summary of Requirements	Training Standards
Beginning with SY 2024-25: Within six months of employment by a school board and at least once every 2 years during an in-service training program conducted by the school board or through other training opportunities, including but not limited to, institutes under 105 ILCS 5/3-11. **Beginning with SY 2027-28:** Within six months of employment by a school board and at least once every 5 years during an in-service training program conducted by the school board or through other training opportunities, including but not limited to, institutes under 105 ILCS 5/3-11. If teachers, administrators, or school support personnel obtain training outside of an in-service training program or from a previous public school district or nonpublic school employer, they may present documentation showing current compliance to satisfy requirement of receiving training within 6 months of first being employed.	Teachers, administrators, and school support personnel who work with pupils. Nurses and school nurses, as defined in 105 ILCS 5/10-22.23, are exempt. School support personnel may be exempt from in-service training if the training is not relevant to the work they do.	Instruction on how to respond to an incident involving life-threatening bleeding and, if applicable, how to use a school's trauma kit.	This training requirement may be satisfied by using the training, including online training, available from the American College of Surgeons or any other similar organization. In consultation with professional organizations with expertise in student health issues, including, but not limited to, asthma management, anaphylactic reactions, seizure recognition, and diabetes care, the State Board of Education shall make available resource materials for educating school personnel about student health conditions and emergency response in the school setting.

Citations
1. 105 ILCS 5/10-22.39 (as amended by Public Act 103-0542)

ILLINOIS STATE BOARD OF EDUCATION

Identity Protection

Frequency	Staff Required	Summary of Requirements	Training Standards
Not specified. Please consult your district's Identity Protection Policy.	All employees of the school district identified as having access to Social Security numbers in the course of performing their duties.	Training to protect the confidentiality of Social Security numbers. Training should include instructions on the proper handling of information that contains Social Security numbers from the time of collection through the destruction of the information.	None. Please consult your district's Identity Protection Policy.

Citations
1. 5 ILCS 179/35

ILLINOIS STATE BOARD OF EDUCATION

Isolated Time Out/Restraint

Frequency	Staff Required	Summary of Requirements	Training Standards
At least eight hours of training annually. Training may be completed online with the exception of the training on physical holds, which must be done in person.	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.	The adults trained under this Section must be provided a copy of the district's policies on isolated time out, time out, and physical restraint. **For adults supervising these techniques:** Training is required in the following areas: crisis de-escalation, restorative practices, identifying signs of distress during physical restraint and time out, trauma-informed practices, and behavior management practices. **For adults administering these techniques:** Annual systemic training on less restrictive and intrusive strategies and techniques to reduce the use of isolated time out, time out, and physical restraint based on best practices and how to safely use time out and physical restraint when those alternative strategies and techniques have been tried and proven ineffective. This training must include all the elements described in 23 Ill. Admin. Code 1.285(h) and must result in the receipt of a certificate of completion or other written evidence of participation.	The required training may be provided by the employer or by an external entity. Any person or entity providing training must be trained and appropriately certified as outlined in 23 Ill. Admin. Code 1.285(h)(4)(A). Training on any particular method of time out or physical restraint can be provided only if trainer has received written evidence of completing training in these techniques within the preceding one-year period.

Citations
1. 23 Ill. Admin. Code 1.285(h) 2. 105 ILCS 5/10-20.33

ILLINOIS STATE BOARD OF EDUCATION

Mandated Reporting of Child Abuse and Neglect

Frequency	Staff Required	Summary of Requirements	Training Standards
Mandated reporter training must be completed within three months of the date of engagement in a professional or official capacity as a mandated reporter and at least every three years thereafter. The initial requirement only applies to the first time they engage in their professional or official capacity. 325 ILCS 5/4(j)	The following education personnel are all considered mandated reporters: 1. School personnel (including administrators and licensed and non-licensed school employees); 2. Personnel of institutions of higher education; 3. Any educational advocate assigned to a child in accordance with the School Code; 4. Any member of a school board or the Chicago Board of Education or the governing body of a private school (but only to the extent required under 325 ILCS 5/4(d)); and 5. Truant officers.	The mandated reporter trainings shall be in-person or web-based, and shall include, at a minimum, information on the following topics: (i) indicators for recognizing child abuse and child neglect, as defined under this Act; (ii) the process for reporting suspected child abuse and child neglect in Illinois as required by this Act and the required documentation; (iii) responding to a child in a trauma-informed manner; and (iv) understanding the response of child protective services and the role of the reporter after a call has been made. Child-serving organizations are encouraged to provide in-person annual trainings. The implicit bias section includes additional requirements as noted in subsection 4(j) of the Abused and Neglected Child Reporting Act.	The mandated reporter training shall be provided through the Illinois Department of Children and Family Services (DCFS), an entity authorized to provide continuing education for professionals licensed by the Department of Financial and Professional Regulation, ISBE, the Illinois Law Enforcement Training Standards Board, the Illinois State Police, or an organization approved by DCFS to provide mandated reporter training, including a section on implicit bias. DCFS must make available a free web-based training for reporters.

Citations
1. 325 ILCS 5/4

ILLINOIS STATE BOARD OF EDUCATION

Mental Illness, Trauma, & Suicide

Frequency	Staff Required	Summary of Requirements	Training Standards
Within six months of employment by a school board and at least once every 5 years during an in-service training program conducted by the school board or through other training opportunities, including but not limited to, institutes under 105 ILCS 5/3-11. Teachers, administrators, and school support personnel may present a certificate of successful completion of a third-party mental health first aid training program to satisfy this in-service training requirement.	Teachers, administrators, and school support personnel who work with pupils. School support personnel may be exempt from in-service training if the training is not relevant to the work they do.	Training pertains to identification of the warning signs of mental illness, trauma, and suicidal behavior in youth and shall include, but is not limited to, appropriate intervention and referral techniques, including resources and guidelines as outlined in 105 ILCS 5/2-3.166, and must include the definitions of trauma, trauma-responsive learning environments, and whole child set forth 105 ILCS 3-11(b) Training regarding the implementation of trauma-informed practices satisfies this training requirement.	Illinois Mental Health First Aid training, established under the Illinois Mental Health First Aid Training Act, may satisfy the requirements of this training requirement. Consistent with Ann Marie's Law, ISBE has made suicide prevention guidance and resources available here.

Citations
1. 105 ILCS 5/10-22.39 (as amended by Public Act 103-0542) 2. 105 ILCS 5/2-3.166 (Ann Marie's Law)

ILLINOIS STATE BOARD OF EDUCATION

Non-Restaurant Food Handler

Frequency	Staff Required	Summary of Requirements	Training Standards
Required within 30 days after employment with any new employer, and every three years thereafter.	All food handlers not employed by a restaurant, other than someone holding a food service sanitation manager certificate.	Training pertains to safe food handling principles as outlined in 410 ILCS 625/3.05(b).	Training modules must be approved by IDPH. Training may be conducted by any means available, including, but not limited to, online, computer, classroom, live trainers, remote trainers, and certified food service sanitation managers. There must be at least one commercially available, approved food handler training module at a cost of no more than $15 per employee; if an approved food handler training module is not available at that cost, then the non-restaurant food handler training requirements do not apply.

Citations
1. 410 ILCS 625/3.05 and 3.06

ILLINOIS STATE BOARD OF EDUCATION

Nutrition Training (Civil Rights)

Frequency	Staff Required	Summary of Requirements	Training Standards
Annual program requirement; new employees should have training as part of their orientation.	All frontline staff (e.g., those who interact with program applicants or participants) and those who supervise frontline staff.	This training meets the annual civil rights requirement for all federal nutrition programs. Specific subject matter must include, but not be limited to: A. Collection and use of data, B. Effective public notification systems, C. Complaint procedures, D. Compliance review techniques, E. Resolution of noncompliance, F. Requirements for reasonable accommodation of persons with disabilities, G. Requirements for language assistance, H. Conflict resolution, and I. Customer service.	Training can be delivered in a variety of formats (web-based, in-person, etc.). See ISBE's Nutrition Civil Rights page.

Citations
1. Multiple federal laws as enforced by the Food Nutrition Service under the U.S. Department of Agriculture.

ILLINOIS STATE BOARD OF EDUCATION

Nutrition Training (General)

Frequency	Staff Required	Summary of Requirements	Training Standards
Annual continuing education/training ranging from four-12 hours, depending on position.	All School Nutrition Program personnel	These are trainings in all areas of professional standards for the operation of school nutrition programs.	Training can be delivered in a variety of formats (web-based, in-person, etc.) and can come from a variety of sources. See resources under on the ISBE Nutrition Department webpage.

Citations
1. 7 CFR Parts 210 and 235

ILLINOIS STATE BOARD OF EDUCATION

Open Meetings Act (Board)

Frequency	Staff Required	Summary of Requirements	Training Standards
Not later than the 90th day after the date a school board member: 1. Took the oath of office if required to take an oath; or 2. Otherwise assumed responsibilities as a member of the public body.	All school board members	Training that pertains to compliance with the Open Meetings Act.	Electronic training curriculum developed and administered by the Public Access Counselor. School board members may alternatively satisfy the training requirements of OMA by participating in a qualifying course of training sponsored by or conducted by an organization created under Article 23 of the School Code (School Board Associations). 105 ILCS 5/Art. 23

Citations
1. 5 ILCS 120/1.05(a)-(c)

ILLINOIS STATE BOARD OF EDUCATION

Open Meetings Act (Other)

Frequency	Staff Required	Summary of Requirements	Training Standards
Whenever a new OMA designee is selected, within 30 days after such designation; annually thereafter.	Any employees, officers, or members designated by the local school board to receive training (OMA designees)	Training that pertains to compliance with the Open Meetings Act.	Electronic training curriculum developed and administered by the Public Access Counselor.

Citations
1. 5 ILCS 120/1.05(a)

ILLINOIS STATE BOARD OF EDUCATION

Opioid Overdose

Frequency	Staff Required	Summary of Requirements	Training Standards
Not specified. However, prior to the administration of an opioid antagonist, trained personnel must submit to the school's administration proof of completion of a training curriculum to recognize and respond to an opioid overdoes, which curriculum must meet the requirements of 105 ILCS 5/22-30(h-5). The school district, public school, charter school, or nonpublic school must maintain records relating to the training curriculum and the "trained personnel."	"Trained personnel" is defined as any school employee or volunteer personnel authorized in Sections 10-22.34, 10-22.34a, and 10-22.34b of the School Code who has completed specialized training to recognize and respond to opioid overdose.	"Trained personnel" must complete an online or in-person training curriculum to recognize and respond to an opioid overdose, including the administration of an opioid antagonist; the curriculum must meet the requirements of 105 ILCS 5/22-30(h-5) and 23 Ill. Admin. Code 1.540(e)(4).	The training must comply with any training requirements under Section 5-23 of the Substance Use Disorder Act and the corresponding rules.

Citations
1. 105 ILCS 5/22-30(a) 2. 105 ILCS 5/22-30(g) 3. 105 ILCS 5/22-30(h-5) (as amended by Public Act 103-0542) 4. 23 Ill. Admin. Code 1.540 5. 20 ILCS 301/ Substance Use Disorder Act

ILLINOIS STATE BOARD OF EDUCATION

Pest Management Plan

Frequency	Staff Required	Summary of Requirements	Training Standards
Every 5 years until an integrated pest management program is developed and implemented in a school or day care center. If the school adopted a pest management program, they should review it for the applicable training timelines and requirements.	Designated person who has assumed responsibility for the oversight of pest management practices in that school or day care center.	Training on integrated pest management is required in any school or day care center that has not implemented a pest management control program in accordance with guidelines issued by IDPH.	The trainings must be approved by IDPH in accordance with the minimum standards adopted by IDPH under the Structural Pest Control Act. IDPH, with the assistance of the Cooperative Extension Service and other relevant agencies, may prepare a training program for school or day care center pest control specialists.

Citations
1. 225 ILCS 235/10.2

ILLINOIS STATE BOARD OF EDUCATION

Preventing and Responding to Child Sexual Abuse (Erin's Law)

Frequency	Staff Required	Summary of Requirements	Training Standards
Annually no later than January 31 of each year.	All school personnel.	School boards must adopt and implement a policy addressing sexual abuse of children that shall include evidence-informed training for school personnel. This must include training for school personnel on preventing, recognizing, reporting, and responding to child sexual abuse and grooming behavior, including when the grooming or abuse is committed by a member of the school community, with a discussion of the criminal statutes addressing sexual conduct between school personnel and students, professional conduct, and reporting requirements, including, but not limited to, training as outlined in Sections 10- 22.39 and 3-11 of the School Code.	None.

Citations
1. 105 ILCS 5/10-23.13 (Erin's Law) as modified by Public Act 102-0610 2. 105 ILCS 5/10-22.39(b-35) (as amended by Public Act 103-0542)

ILLINOIS STATE BOARD OF EDUCATION

Protections and Accommodations for Students (Americans with Disabilities Act)

Frequency	Staff Required	Summary of Requirements	Training Standards
Within six months of employment by a school board and at least once every 5 years during an in-service training program conducted by the school board or through other training opportunities, including but not limited to, institutes under 105 ILCS 5/3-11. If teachers, administrators, or school support personnel obtain training outside of an in-service training program or from a previous public school district or nonpublic school employer, they may present documentation showing current compliance to satisfy requirement of receiving training within 6 months of first being employed.	Teachers, administrators, and school support personnel who work with pupils. School support personnel may be exempt from in-service training if the training is not relevant to the work they do.	Training regarding protections and accommodations for students shall include, but is not limited to, instruction on the federal Americans with Disabilities Act, as it pertains to the school environment.	None.

Citations
1. 105 ILCS 5/10-22.39 (as amended by Public Act 103-0542)

ILLINOIS STATE BOARD OF EDUCATION

Protections and Accommodations for Students (Homelessness)

Frequency	Staff Required	Summary of Requirements	Training Standards
Beginning with SY 2024-25: Within six months of employment by a school board and at least once every 2 years during an in-service training program conducted by the school board or through other training opportunities, including but not limited to, institutes under 105 ILCS 5/3-11. **Beginning with SY 2027-28:** Within six months of employment by a school board and at least once every 5 years during an in-service training program conducted by the school board or through other training opportunities, including but not limited to, institutes under 105 ILCS 5/3-11. If teachers, administrators, or school support personnel obtain training outside of an in-service training program or from a previous public school district or nonpublic school employer, they may present documentation showing current compliance to satisfy requirement of receiving training within 6 months of first being employed.	Teachers, administrators, and school support personnel who work with pupils. School support personnel may be exempt from in-service training if the training is not relevant to the work they do.	Training on homelessness shall include the following: (1) The definition of homeless children and youths from 42 U.S.C. 11434a; (2) The signs of homelessness and housing insecurity; (3) The rights of students experiencing homelessness under state and federal law; (4) The steps to take when a homeless or housing-insecure student is identified; and (5) The appropriate referral techniques, including the name and contact number of the school or school district homeless liaison.	None. School boards may work with a community-based organization that specializes in working with homeless children and youth to develop and provide the training.

Citations
1. 105 ILCS 5/10-22.39 (as amended by Public Act 103-0542)

ILLINOIS STATE BOARD OF EDUCATION

Racism-Free Schools

Frequency	Staff Required	Summary of Requirements	Training Standards
For all new employees and at least once every 2 years for existing representatives.	An administrator of an elementary school or secondary school and any teacher, instructor, or other employee of any elementary school or secondary school.	Districts must use the model training created by the Illinois Department of Human Rights, or another existing training or their own training that equals or exceeds the minimum standards set forth in 775 ILCS 5/5A-103(b).	None.

Citations
1. 775 ILCS 5/5A-103

ILLINOIS STATE BOARD OF EDUCATION

School Board Membership

Frequency	Staff Required	Summary of Requirements	Training Standards
The first year of the board member's first term.	Every voting member of a school board serving pursuant to Section 10-10 of the School Code The school district shall maintain on its website, if any, the names of all voting members of the school board who have successfully completed the training.	A minimum of four hours of professional development leadership training covering topics in education and labor law, financial oversight and accountability, fiduciary responsibilities of a school board member, trauma-informed practices for students and staff, and improving student outcomes. Section 10-16a(b-5) sets forth the specific requirements for trauma-informed practices.	The training on financial oversight, accountability, fiduciary responsibilities, trauma-informed practices for students and staff, and improving student outcomes shall be provided by a statewide association established under this Code for the purpose of training school board members or by other qualified providers approved by the State Board of Education, consultation with an association so established. The training regarding improving student outcomes required by this Section must include information that is relevant to and within the scope of the duties of a school board member.

Citations
1. 105 ILCS 5/10-16a

ILLINOIS STATE BOARD OF EDUCATION

School Bus Driver Training

Frequency	Staff Required	Summary of Requirements	Training Standards
Annual training (initial and refresher courses).	School bus drivers.	These are courses of instruction in school bus driver safety that are pursuant to the standards established by the Secretary of State under Section 6-106.1 of the Illinois Vehicle Code.	Pursuant to Section 3-14.23 of the Illinois School Code, regional superintendents of schools are responsible for conducting training programs for school bus drivers. The regional superintendent shall be responsible for notifying the employers of all bus drivers who complete initial or refresher training courses.

Citations
1. 625 ILCS 5/6-106.1(a)(8) 2. 105 ILCS 5/3-14.23(a) 3. 23 Ill. Admin. Code 1.515

ILLINOIS STATE BOARD OF EDUCATION

School Resource Officer (SRO)

Frequency	Staff Required	Summary of Requirements	Training Standards
A certificate issued by the Illinois Law Enforcement and Standards Board indicating that the subject officer has completed the requisite course of instruction must be presented to the school district within one year of an SRO's assignment. The certificate shall be valid for two years from the date of issuance. Before any renewal will be issued, evidence must be presented that the subject officer completed additional in-service courses in the requisite topic areas.	Officers who are assigned to a school district to serve in the capacity of SRO.	Section 10.22 of the Illinois Police Training Act requires the Illinois Law Enforcement Training and Standards Board to develop or approve a course for SROs as defined in Section 10-20.68 of the Illinois School Code. Any law enforcement officer serving as an SRO, pursuant to an agreement between a school district and a law enforcement agency, must be certified as having completed the necessary course of instruction. NEW - Beginning July 1, 2026, a memorandum of understanding (MOU) between a local law enforcement agency and a school district is required for any school district that utilizes an SRO. See Public Act 104-0430. The Act outlines the required components of the MOU, including procedures to ensure that an SRO has been trained or received a waiver for training as provided in Section 10.22 of the Illinois Police Training Act.	For a complete overview of training program requirements and preliminary curriculum, click here.

Citations
1. 105 ILCS 5/10-20.68 2. 50 ILCS 705/10.22 3. Public Act 104-0430

ILLINOIS STATE BOARD OF EDUCATION

School Student Records Act*

Frequency	Staff Required	Summary of Requirements	Training Standards
Not specified.	All school personnel.	Principal or person with like responsibilities shall take all action necessary to assure that school personnel are informed of the provisions of the Illinois School Student Records Act.	None.

Citations
1. 105 ILCS 10/3(c) 2. ISBE Student Record Training *Recommended only; not mandatory

ILLINOIS STATE BOARD OF EDUCATION

Sexual Harassment & Discrimination

Frequency	Staff Required	Summary of Requirements	Training Standards
Annually.	All employees.	Sexual harassment prevention training must be provided that includes, at a minimum, the following: A. An explanation of sexual harassment consistent with the Illinois Human Rights Act, B. Examples of conduct that constitutes unlawful sexual harassment, C. A summary of relevant federal and state statutory provisions concerning sexual harassment, including remedies available to victims of sexual harassment, and D. As summary of responsibilities of employers in the prevention, investigation, and corrective measures of sexual harassment.	Every employer with employees working in this state shall use the model sexual harassment prevention training program created by the Illinois Department of Human Rights or establish its own sexual harassment prevention training program that equals or exceeds the minimum standards in the model training program developed by the department.

Citations
1. 775 ILCS 5/2-109

ILLINOIS STATE BOARD OF EDUCATION

Short-Term Sub Teacher Training

Frequency	Staff Required	Summary of Requirements	Training Standards
Not specified.	Individuals who hold Short-Term Substitute Teaching Licenses under Section 21B-20 of the Illinois School Code.	This training program provides information on curriculum, classroom management techniques, school safety, and district and building operations. May include Substitute Personnel Drill Training as required by Public Act 104-0198.	This training program shall be developed by the local school board in collaboration with its teachers or, if applicable, the exclusive bargaining representative of its teachers. A school board with a substitute teacher training program in place before July 1, 2018, may utilize that program to satisfy the training requirement. ISBE has provided sample trainings and resources developed by the Illinois Association of Regional School Superintendents, the Illinois Federation of Teachers, and the Illinois Education Association here.

Citations
1. 105 ILCS 5/10-20.67 2. Public Act 104-0198 (creates new Section 22 in the School Safety Drill Act)

ILLINOIS STATE BOARD OF EDUCATION

Social-Emotional Learning

Frequency	Staff Required	Summary of Requirements	Training Standards
Within six months of employment by a school board and at least once every 5 years during an in-service training program conducted by the school board or through other training opportunities, including but not limited to, institutes under 105 ILCS 5/3-11. If teachers, administrators, or school support personnel obtain training outside of an in-service training program or from a previous public school district or nonpublic school employer, they may present documentation showing current compliance to satisfy requirement of receiving training within 6 months of first being employed.	All school personnel.	Training shall provide education about the content of the Illinois Social and Emotional Learning Standards, how those standards apply to everyday school interactions, and examples of how social emotional learning can be integrated into instructional practices across all grades and subjects.	None.

Citations
1. 105 ILCS 5/10-22.39 (as amended by Public Act 103-0542)

ILLINOIS STATE BOARD OF EDUCATION

SpEd Training for Personnel w/o License

Frequency	Staff Required	Summary of Requirements	Training Standards
Not specified.	Each professional individual not holding educator licensure issued under Article 21B of the School Code employed in a special education class, program, or service, and each individual providing assistance at a work site; each program assistant or aide, whether providing instructional or noninstructional services, as well as each nonemployee providing any service in the context of special education. Note: The provisions of 23 Ill. Admin. Code 226.800(j) do not apply to paraprofessional educators licensed under Section 21B-20 of the School Code nor to educational interpreters approved pursuant to 23 Ill. Adm. Code 25.550.	Each school district shall provide training experiences appropriate to the nature of their responsibilities. This training shall be in lieu of the requirements for personnel not holding educator licensure set forth in 23 Ill. Adm. Code 1 Subpart F (Staff Licensure Requirements).	None.

Citations
1. 23 Il. Admin. Code 226.800(j)

ILLINOIS STATE BOARD OF EDUCATION

SpEd Training for Qualified Interpreters

Frequency	Staff Required	Summary of Requirements	Training Standards
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."	Any individual seeking to obtain or maintain the designation of "Qualified Interpreter."	A minimum of six hours of training on special education terminology and protocol is required, including successful completion of a written examination to demonstrate knowledge of such terminology and protocol. Teachers with bilingual special education license endorsements are exempted from the six-hour training requirement. Training on the interpreter code of ethics adopted by ISBE, including successful completion of a written examination, is also required. To maintain the designation of "Qualified Interpreter," an individual must, at least once every two years, participate in at least six hours of ongoing professional development related to interpretation in the following categories: 1. Confidentiality 2. Accuracy 3. Impartiality 4. Interpreter ethics and professionalism 5. Cultural awareness 6. Special education processes 7. Special education vocabulary 8. Language acquisition In addition, as part of the certification program, at least nine hours of additional training is required as stated in 23 Il. Admin Code 226.800(k)(1)(B)(ii).	None.

Citations
1. 23 Il. Admin. Code 226.800(k)

ILLINOIS STATE BOARD OF EDUCATION

Student Discipline*

Frequency	Staff Required	Summary of Requirements	Training Standards
Not specified; district shall make reasonable effort to provide ongoing professional development.	All school personnel, school board members, and school resource officers.	Training pertains to the requirements of Sections 10-22.6 and 10-20.14 of the School Code, adverse consequences of school exclusion and justice-system involvement, effective classroom management strategies, culturally responsive discipline, trauma-responsive learning environments, as defined in subsection (b) of Section 3-11, the appropriate and available supportive services for the promotion of student attendance and engagement, and developmentally appropriate disciplinary methods that promote positive and healthy school climates.	None.

Citations
1. 105 ILCS 5/10-22.6(c-5) (as amended by Public Act 103-0896)
* Required to make reasonable efforts only; not mandatory

ILLINOIS STATE BOARD OF EDUCATION

Substitute Personnel Drill Training

eff. January 1, 2026

Frequency	Staff Required	Summary of Requirements	Training Standards
Not specified.	School personnel serving in a substitute capacity.	Training must be on school evacuation drills and law enforcement lockdown drills. With respect to individuals who hold a Short-Term Substitute Teaching License under Section 21B-20 of the School Code, this training may be included as part of the of the Short-Term Substitute Teacher Training required under Section 10-20.67 of the School Code.	Training shall be provided in person when available.

Citations
1. Public Act 104-0198 (creates new Section 22 in the School Safety Drill Act)

ILLINOIS STATE BOARD OF EDUCATION

Title IX

Frequency	Staff Required	Summary of Requirements	Training Standards
Promptly upon hiring or change of position that alters their duties under Title IX and 34 CFR 106 and annually thereafter.	All employees.	All employees must be trained on: (i) the school's obligation to address sex discrimination in its education program or activity; (ii) the scope of conduct that constitutes sex discrimination under Title IX and 34 CFR 106; and (iii) all applicable notification and information requirements under 34 CFR 106.40(b)(2) and 106.44.	See 34 CFR 106.
	Investigators, decisionmakers, and other persons who are responsible for implementing the school's grievance procedures or have the authority to modify or terminate supportive measures.	In addition to the training for all employees, these individuals must be trained on the following topics to the extent related to their responsibilities: (i) the school's obligation under 34 CFR 106.44; (ii) the school's grievance procedure under 34 CFR 105.45 and 106.46; (iii) how to serve impartially, including avoiding prejudgment of the facts at issue, conflicts of interest, and bias; and (iv) the meaning and application of the term "relevant" in relation to questions and evidence, and the types of evidence that are impermissible regardless of relevance under 34 CFR 106.45 and 106.46.	
	Facilitators of informal resolution process.	In addition to the training for all employees, these individuals must be trained on the rules and practices associated with the school's informal resolution process and on how to serve impartially, including by avoiding conflicts of interest and bias.	
	Title IX Coordinator and designees.	In addition to all the trainings listed above, these individuals must be trained on their specific responsibilities under 34 CFR 106.8(a), 106.40(b)(3), 106.44(f) and (g), the school's recordkeeping system and the requirements of 34 CFR 106.8(f), and any other training necessary to coordinate the school's compliance with Title IX.	

Citations
1. 34 CFR Part 106

ILLINOIS STATE BOARD OF EDUCATION

Trauma-Informed Practices

Frequency	Staff Required	Summary of Requirements	Training Standards
Annually at teacher institutes before the first student attendance day of each school year.	Teachers, administrators, and school support personnel who work with pupils. School support personnel may be exempt from in-service training if the training is not relevant to the work they do.	Training shall include instruction on trauma-informed practices and include the definitions of trauma, trauma-responsive learning environments, and whole child set forth in 105 ILCS 5/3-11(b).	None.

Citations
1. 105 ILCS 5/3-11(b) as amended by Public Act 103-0413

ILLINOIS STATE BOARD OF EDUCATION

Violence Prevention & Conflict Resolution*

Frequency	Staff Required	Summary of Requirements	Training Standards
Within six months of employment by a school board and at least once every 5 years during an in-service training program conducted by the school board or through other training opportunities, including but not limited to, institutes under 105 ILCS 5/3-11. If teachers, administrators, or school support personnel obtain training outside of an in-service training program or from a previous public school district or nonpublic school employer, they may present documentation showing current compliance to satisfy requirement of receiving training within 6 months of first being employed.	Teachers.	This training is for teachers on providing effective instruction in violence prevention and conflict resolution in accordance with the requirements of 105 ILCS 5/27-23.4.	ISBE shall assist in the training.

Citations
1. 105 ILCS 5/10-22.39 (as amended by Public Act 103-0542) 2. 105 ILCS 5/27-115 (renumbered from 105 ILCS 5/27-23.4 by Public Act 104-0391) * Only mandatory if funded

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