

# EDUHERO

An Innovation of Region 6 Education Service Center

## Eduhero Compliance Reference Guide

This guide is not comprehensive and is not intended to serve as legal advice.

It is the responsibility of individual districts to verify all applicable requirements and seek guidance from legal counsel as necessary to ensure compliance with relevant laws and regulations.

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## Eduhero Compliance Reference Guide

### Student Safety, Wellbeing, & Protection

Training Subject	Who	Law/Citation	Eduhero Course Link	Eduhero Package	Required Status & Notes
Sexual Abuse, Sex Trafficking, and Maltreatment Training	All new employees and existing employees until all employees have completed the training.	Tex. Educ. Code § 38.0041(c)-(f); 19 TAC § 61.1051(c)-(d); DMA(LEGAL)	<a href="#">Child Maltreatment Responsibilities</a> <a href="#">Maltrato Infantil y sus Responsabilidades</a>	Heroic	Required  Meets mandated training for recognizing and preventing abuse, trafficking, and maltreatment.
Student-on-Student Bullying and Harassment	Required for all educators	Tex. Educ. Code §§ 21.451(d)(3)(C), 37.0832, 38.351;	<a href="#">Bullying Prevention and Intervention</a> <a href="#">Cyberbullying - David's Law</a>	Heroic	Required  Addresses legal responsibilities and strategies for preventing bullying and cyberbullying.
Suicide Prevention Staff Development	Teachers, school counselors, principals, and all other appropriate personnel	Tex. Educ. Code §§ 21.451(d)(3), (d-1), (d2), 38.351(a)-(e), (g), (h); 19 Tex. Admin. Code § 153.1013; DMA(LEGAL); FFB(LEGAL)	<a href="#">Suicide Awareness &amp; Prevention</a>	Heroic	Required  Aligns with TEC § 38.351 and mental health-related staff development mandates.
Dating Violence	Educators	Tex. Educ. Code § 37.0831; BQ(LEGAL)	<a href="#">Teen Dating Violence for Educators</a>	Heroic	Required  Satisfies training requirement related to identifying and addressing dating violence in schools.



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Student Safety, Wellbeing, & Protection					
Training Subject	Who	Law/Citation	Eduhero Course Link	Eduhero Package	Required Status & Notes
Title IX Sexual Harassment Training	All Staff	20 U.S.C. §§ 1681- 1688; 34 C.F.R. §§ 106.30, .45(b); FFH(LEGAL)	<a href="#">Sexual Harassment</a>  <a href="#">Acoso Sexual</a>  <a href="#">Title IX in Schools</a>	Heroic	Required  NOT for Title IX Coordinators, investigators, decision-makers, or informal resolution participants.
Title IX Sexual Harassment Training	Required for Title IX coordinators, investigators, decision-makers, and informal resolution facilitators.	20 U.S.C. §§ 1681- 1688; 34 C.F.R. §§ 106.30, .45(b); FFH(LEGAL)	<a href="#">Title IX for Administrators</a>	Title IX for Administrators	Required Additional fee for access
Concussion Training for Employees	Coach, school nurse, athletic trainer, or licensed healthcare professional serving on a concussion oversight team.	Tex. Educ. Code §§ 38.154, .158; DMA(LEGAL);	<a href="#">Concussion Awareness</a>	FREE	Required  Created in partnership with <i>Houston Methodist Concussion Center</i> .
Steroids	Athletic coaches in grades 7–12 for UIL extracurricular activities.	Tex. Educ. Code § 33.091(c)-(c-1); DMA(LEGAL)	<a href="#">Steroids in Schools</a>	Heroic	Required  Required for applicable athletic staff.

Student Safety, Wellbeing, & Protection					
Training Subject	Who	Law/Citation	Eduhero Course Link	Eduhero Package	Required Status & Notes
Positive Behavior Intervention Strategies, Including Classroom Management	Optional staff development	Tex. Educ. Code § 21.451(d)(1)(B); DMA(LEGAL); BQB(LEGAL); BQA(LEGAL)	<a href="#">Classroom Management: Intervention &amp; Support</a>	Heroic  New Version Coming Soon.	Recommended  Required if included in the district staff development plan or policy.
Trauma-Informed Care Training	New and existing educators.	Tex. Educ. Code §§ 38.036, .351; DMA(LEGAL), FFBA(LEGAL)	<a href="#">Trauma-Informed Care in Schools</a>	Heroic	Required
Student Relationship-Building & Conflict Resolution	Staff as determined by district policy	Tex. Educ. Code § 21.451(d)(3)(B); DMA(LEGAL)	<a href="#">Establishing Positive Relationships</a>	Heroic  New Version Coming Soon.	Recommended  Required if included in the district staff development plan or policy.
Student Records (FERPA)	All staff who access or manage student records.	20 U.S.C. § 1232g; 34 C.F.R. Part 99; 34 C.F.R. § 300.623; FL(LEGAL)	<a href="#">FERPA and PPRA in Schools</a> <a href="#">FERPA y PPRA (Espanol)</a>	Heroic	Recommended  FERPA compliance is required; training is highly recommended to ensure proper data handling.
Active Shooter Training	Staff as determined by the district emergency operations plan (EOP).	Tex. Educ. Code § 37.108	<a href="#">Preparing for an Active Shooter</a>	Heroic	Recommended  May be required under the district emergency operations plan.
Child Maltreatment for Summer Camp	Staff working in summer or youth camps.	Tex. Health & Safety Code § 141.009; DSHS Guidelines	<a href="#">Child Maltreatment for Summer Camp</a>	Heroic	Required  Meets DSHS training requirements; some programs may require individual approval.



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Special Populations					
Training Subject	Who	Law/Citation	Eduhero Course Link	Eduhero Package	Required Status & Notes
Section 504 of the Rehabilitation Act	Recommended for the Section 504 coordinator and for employees who work with students with disabilities.	29 U.S.C. § 794	<a href="#">Section 504 Plans in the Classroom</a>	Heroic	Recommended  Applies to staff involved in 504 implementation.
Dyslexia Training for School Employees	Teachers who screen and treat students with dyslexia.	Tex. Educ. Code §§ 38.003, .0032; 19 Tex. Admin. Code § 74.28(c)-(e); EHB(LEGAL)	<a href="#">Dyslexia Part 1: Characteristics</a> <a href="#">Dyslexia Part 2: Assessments</a> <a href="#">Dyslexia Part 3: Instruction</a> <a href="#">Dyslexia Part 4: Phonological Awareness</a> <a href="#">Dyslexia Part 5: Orthographic Processing</a> <a href="#">Dyslexia Part 6: Dysgraphia</a>	Heroic	Required  Mandated for staff who screen or provide instruction for individuals with dyslexia.
Teacher Autism Training	Teachers working with students with autism.	Tex. Educ. Code § 21.465; DEAA(LEGAL)	<a href="#">Educating Students with Autism Spectrum Disorders</a>	Heroic	Required
IEP Implementation & Special Education Responsibilities	Educators of students with disabilities	IEP Tex. Educ. Code § 21.451(d)(2),	<a href="#">Understanding the IEP</a>	Heroic	Recommended  Supports IEP Implementation in general education settings.



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Special Populations					
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McKinney-Vento Act	Educators working with students experiencing homelessness	24(c) of the McKinney-Vento Homeless Assistance Act	<a href="#">McKinney-Vento Act</a>	Heroic	Recommended
Emergent Bilinguals	Educators working with emergent bilingual students	Tex. Educ. Code § 29.051 et seq.; 19 TAC Chapter 89; EHBE(LEGAL)	<a href="#">Emergent Bilinguals: Requirements &amp; Responsibilities</a>	Heroic	Recommended
Mental Health	Educators, counselors, principals	SB 460 (83rd), updated to comply with HB 3 (88th); Tex. Educ. Code §§ 21.451(d), 38.351	<a href="#">Mental Health SB460: Part 1</a> <a href="#">Mental Health SB460: Part 2</a> <a href="#">Mental Health SB460: Part 3</a>	Heroic  New Version Coming Soon.	Required  Currently based on SB 460; HB 3-aligned updates in development.
Gifted and Talented	G/T teachers, administrators and counselors	19 Tex. Admin. Code § 89.2; DMA(LEGAL)	<a href="#">Cultivating Creativity in GT Students</a> <a href="#">GT Instruction in the ELAR Classroom</a> <a href="#">GT STEM Inquiry using PhET Simulations</a> <a href="#">GT Students: Differentiating Instruction</a> <a href="#">GT: Differentiated Assessments</a>	Heroic	Required  G/T teachers require thirty hours of initial training and six hours of annual professional development.  Administrators and counselors involved in G/T programs must complete six hours of G/T training annually.

Special Populations					
Training Subject	Who	Law/Citation	Eduhero Course Link	Eduhero Package	Required Status & Notes
Gifted and Talented, continued	G/T teachers, administrators and counselors	19 Tex. Admin. Code § 89.2; DMA(LEGAL)	<a href="#">GT: Emotional Needs of GT Students</a> <a href="#">GT: Energizing K-5 GT Science</a> <a href="#">GT: Engaging the Gifted Student</a> <a href="#">GT: Functional Perfectionism</a> <a href="#">GT: Growth &amp; Maturity in GT Students</a> <a href="#">GT: Growth Approach to GT Instruction</a> <a href="#">GT: Overcoming Roadblocks to Success</a> <a href="#">GT: Personality Typing and GT Students</a> <a href="#">GT: Raising the Bar</a> <a href="#">GT: Stress and Burnout</a> <a href="#">GT: Tech Tools for the GT Students</a>  <a href="#">GT: The 2E Student</a>  <a href="#">GT: Working with GT Parents</a>	Heroic	<p>Required</p> <p>G/T teachers require thirty hours of initial training and six hours of annual professional development.</p> <p>Administrators and counselors involved in G/T programs must complete six hours of G/T training annually.</p>

## Health Conditions & Medical Response

Training Subject	Who	Law/Citation	Eduhero Course Link	Eduhero Package	Required Status & Notes
Food Allergy Training	School personnel or volunteers authorized to manage food allergies	Tex. Educ. Code § 38.0151; FFAF(LEGAL);	<a href="#">Managing Students with Food Allergies</a>	Heroic	Required  Supports the implementation of individualized allergy management plans.
Epinephrine Auto Injectors (Epi-Pens)	Authorized staff or volunteers, if permitted by district policy.	Tex. Educ. Code §§ 38.201-.215, .0151(f); 25 Tex. Admin. Code §§ 37.606-.607; FFAC (LEGAL).	<a href="#">Epi Pens in Schools</a>	Heroic	Required  Dependent on the district adoption of policy authorizing administration.
Opioid Antagonists	Authorized staff or volunteers trained to administer opioid antagonists during school hours.	Tex. Educ. Code § 38.222(a)-(d), .224(a)-(c); 25 Tex. Admin. Code § 40.86; FFAC(LEGAL)	<a href="#">Narcan in Schools</a> <a href="#">Narcan en las Escuelas</a>	Heroic	Required  Applies to authorized staff trained to administer opioid antagonists during school hours.
Diabetes Training	Employee(s) acting as unlicensed diabetes care assistant(s).	Tex. Health & Safety Code § 168.005; FFAF(LEGAL)	<a href="#">Diabetes Management in Schools</a>	Heroic	Required  Supports safe diabetes care and legal compliance for designated UDCAs



Staff & Operational Training					
Training Topic	Who	Law/Citation	Eduhero Course Name & Link	Eduhero Package	Required Status & Notes
Bloodborne Pathogens	Employees who provide health care services or face bloodborne pathogen exposure risks.	Tex. Health & Safety Code §§ 81.301-.307; 25 Tex. Admin. Code §§ 96.101-.501; DBB(LEGAL)	<a href="#">Bloodborne Pathogens</a> <a href="#">Bloodborne Pathogens Refresher</a> <a href="#">Patógenos Transmitidos por la Sangre</a> <a href="#">Patógenos Sanguíneos (Actualización)</a>	Heroic	Required  Must be completed annually by staff at risk of exposure to bodily fluids. Includes home health care and district-run school clinics.
Employee-on-Employee Harassment	All employees	42 U.S.C. §§ 2000e2000e-17; DIA(LEGAL)	<a href="#">Confronting Sexual Harassment in Schools</a>	Heroic	Recommended  Supports Title VII compliance as authorized by state legislation.
Employee Nondiscrimination	All employees	42 U.S.C. §§ 1981, 2000e-2, 1681, 12112; 29 U.S.C. §§ 621-634, 794, 2000ff-2000ff-11; DAA(LEGAL)	<a href="#">Employee Non-Discrimination in Schools</a>	Heroic	Recommended  Supports compliance with federal nondiscrimination laws.
Hazardous Chemicals	Employees potentially exposed to hazardous chemicals	Tex. Health & Safety Code §§ 502.001-.009; DI(LEGAL)	<a href="#">OSHA - The Right to Understand</a> <a href="#">OSHA - Seguridad Para Productos Químicos</a>	Heroic	Required  For employees with potential exposure to hazardous chemicals during regular operations or emergencies.
Cybersecurity Training	All district and campus staff with computer access.	Tex. Educ. Code § 11.1513; Tex. Gov't Code §§ 2054.519, .5191(a-1)-(b); DMA(LEGAL), CQB(LEGAL)	<a href="#">Cybersecurity Training Program</a> <a href="#">Ciberseguridad Programa de Capacitación</a>	Heroic	Required  Mandated under Texas law; Eduhero course is DIR-approved.



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Staff & Operational Training					
Training Subject	Who	Law/Citation	Eduhero Course Link	Eduhero Package	Required Status & Notes
Technology and digital learning	Staff using instructional technology	Tex. Educ. Code § 21.451(d)(1)(A); DMA(LEGAL); BQA(LEGAL); BQB(LEGAL)	<a href="#">Digital Citizenship for Educators</a> <a href="#">CIPA &amp; COPPA for Teachers</a>	Heroic	Recommended Supports responsible tech use and federal internet safety compliance.
Improper Student Relationships	All staff	Tex. Educ. Code § 21.006; SB 7 (85th Legislature, 2017); DH(LEGAL),	<a href="#">Improper Student Relationships</a>	Heroic	Recommended Aligns with SB7 and required by local policy in some districts
Drug & Alcohol Prevention for Staff	All staff	TEC § 38.004; DF(LEGAL)	<a href="#">Drug &amp; Alcohol Prevention for Staff</a>	Heroic	Recommended Supports safe, drug-free schools and staff conduct policies.
Slips, Trips, and Falls	All staff	OSHA Guidelines; DAB(LEGAL) (if applicable)	<a href="#">Slips, Trips, and Falls</a>	Heroic	Recommended Supports safety and injury prevention.
K-12 Science Safety	Science teachers, lab staff	OSHA Lab Safety Standards, local policy	<a href="#">K-12 Science Safety</a>	Heroic	Recommended May be required under district policy or science safety plans.
Teacher Ethics	All certified educators	Tex. Educ. Code § 21.041; TAC § 247.2; DH(LEGAL)	<a href="#">Teacher Ethics Training</a> <a href="#">Teaching with Integrity: Law &amp; Ethics</a>	Heroic	Recommended Supports awareness of SBEC ethics standards.
HIPAA in Schools	Nurses and those handling sensitive health data	FERPA: 20 U.S.C. § 1232g; HIPAA: 45 CFR Part 160 & 164	<a href="#">HIPAA in Schools</a>	Heroic	Recommended

Student Courses					
Training Subject	Who	Law/Citation	Eduhero Course Link	Eduhero Package	Required Status & Notes
Bullying & Cyberbullying	All Students	Tex. Educ. Code §§ 37.0832, 37.001; David's Law	In Development for Grades 6-12.	Student Portal	Recommended Supports student awareness and district prevention mandates.
Concussion Awareness	Secondary students in athletics	Tex. Educ. Code §§ 38.154, .158	<a href="#">Concussion Awareness for Teens</a>	Student Portal	Required Supports UIL and health requirements
Digital Citizenship 6 <sup>th</sup> -8 <sup>th</sup> & 9 <sup>th</sup> – 12 <sup>th</sup>	Grades 6-12 students	Tex. Educ. Code § 37.217; CIPA	<a href="#">Digital Citizenship 6-8</a> <a href="#">Digital Citizenship 9-12</a>	Student Portal	Recommended Promotes digital responsibility and safety.
Drug & Alcohol Prevention for Students	Secondary students	Tex. Educ. Code § 38.004; Health TEKS	<a href="#">Drug &amp; Alcohol Prevention for Students</a>	Student Portal	Recommended Supports substance abuse prevention efforts.
Internet Safety for Teens	Secondary students	Tex. Educ. Code § 37.217; CIPA	<a href="#">Internet Safety for Teens</a>	Student Portal	Recommended Teaches students how to stay safe online.
Narcan Awareness for Students	Secondary students	Tex. Educ. Code §§ 38.222–38.224 (Naloxone access law)	In Development	Student Portal	Recommended Promotes awareness of opioid overdose prevention and response.
Teen Dating Violence	Secondary students	Tex. Educ. Code § 37.0831	<a href="#">Teen Dating Violence for Students</a>	Student Portal	Recommended Supports violence prevention education.
Vaping Awareness for Students	Secondary students	Tex. Educ. Code § 38.004; HB114 (88 <sup>th</sup> Legislature); Health TEKS	In Development	Student Portal	Recommended Addresses growing student health concerns; supports substance prevention.



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