

Nonpublic Special Education Mandated Trainings

Illinois State Board of Education, November 2025

This document is intended to provide non-regulatory guidance on the subject matter listed above. For specific questions, please contact the Illinois State Board of Education. Programs should consult with their own legal counsel to ensure they are meeting applicable training requirements.

<u>Training Name</u>	<u>Required for nonpublic schools?</u>	<u>Language/Notes</u>
Attention Deficit Hyperactivity Disorder (ADHD) Training Previously 105 ILCS 5/10-20.36	Yes.	<u>See "Health Conditions of Students" below.</u>
Anaphylactic Reactions and Management 105 ILCS 5/22-30(a) 105 ILCS 5/22-30(g) and (h) 105 ILCS 5/2-3.190 23 IAC 1.540	Yes. Not required for out-of-state nonpublic facilities.	<u>105 ILCS 5/22-30(g)</u> Prior to the administration of an undesignated epinephrine injector, trained personnel must submit to the school's administration proof of completion of a training curriculum to recognize and respond to anaphylaxis that meets the requirements of subsection (h) of this Section. Training must be completed annually. The school district, public school, charter school, or nonpublic school must maintain records related to the training curriculum and trained personnel. <u>23 IAC 1.540(a)(3)</u> a) Definitions For the purposes of this Section: 3) "School" means a school district, public school or nonpublic school, as may be applicable. <u>See also "Health Conditions of Students" below.</u> Programs should maintain a list of students with food allergies that may require such intervention.
Asbestos Management and Abatement 77 IAC 855.300(a)(2) 77 IAC 855.300(a)(4) 40 CFR Part 763, Subpart E 105 ILCS 105 225 ILCS 207	Yes.	<u>40 CFR 763.83 Definitions</u> For purposes of this subpart: Local education agency means: (2) The owner of any nonpublic, nonprofit elementary, or secondary school building. <u>105 ILCS 105/3(c)</u>

		(c) "School" means any school district or public, private or nonpublic day or residential educational institution that provides elementary or secondary education for grade 12 or under.
Asthma Management • 105 ILCS 5/22-30(a) • 105 ILCS 5/22-30(g) • 105 ILCS 5/22-30(h-10) • 23 IAC 1.540	Yes. Not required for out-of-state nonpublic facilities.	<u>105 ILCS 5/22-30(g)</u> Prior to the administration of undesignated asthma medication, trained personnel must submit to the school's administration proof of completion of a training curriculum to recognize and respond to respiratory distress, which must meet the requirements of subsection (h-10) of this Section. Training must be completed annually, and the school district, public school, charter school, or nonpublic school must maintain records relating to the training curriculum and the trained personnel. <u>23 IAC 1.540(a)(3)</u> a) Definitions For the purposes of this Section: 3) "School" means a school district, public school or nonpublic school, as may be applicable.
Automated Defibrillator Device (AED) • 410 ILCS 4/ • 210 ILCS 74/ • 77 IAC 525.400	Yes- if they have a "physical fitness facility" as defined in 210 ILCS 74/5.25. Not required for out-of-state nonpublic facilities.	IL nonpublic facilities may need to conduct training pursuant to 210 ILCS 74/15. It is recommended that nonpublic programs consult with their legal counsel to determine if they have a "physical fitness facility" as defined at 210 ILCS 74/5.25.
Bloodborne Pathogens • 29 CFR 1910.1030(g)(2) • 29 CFR 1910.1030(h)(2) • 820 ILCS 219 • 56 IAC 350	Yes.	<u>29 CFR 1910.1030(g)(2)(i)</u> The employer shall train each employee with occupational exposure in accordance with the requirements of this section. Such training must be provided at no cost to the employee and during working hours. The employer shall institute a training program and ensure employee participation in the program.
Bullying Prevention • 105 ILCS 5/27-23.7	Recommended, but not required. Not required for out-of-state nonpublic facilities.	<u>105 ILCS 5/27-23.7(d)</u> Each school district, charter school, and nonpublic, non-sectarian elementary or secondary school <u>may</u> provide evidence-based professional development and youth programming on bullying prevention that is consistent with the provisions of this Section.
Care of Students with Diabetes Act • 105 ILCS 145/	Yes.	<u>105 ILCS 145/10</u> "School" means any primary or secondary public, charter, or private school located in this State.

		“School employee” means a person who is employed by a public school district or private school, a person who is employed by a local health department and assigned to a school, or a person who contracts with a school or school district to perform services in connection with a student's diabetes care plan. This definition must not be interpreted as requiring a school district or private school to hire additional personnel for the sole purpose of serving as a designated care aide. <u>105 ILCS 145/25(a)</u> Teachers, administrators, and school support personnel shall receive training in 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 as outlined in Sections 10-22.39 and 3-11 of the School Code. <u>105 ILCS 145/25(b)</u> (b) Delegated care aides shall be trained to perform the tasks necessary to assist a student with diabetes in accordance with his or her diabetes care plan, including training to do the following: (1) check blood glucose and record results; (2) recognize and respond to the symptoms of hypoglycemia according to the diabetes care plan; (3) recognize and respond to the symptoms of hyperglycemia according to the diabetes care plan; (4) estimate the number of carbohydrates in a snack or lunch; (5) administer insulin according to the student's diabetes care plan and keep a record of the amount administered; and (6) respond in an emergency, including administering glucagon and calling 911. <u>See also “Health Conditions of Students” below.</u>
Concussions and Head Injuries • 105 ILCS 5/22-80(h)	No.	
Cultural Competency • 105 ILCS 5/10-20.61 (as amended by Public Act 103-0542) • 105 ILCS 5/10-22.39 (as amended by Public Act 103-0542) • 105 ILCS 5/34-18.54 (as amended by Public Act 103-0542)	Recommended, but not required.	

Educator Ethics 105 ILCS 5/10-22.39 (as amended by Public Act 103-0542) 105 ILCS 5/10-23.13	Recommended, but not required.	
Educator Evaluator Training 105 ILCS 5/24A-3 105 ILCS 5/24A 20 23 IAC 50, Subpart E	No.	
Educator Evaluator Training (Board) 105 ILCS 5/24-16.5(f) 23 IAC 51.235	No.	
Ensuring Success in Schools 105 ILCS 5/10-22.39 (as amended by Public Act 103-0542) 105 ILCS 5/26A	No.	
Expecting/Parenting Youth, Domestic and Sexual Violence 105 ILCS 5/10-22.39(d)	No.	
First Aid, Heimlich, and (CPR) 105 ILCS 110/3	No.	
Freedom of Information Act (FOIA) 5 ILCS 140/3.5(b)	No.	
Gang Resistance Education 105 ILCS 5/27-23.10	Recommended, but not required.	
Hazardous Materials Training 820 ILCS 255/16 105 ILCS 5/10-20.17a 23 IAC 1.330	Yes. Not required for out-of-state nonpublic facilities.	<u>820 ILCS 255/16) (a)</u> (a) 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 which he ingests, inhales, absorbs through the skin or otherwise comes into contact with on a regular basis during the course of his 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 the Department. If no employees are exposed to any toxic substance, the employer does not have to provide an employee education and training program.
Health Conditions of Students 105 ILCS 5/10-22.39 (as amended by Public Act 103-0542)	Yes.	<u>105 ILCS 5/10-22.39(b-5)</u> Training regarding health conditions of students for staff required by this Section shall include, but is not limited to: (1) (Blank).

		(2) Anaphylactic reactions and management. Such, training shall be conducted by persons with expertise in anaphylactic reactions and management. (3) The management of asthma, the prevention of, asthma symptoms, and emergency response in the school setting. (4) The basics of seizure recognition and first aid, and appropriate emergency protocols. Such training must be fully consistent with the best practice guidelines issued by the Centers for Disease Control and Prevention. (5) 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. (6) Current best practices regarding the, identification and treatment of attention deficit hyperactivity disorder. (7) Instruction on how to respond to an incident, involving life-threatening bleeding and, if applicable, how to use a school's trauma kit. Beginning with the 2024-2025 school year, training on life-threatening bleeding must be completed within 6 months of the employee first being employed by a school board and renewed within 2 years. Beginning with the 2027-2028 school year, the training must be completed within 6 months of the employee first being employed by a school board and renewed at least once every 5 years thereafter. School district employees who are trained to respond to trauma pursuant to this subsection (b-5) shall be immune from civil liability in the use of a trauma kit unless the action constitutes willful or wanton misconduct. <u>105 ILCS 5/10-22.39(b-45)</u> Beginning July 1, 2024, all nonpublic elementary and secondary school teachers, administrators, and school support personnel shall complete the training set forth in subsection (b-5). Training must be completed within 6 months of first being employed by a nonpublic school and renewed at least once every 5 years, unless required more frequently by other State or federal law. If nonpublic teachers, administrators, or school support personnel obtain training from a public school district or nonpublic school employer, the teacher, administrator, or school support personnel may present documentation to the nonpublic school showing current compliance with this subsection to satisfy the requirement of receiving training within 6 months of first being employed.
Health Conditions of Students (Life-Threatening Bleeding) 105 ILCS 5/10-22.39 (as amended by Public Act 103-0542)	Yes.	<u>See "Health Conditions of Students" above.</u>
Identity Protection	No.	

5 ILCS 179/35		
Isolated Time Out/Physical Restraint 23 IAC 1.285 105 ILCS 5/10-20.33	Yes.	<u>23 IAC Section 1.285(h)</u> h) Requirements for Training 1) Any adult who is supervising a student in isolated time out or time out, or who is involved in a physical restraint, shall receive at least 8 hours of developmentally appropriate training annually. Except for training on physical restraint, online training may be utilized for all training areas under this subsection (h)(1). Training is required in the following areas: A) crisis de-escalation; B) restorative practices; C) identifying signs of distress during physical restraint and time out; D) trauma-informed practices; and E) behavior management practices.
Mandated Reporting of Child Abuse and Neglect 325 ILCS 5/4	Yes.	<u>325 ILCS 5/4(a)(4)</u> (a) The following persons are required to immediately report to the Department when they have reasonable cause to believe that a child known to them in their professional or official capacities may be an abused child or a neglected child: (4) Education personnel, including any: school personnel (including administrators and certified and non-certified school employees); personnel of institutions of higher education; educational advocate assigned to a child in accordance with the School Code; 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 subsection (d)); or truant officer. <u>325 ILCS 5/4(j)</u> (j) Persons required to report child abuse or child neglect as provided under this Section must complete an initial mandated reporter training, including a section on implicit bias, within 3 months of their date of engagement in a professional or official capacity as a mandated reporter, or within the time frame of any other applicable State law that governs training requirements for a specific profession, and at least every 3 years thereafter.
Mental Illness, Trauma, & Suicide 105 ILCS 5/10-22.39 (as amended by Public Act 103-0542) 105 ILCS 5/2-3.166 (Ann Marie's Law)	Recommended, but not required.	
Non-Restaurant Food Handler 410 ILCS 625/3.05 410 ILCS 625/3.06	Yes.	<u>410 ILCS 625/3.05(a)</u> (a) All food handlers not employed by a restaurant as defined in Section 3.06 of this Act, other than someone holding a food service sanitation manager certificate, must receive or obtain training in basic safe food handling principles as outlined in

	Not required for out-of-state nonpublic facilities.	subsection (b) of this Section within 30 days after employment. There is no limit to how many times an employee may take the training. Training is not transferable between individuals or employers. Proof that a food handler has been trained must be available upon reasonable request by a State or local health department inspector and may be in an electronic format.
Nutrition Training (Civil Rights) • Multiple federal laws as enforced by the Food Nutrition Service under the U.S. Department of Agriculture.	Yes.	If you are a participant of a federal Child Nutrition Program. The Regional Offices and State agencies will be responsible for training the State agency staffs to include civil rights compliance in all aspects of program operations. State agencies are responsible for training local agencies. Local agencies are responsible for training their subrecipients. Individuals identified as front-line staff (e.g., those who interact with program applicants or participants and those who supervise frontline staff) must be trained annually.
Nutrition Training (General) • 7 CFR Part 210 • 7 CFR Part 235	Yes.	Training required for all School Nutrition Program personnel (directors, managers, staff) as defined at 7 CFR 210.
Open Meetings Act (Board) • 5 ILCS 120/1.05(a)-(c)	No.	
Open Meetings Act (Other) • 5 ILCS 120/1.05(a)	No.	
Opioid Overdose • 105 ILCS 5/22-30(a) • 105 ILCS 5/22-30(g) • 105 ILCS 5/22-30(h-5) (as amended by Public Act 103-0542) • 23 IAC 1.540 • 20 ILCS 301/ Substance Use Disorder Act	Yes. Not required for out-of-state nonpublic facilities.	<u>105 ILCS 5/22-30(g)</u> (g) Prior to the administration of an opioid antagonist, <u>trained personnel</u> must submit to the school's administration proof of completion of a training curriculum to recognize and respond to an opioid overdose, which curriculum must meet the requirements of subsection (h-5) of this Section. Training must be completed annually. Trained personnel must also submit to the school's administration proof of cardiopulmonary resuscitation and automated external defibrillator certification. The school district, public school, charter school, or <u>nonpublic school must maintain records relating to the training curriculum and the trained personnel.</u>
Pest Management Plan • 225 ILCS 235/10.2	No.	
Preventing and Responding to Child Sexual Abuse (Erin's Law) • 105 ILCS 5/10-23.13 (Erin's Law) as modified by Public Act 102-0610 • 105 ILCS 5/10-22.39(b 35) (as amended by Public Act 103-0542)	Recommended, but not required.	
Protections and Accommodations for Students (Americans with Disabilities Act)	Recommended, but not required.	

105 ILCS 5/10-22.39 (as amended by Public Act 103-0542)		
Protections and Accommodations for Students (Homelessness) 105 ILCS 5/10-22.39 (as amended by Public Act 103-0542)	Recommended, but not required.	
Racism Free Schools 775 ILCS 5/5A-103	Yes.	<u>775 ILCS 5/5A 103(c)</u> (c) Every institution of elementary or secondary education in this State shall use the model training program developed by the Department, establish its own training program that equals or exceeds the minimum standards set forth in subsection (b), or use an existing discrimination and harassment prevention training program that equals or exceeds the minimum standards set forth in subsection (b). The training program shall be provided as a component of all new employee training programs for elementary and secondary education representatives and to existing representatives at least once every 2 years. For the purposes of satisfying the requirements under this Section, the Department's model program may be used to supplement any existing program an institution of elementary or secondary education is utilizing or develops.
School Board Membership 105 ILCS 5/10-16a	No.	
School Bus Driver Training 625 ILCS 5/6-106.1(a)(8) 105 ILCS 5/3-14.23(a) 23 IAC 1.515	Yes.	<u>The Office of the Illinois Secretary of State, School Bus Permit, Driver Services</u> According to https://www.ilsos.gov/departments/drivers/drivers_license/schoolbus.html, “A school bus permit is required for any individual planning to transport school children grade 12 or below for a public, private or religious school, including nursery schools, if you will drive: - a yellow school bus or - any other approved vehicle, owned or operated by a school or religious institution used for this purpose over a regularly scheduled route. School bus driver permit applicants must “...have completed an initial classroom course, including first aid procedures, in school bus driver safety as promulgated by the Secretary of State; and after satisfactory completion of said initial course an annual refresher course; such courses and the agency or organization conducting such courses shall be approved by the Secretary of State; failure to complete the annual refresher course, shall result in cancellation of the permit until such course is completed;”

		Pursuant to Section 3-14.23 of the Illinois School Code, regional superintendents of schools are responsible for conducting courses of instruction for school bus drivers.
School Student Records Act 105 ILCS 10/3(c) 23 IAC 401.10(a)(5)(B)(iii)	Recommended, but not required.	23 IAC 401.10(a)(5)(B)(iii) requires assurance that the nonpublic program is in compliance with the IL School Student Records Act.
Seizure Training 105 ILCS 150/25	Yes.	105 ILCS 150/25 (a) Teachers, administrators, and school support personnel shall receive training in the basics of seizure recognition and first aid and appropriate emergency protocols as outlined in Sections 10-22.39 and 3-11 in the School Code. The training must be fully consistent with the best practice guidelines issued by the Centers for Disease Control and Prevention. (b) In a school in which at least one student with epilepsy is enrolled, a delegated care aide must be trained to perform the tasks necessary to assist the student in accordance with his or her seizure action plan. <u>See also “Health Conditions of Students” above.</u>
Sexual Harassment & Discrimination 775 ILCS 5/2-109 23 IAC 401.10(a)(5)(B)(viii)	Yes.	775 ILCS 5/2-109(C) (C) Except for those employers subject to the requirements of Section 5-10.5 of the State Officials and Employees Ethics Act, every employer with employees working in this State shall use the model sexual harassment prevention training program created by the Department or establish its own sexual harassment prevention training program that equals or exceeds the minimum standards in subsection (B). The sexual harassment prevention training shall be provided at least once a year to all employees. For the purposes of satisfying the requirements under this Section, the Department's model sexual harassment prevention training program may be used to supplement any existing program an employer is utilizing or develops. 23 IAC 401.10(a)(5)(B)(viii) requires assurance that the nonpublic program is in compliance with 775 ILCS 5.
Short-Term Substitute Teacher Training 105 ILCS 5/10-20.67	No.	
Social Emotional Learning 105 ILCS 5/10-22.39 (as amended by Public Act 103-0542)	Recommended, but not required.	
Special Education Training for Personnel w/o License 23 IAC 226.800(j)	Yes.	23 IAC 226.800(j)(3) (3) Each school district shall provide training experiences appropriate to the nature of their responsibilities to the individuals discussed in subsections (j)(1) and (2). Training shall be in lieu of the requirements for personnel not holding educator licensure set forth in 23 Ill. Adm. Code 1, Subpart F.

Special Education Training for Qualified Interpreters • 23 IAC 226.800(k)	Yes.	Any individual seeking to obtain or maintain the designation of “Qualified Interpreter” is required to receive training the meets the requirements as outlined in 23 IAC 226.800(k).
Student Discipline • 105 ILCS 5/10-22.6(c-5)	No.	
Title IX • 34 CFR Part 106 • 23 IAC 401.10(a)(5)(A)(ii)	Yes.	<u>23 IAC 401.10(a)(5)(A)(ii)</u> requires assurance that the nonpublic program is in compliance with Title IX of the Education Amendments of 1972.
Violence Prevention & Conflict Resolution • 105 ILCS 5/10-22.39 (as amended by Public Act 103-0542) • 105 ILCS 5/27-23.4	No.	