



Which trainings for local education agencies (LEAs) are required by law?

While there are many important topics in which LEA personnel should be trained, this document only includes those trainings which are specifically mandated or encouraged by statute.

The following trainings are **mandatory** for LEAs under state law, or State Board of Education rule or policy:

Topic	Legal Authority	Staff Included	Frequency	Time	Training Link
Acquired Immune Deficiency Syndrome (AIDS)	29 C.F.R. § 1910.1030; State Board Rule 0520-01-13-.02; State Board of Education Policy 5.300	All school personnel	Annually	LEA Discretion	
Adrenal Insufficiency	T.C.A. § 49-50-1603(b)(2)(A); State Board Rule 0520-01-13-.04	School nursing staff and other personnel who assist with health care procedures, including personnel responsible for administering medication	Annually	LEA Discretion	
Alternative Education (Two-Way Communication System)	State Board Rule 0520-01-02-.09	Alternative school teachers and staff	LEA Discretion	LEA Discretion	
Asbestos Management	40 C.F.R. § 763.92	Custodial staff who work at	LEA Discretion	Experienced Staff: LEA Discretion	

Topic	Legal Authority	Staff Included	Frequency	Time	Training Link
		buildings containing asbestos		Newly Hired Staff: Within 60 Days of Hire	
Automated External Defibrillator (AED)	T.C.A. § 49-2-122; T.C.A. § 68-140-404	All school personnel	Annually	LEA Discretion	
Bloodborne Pathogens	29 C.F.R. § 1910.1030; State Board Rule 0520-01-13-.03(4); State Board Policy 5.300	School nursing staff and other personnel who assist with healthcare procedures	Annually	LEA Discretion	
Child Abuse	T.C.A. § 37-1-408; T.C. A. § 49-6-1601	All school personnel	Annually	LEA Discretion	DCS Training
Concealed Handguns	T.C.A. § 49-6-815	School personnel authorized by the LEA to carry a concealed handgun on school grounds	Annually	40 hours basic training in school policing as required by T.C.A. § 49-6-4217	
Concussions	T.C.A. § 68-55-502	Athletic directors and school coaches (employed or volunteer)	Annually	Training must be approved by the National Federation of State High School Association (NFHS)	
Coordinated School Health (CSH)	State Board Policy 4.204	School administrator s responsible for implementin g the CSH program	Annually	LEA Discretion	
Credit Recovery	State Board of Education Policy 2.103	Credit recovery facilitators	LEA Discretion	LEA Discretion	

Topic	Legal Authority	Staff Included	Frequency	Time	Training Link
De-Escalation	T.C.A. § 49-6-819	All school personnel	LEA Discretion	LEA Discretion	De-Escalation Training
Diabetes	T.C.A. § 49-50-1602	School nurses educated in diabetes care	Annually	LEA Discretion	
Electronic Control Devices	T.C.A. § 49-6-4219	School Resource Officers (who use them)	LEA Discretion	LEA Discretion	
Emergency Allergy Response Plan	T.C.A. § 49-50-1602	All school personnel	LEA Discretion	LEA Discretion	
English as a Second Language (ESL) Programs	State Board Rule 0520-01-19-.03	Teachers who provide ESL services	Annually	LEA Discretion	
Evaluators	State Board Rule 0520-02-01-.16	Staff who conduct teacher evaluations and/or observations	LEA Discretion	LEA Discretion	
Fire Alarm Activation	T.C.A. § 49-6-807(e)	School staff and volunteers	LEA Discretion	LEA Discretion	
Glucagon	T.C.A. § 49-50-1602; State Board Policy 4.205	School personnel who administer glucagon	Annually	LEA Discretion	
Harassment, Intimidation, Discrimination, Bullying, and Cyber-bullying	T.C.A. § 49-6-4503	Teachers and school counselors	Annually	LEA Discretion	<ul style="list-style-type: none"> • Overview of Civil Rights and Anti-Bullying Laws • Overview of Title VI • Overview of Title IX • Overview of Section 504
Hazing	T.C.A. § 49-2-120	All school personnel	Beginning of each school year	LEA Discretion	
Human Trafficking	T.C.A. § 49-6-3004(c)(1)	All school personnel working	Every three years	LEA Discretion	

Topic	Legal Authority	Staff Included	Frequency	Time	Training Link
		directly with students			
Interscholastic Athletics (AEDs, CPR, and Heat Illnesses)	T.C.A. § 49-6-3601	All coaches (employed and volunteer)	AEDS and CPR: LEA Discretion Heat Illness: Annually	Training must be approved by the Tennessee Department of Health	
Isolation and Restraint of Special Education Students	State Board Rule 0520-01-09-.23(2)(c); and 0520-01-09-.23(4)(b)	All school personnel	LEA Discretion	LEA Discretion	
School Resource Officers (SROs)	T.C.A. § 49-6-4217	School Resource Officers	Annually	40 hours for first year, 16 hours thereafter	
School Security Assessment	T.C.A. § 49-6-4302	School Administrators and Local Law Enforcement	LEA Discretion	Initial training developed by Department of Safety and Homeland Security	
School Buses	T.C.A. § 49-6-2116(b)	School Bus Drivers and Transportation Supervisors	LEA Discretion	LEA Discretion	
School Safety (Substitute Teachers)	T.C.A. § 49-2-203(a)(14)	Substitute Teachers	LEA Discretion	LEA Discretion	
School Security Act	T.C.A. § 49-6-4212	School principals	LEA Discretion	LEA Discretion	
School Transportation Management	T.C.A. § 49-6-2116	Transportation supervisors	Annually	Upon being appointed and a minimum of four hours annually thereafter	
Schools Against Violence in Education (SAVE) Act	T.C.A. § 49-6-805	All School Personnel and Students	Annually	LEA Discretion	
Seizures	T.C.A. § 49-50-1602; State Board	School personnel who	LEA Discretion	LEA Discretion	

Topic	Legal Authority	Staff Included	Frequency	Time	Training Link
	Rule 0520-01-13-.03	administer anti-seizure medications			
Standards for School Nutrition Program Employees	42 U.S.C. § 1776(g)	School nutrition program employees		LEA Discretion	
Student Drug Testing	T.C.A. § 49-6-213	Principals and teachers	LEA Discretion	LEA Discretion	
Sudden Cardiac Arrest	T.C.A. § 68-6-101 <i>et. seq.</i>	Coaches and athletic directors (employed and volunteer)	Annually	LEA Discretion	
Suicide Prevention	T.C.A. § 49-6-1901 <i>et seq.</i> ; T.C.A. § 49-6-3004	All school personnel	Annually	Minimum of two hours for teachers and principals	
Teacher Code of Ethics	T.C.A. § 49-5-1007	Teachers	Annually	LEA Discretion	Teacher Code of Ethics Training
Threat Assessment Team	T.C.A. § 49-6-2701	LEA threat assessment team members	LEA Discretion	LEA Discretion	
Title IX and Sexual Harassment	34 C.F.R. § 106.45	Title IX coordinators, investigators, and decision makers; All school personnel in LEA's discretion	LEA Discretion	LEA Discretion	
Transportation of Special Education Students	45 C.F.R. 1310.21; State Board Rule 0520-01-09-.05(2)(e)(4)	Operators and attendants of vehicles providing transportation to special education students	LEA Discretion	LEA Discretion	

The following trainings are **encouraged** under state law:

Topic	Legal Authority	Staff Included	Frequency	Time
ADD and Hyperactivity	T.C.A. § 49-1-215	Teachers	LEA Discretion	LEA Discretion
Adverse Childhood Experiences (ACE)	T.C.A. § 49-1-230	Teachers	LEA Discretion	LEA Discretion
AEDs	T.C.A. § 49-2-122	School bus drivers	LEA Discretion	LEA Discretion
Asthma	T.C.A. § 49-1-223	Teachers and athletic coaches	LEA Discretion	LEA Discretion
Behavioral and Emotional Disorders Prevention and Intervention Strategies	T.C.A. § 49-6-3004	All school personnel	Annually	Two in-service training days
Emergency First Aid	T.C.A. § 49-5-414	Teachers and volunteer school personnel	Annually	Up to 6 ½ hours
Physical Conditional and Use of Training Equipment	T.C.A. § 49-6-3601	All coaches (employed and volunteer)	LEA Discretion	LEA Discretion

The following trainings are **contingent** under state law or State Board of Education rule if certain factors are met:

Topic	Legal Authority	Staff Included	Frequency	Time
Charter Governing Body Board	T.C.A. § 49-13-111	Charter School Governing Body	Annually	One training approved by the state board of education
Opioid Antagonist	T.C.A. § 49-50-1604; State Board Policy 4.205	School nurses and other school personnel (if the LEA maintains an opioid antagonist)	LEA Discretion	LEA Discretion
School Board Personnel	T.C.A. § 49-2-2001; T.C.A. § 49-2-202; State Board Rule 0520-01-02-.11	School Board Members	Annually	Seven hours for all school board members, and an additional 14-hour orientation for newly elected members during first year in office. The training courses must be approved by the state board of education.
School Safety	State Board Rule 0520-01-02-.03	Teachers and other personnel (if the LEA uses a two-way communication system)	LEA Discretion	LEA Discretion
Student Drug Testing	T.C.A. § 49-6-4213	Principals and Teachers (if the LEA adopts a drug testing policy)	LEA Discretion	LEA Discretion

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