

State Mandated Training Timeline

Certificated Employees - Appropriately certified individuals serving in roles which require a certificate within the state of Pennsylvania.

All Employees - Certificated and non-certificated staff serving in roles within an LEA.

Staffing Guidelines - [Staffing Guidelines](#)

Induction

New Staff

Law/School Code	Training	Special Notes	Audience	Applicable Schools
22 Pa. Code 49.17	Professional Ethics	Reported within the LEA's Induction Plan	First-year teachers and long-term substitutes serving in the same position for 45 days or more	School entity—school districts, intermediate units, area career and technical schools, and charter school entities
22 Pa. Code 49.17	Culturally Relevant and Sustaining Education (Common Ground)	Reported within the LEA's Induction Plan	First-year teachers and long-term substitutes serving in the same position for 45 days or more	School entity—school districts, intermediate units, area career and technical schools, and charter school entities
22 Pa. Code 49.17	Developing Teacher Competency	Reported within the LEA's induction Plan	First-year teachers and long-term substitutes serving in the same position for 45 days or more	School entity—school districts, intermediate units, area career and technical schools, and charter school entities
22 Pa. Code 49.17	Increased Student Learning	Reported within the LEA's induction Plan	First-year teachers and long-term substitutes serving in the same position for 45 days or more	School entity—school districts, intermediate units, area career and technical schools, and charter school entities
24 P.S. 11-1138.8 (c) (Act 13) 24 P.S. § 1749-A(b)(3.2)	Act 13 Educator Effectiveness	Reported within the LEA's Induction Plan and completed in year 1 or 2 of the induction program	First-year teachers and long-term substitutes serving in the same position for 45 days or more	School entity—required for school districts, intermediate units, area career and technical schools and strongly recommended for cyber charter schools, when a child attends in order to fulfill the compulsory attendance requirements of this act.

Law/School Code	Training	Special Notes	Audience	Applicable Schools
24 P.S. 11-1138.8 (c) (Act 13) 24 P.S. § 1749-A(b)(3.2)	Act 13 Educator Effectiveness	Within 6 months of hire date	New Principals (Building Principals, Assistant/Vice Principals, CTE Directors, and Special Education Supervisors)	School entity—required for school districts, intermediate units, area career and technical schools, and strongly recommended for cyber schools when a child attends in order to fulfill the compulsory attendance requirements of this act.

Annually

All Staff

Law/School Code	Training	Special Notes	Audience	Applicable Schools
24 P.S. § 13-1310-B (Act 55)	School Safety & Security	Minimum 1 hour every year under paragraph 1.1 Minimum 2 hours every year under paragraph 1	All Employees	School entity—school districts, intermediate units, area career and technical schools, charter school entities, approved private schools, chartered school for the education of the deaf or the blind or private residential rehabilitative institutions
PDE Policy	Pennsylvania State Test Administration Training	Reported on PSTAT site	Test administrator	Schools who administer the PSSAs, Keystone, and/or PASAs

Specialized Staff

Law/School Code	Training	Special Notes	Audience	Applicable Schools
ESSA/IDEA	PASA Getting Read: What Special Education Administrators Need to Know about PASA DLM Participation and 1% Compliance Requirements	Reported within PASA Survey	Special Education Directors, Special Education Teachers, Assessment Coordinators	Schools who administer the PASAs
24 P.S. § 14-1414.3 (Act 86)	Diabetes Care	Reported in LEAs Professional Development Plan	Required for those that perform diabetes care and treatment for students. At least one staff member per school attended by a student with diabetes.	School entity—school districts, intermediate units, area career and technical schools, and charter school entities

Every Two Years

Specialized Staff

Law/School Code	Training	Special Notes	Audience	Applicable Schools
24 P.S. § 14-1414.1 (Act 195)	Epinephrine Auto-Injectors	Reported in LEAs Professional Development Plan	Required for individuals who are responsible for the storage and use of epinephrine auto-injectors.	School entity—school districts, intermediate units, area career and technical schools, and charter schools

Every Three Years

All Staff

Law/School Code	Training	Special Notes	Audience	Applicable Schools
22 Pa. Code 49.17	Professional Ethics	Reported within the LEA's Professional Development Plan & occurring for the first time between 2023-2026 and every 3 years, thereafter.	All Employees	School entity—school districts, intermediate units, area career and technical schools, and charter school entities
22 Pa. Code 49.17	Culturally Relevant and Sustaining Education (Common Ground)	Reported within the LEA's Professional development Plan & occurring for the first time between 2023-2026 and every 3 years, thereafter.	All Employees	School entity—school districts, intermediate units, area career and technical schools, and charter school entities
22 Pa. Code 49.17	Teaching Diverse Learners in Inclusive Settings	Reported within the LEA's Professional Development Plan	Teaching Staff	School entity—school districts, intermediate units, area career and technical schools, and charter school entities
22 Pa. Code 49.17	Language and Literacy Acquisition for All Students	Structured Literacy Training would account for this requirement. Reported within the LEA's Professional Development Plan	Teaching Staff	School entity—school districts, intermediate units, area career and technical schools, and charter school entities
24 P.S. § 12-1205.7 (Act 18)	Trauma-Informed Approaches	Minimum 1 Hour every three years Reported within the LEA's Professional Development Plan	Certified Administrative/ Certificated Employees	School entity—school districts, intermediate units, area career and technical schools, charter school entities, private schools, and nonpublic schools

Law/School Code	Training	Special Notes	Audience	Applicable Schools
24 P.S. § 12-1205.4	CPR Instruction	Must be offered at least once every three years.	All Employees	School entity—school districts, intermediate units, and area career and technical schools

Specialized Staff

Law/School Code	Training	Special Notes	Audience	Applicable Schools
24 P.S. § 15-1547 22 Pa. Code § 12.42	Drug and Alcohol	Once every three years	All instructors in whose teaching responsibilities include course of study in which mandated instruction concerning alcohol, chemical and tobacco abuse is integrated	School entity—school districts, intermediate units, area career and technical schools, and charter school entities
22 Pa. Code 49.17	Structured Literacy	Reported within the LEA's Professional Development Plan & occurring for the first time between 2023-2026 and every 3 years, thereafter.	Professional employees who hold the following certifications: early childhood, elementary-middle level, PK-12 Special Education, English as a Second Language, and Reading Specialist	School entity—school districts, intermediate units, area career and technical schools, and charter school entities

Every Five Years

All Staff

Law/School Code	Training	Special Notes	Audience	Applicable Schools
24 P.S. § 12-1205.6 (Act 126)	Child Abuse Recognition and Reporting	Minimum 3 hours at least every five years	Employees and independent contractors who have direct contact with children	School entity—school districts, intermediate units, area career and technical schools, charter school entities, private schools, and nonpublic schools

Specialized Staff

Law/School Code	Training	Special Notes	Audience	Applicable Schools
24 P.S. § 15-1527	Child Exploitation Awareness	4 hours every five years	Professional educators assigned to teach classes about child exploitation awareness	School entity—school districts, intermediate units, area career and technical schools, and charter school entities
24 P.S. § 15-1526 (Act 71)	Youth Suicide Awareness and Prevention	4 hours every five years	Professional educators serving students in grades 6-12	School entity—school districts, intermediate units, area career and technical schools, and charter school entities

Every Seven Years

All Staff

Law/School Code	Training	Special Notes	Audience	Applicable Schools
24 P.S. 11-1138.8 (c) (Act 13) 24 P.S. § 1749-A(b)(3.2)	Act 13 Educator Effectiveness	Reported within the LEA's Professional Development Plan	Certificated Employees	School entity—required for school districts, intermediate units, area career and technical schools and strongly recommended for cyber charter schools when a child attends in order to fulfill the compulsory attendance requirements of this act.

Undefined Timeline

All Staff

Law/School Code	Training	Special Notes	Audience	Applicable Schools
24 P.S. 1303-D	Safe2Say	Protocol must be in place for responding to reports received from this program.	recommended for all employees, required of staff designed to serve on the school entity's Safe2Say crisis team and those who manage reports in the Safe2Say system	School entity—school districts, intermediate units, area career and technical schools, charter school entities, private schools, and nonpublic schools operating within this Commonwealth

Specialized Staff

Law/School Code	Training	Special Notes	Audience	Applicable Schools
24 P.S. § 12-1205.4 24 P.S. § 14-1423 (Act 4, Act 35, Act 82)	AED and CPR training	Reported in LEAs Professional Development Plan	Required for those that use the AED or willing to offer CPR	School entity—school districts, intermediate units, area career and technical schools
24 P.S. 13-1310-B (Act 55)	Opioid Abuse Training	Reported in LEAs Professional Development Plan	Instructors expect to teach on the subject.	School entity—school districts, intermediate units, area career and technical schools, charter school entities, approved private schools, chartered school for the education of the deaf or the blind or private residential rehabilitative institutions