

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.	HB 571 (88th Legislature, 2023); Tex. Educ. Code § 38.0041(c)–(f); 19 TAC § 61.1051(c)–(d); DMA(LEGAL)	Child Maltreatment Responsibilities Child Maltreatment Responsibilities (Spanish Version)	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;	Bullying Prevention and Intervention Cyberbullying - David's Law	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)	Suicide Awareness & Prevention	Heroic	Required Aligns with TEC § 38.351 and mental health-related staff development mandates.
Dating Violence	Educators	Tex. Educ. Code § 37.0831; BQ(LEGAL)	Teen Dating Violence for Educators	Heroic	Required Satisfies training requirement related to identifying and addressing dating violence in schools.



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Mental Health	All Staff (Excluding those who have completed Mental Health First Aid or Youth Mental Health First Aid)	HB 3 (88th Legislature); Tex. Educ. Code §§ 21.451(d), 38.351; 19 TAC § 153.1015	YMH 1: Recognizing and Responding to Youth Mental Health Challenges YMH 2: Crisis Response and Suicide Prevention YMH 3: Building a Mentally Healthy School and Supporting Education Well-Being	Heroic	Required Aligns with TEC § 38.351; districts may offer components as optional refreshers.
Title IX Sexual Harassment Training	All Staff	20 U.S.C. §§ 1681- 1688; 34 C.F.R. §§ 106.30, .45(b); FFH(LEGAL)	Sexual Harassment Sexual Harassment (Spanish Version) Title IX in Schools	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)	Title IX for Administrators	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);	Concussion Awareness	FREE	Required Created in partnership with <i>Houston Methodist Concussion Center</i> .



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Steroids	Athletic coaches in grades 7–12 for UIL extracurricular activities.	Tex. Educ. Code § 33.091(c)-(c-1); DMA(LEGAL)	Steroids in Schools	Heroic	Required Required for applicable athletic staff.
Positive Behavior Intervention Strategies, Including Classroom Management	Optional staff development	Tex. Educ. Code § 21.451(d)(1)(B); DMA(LEGAL); BQB(LEGAL); BQA(LEGAL)	Classroom Management: Intervention & Support	Heroic	Recommended Required if included in district staff development plan or policy.
Trauma-Informed Care Training	New and existing educators.	Tex. Educ. Code §§ 38.036, .351; DMA(LEGAL), FFBA(LEGAL)	Trauma-Informed Care in Schools	Heroic	Required
Student Relationship-Building & Conflict Resolution	Staff as determined by district policy	Tex. Educ. Code § 21.451(d)(3)(B); DMA(LEGAL)	Establishing Positive Relationships	Heroic	Recommended Required if included in 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)	FERPA and PPRA in Schools FERPA and PPRA in Schools (Spanish Version)	Heroic	Recommended FERPA compliance is required; training is highly recommended to ensure proper data handling.
Active Shooter Training	Staff as determined by district Emergency Operations Plan (EOP)	Tex. Educ. Code § 37.108	Preparing for an Active Shooter	Heroic	Recommended May be required under the district emergency operations plan.

Student Safety, Wellbeing, & Protection					
Child Maltreatment for Summer Camp	Staff working in summer or youth camps.	Tex. Health & Safety Code § 141.009; DSHS Guidelines	Child Maltreatment for Summer Camp	Heroic	Required Meets DSHS training requirements; some programs may require individual approval.
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	Section 504 Plans in the Classroom	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)	Dyslexia Part 1: Characteristics Dyslexia Part 2: Assessments Dyslexia Part 3: Instruction Dyslexia Part 4: Phonological Awareness Dyslexia Part 5: Orthographic Processing Dyslexia Part 6: Dysgraphia	Heroic	Required Mandated for staff who screen or provide dyslexia instruction.

Special Populations					
Training Subject	Who	Law/Citation	Eduhero Course Link	Eduhero Package	Required Status & Notes
Teacher Autism Training	Teachers working with students with autism.	Tex. Educ. Code § 21.465; DEAA(LEGAL)	Educating Students with Autism Spectrum Disorders	Heroic	Required
IEP Implementation & Special Education Responsibilities	Educators of students with disabilities	IEP Tex. Educ. Code § 21.451(d)(2),	Understanding the IEP	Heroic	Recommended Supports IEP implementation in general education settings.
McKinney-Vento Act	Educators working with students experiencing homelessness	24(c) of the McKinney-Vento Homeless Assistance Act	McKinney-Vento Act	Heroic	Recommended
Emergent Bilinguals	Educators working with emergent bilingual students	Tex. Educ. Code § 29.051 et seq.; 19 TAC Chapter 89; EHBE(LEGAL)	Emergent Bilinguals: Requirements & Responsibilities	Heroic	Recommended
Mental Health	Educators seeking certification or renewal	SB 460 (83rd Legislature); Tex. Educ. Code §§ 21.451(d), 38.351	Mental Health SB460: Part 1 Mental Health SB460: Part 2 Mental Health SB460: Part 3	Heroic	Required Required for certification alignment. SB 460 training remains available but does not fulfill HB 3 staff development requirements.



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Special Populations					
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Gifted and Talented	G/T teachers, administrators and counselors	19 Tex. Admin. Code § 89.2; DMA(LEGAL)	Cultivating Creativity in GT Students GT Instruction in the ELAR Classroom GT STEM Inquiry using PhET Simulations GT: Differentiating Instruction for GT Students GT: Differentiated Assessments GT: Emotional Needs of GT Students GT: Energizing K-5 GT Science GT: Engaging the Gifted Student	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>

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)	GT: Functional Perfectionism GT: Growth & Maturity in GT Students GT: Growth Approach to GT Instruction GT: Overcoming Roadblocks to Success GT: Personality Typing and GT Students GT: Raising the Bar GT: Stress and Burnout GT: Tech Tools for the GT Students GT: The 2E Student GT: Working with GT Parents	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);	Managing Students with Food Allergies	Heroic	Required Supports 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).	EpiPens in Schools	Heroic	Required Dependent on 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)	Narcan in Schools Narcan in Schools (Spanish Version)	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)	Diabetes Management in Schools	Heroic	Required Supports safe diabetes care and legal compliance for designated UDCAs

Staff & Operational Training					
Training Topic	Who	Law/Citation	Eduhero Course 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)	Bloodborne Pathogens Bloodborne Pathogens Refresher Bloodborne Pathogens (Spanish Version) Bloodborne Pathogens Refresher (Spanish Version)	Heroic	<p>Required</p> <p>Must be completed annually by staff at risk of exposure to bodily fluids. Includes home health care and district-run school clinics.</p>
Employee-on-Employee Harassment	All employees	42 U.S.C. §§ 2000e2000e-17; DIA(LEGAL)	Confronting Sexual Harassment in Schools	Heroic	<p>Recommended</p> <p>Supports Title VII compliance as authorized by state legislation.</p>
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)	Employee Non-Discrimination in Schools	Heroic	<p>Recommended</p> <p>Supports compliance with federal nondiscrimination laws.</p>
Hazardous Chemicals	Employees potentially exposed to hazardous chemicals	Tex. Health & Safety Code §§ 502.001-.009; DI(LEGAL)	OSHA - The Right to Understand OSHA - Seguridad Para Productos Químicos	Heroic	<p>Required</p> <p>For employees with potential exposure to hazardous chemicals during regular operations or emergencies.</p>
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)	Cybersecurity Training Program Cybersecurity Training Program (Spanish Version)	Heroic	<p>Required</p> <p>Mandated under Texas law; Eduhero course is DIR-approved.</p>



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Technology and digital learning	Staff using instructional technology	Tex. Educ. Code § 21.451(d)(1)(A); DMA(LEGAL); BQA(LEGAL); BQB(LEGAL)	Digital Citizenship for Educators CIPA & COPPA for Teachers	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),	Improper Student Relationships	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)	Drug & Alcohol Prevention for Staff	Heroic	Recommended Supports safe, drug-free schools and staff conduct policies.
Slips, Trips, and Falls	All staff	OSHA Guidelines; DAB(LEGAL) (if applicable)	Slips, Trips, and Falls	Heroic	Recommended Supports safety and injury prevention.
K-12 Science Safety	Science teachers, lab staff	OSHA Lab Safety Standards; local policy	K-12 Science Safety	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)	Teacher Ethics Training Teaching with Integrity: Law & Ethics	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	HIPAA in Schools	Heroic	Recommended



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Student Courses					
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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	Concussion Awareness for Teens	Student Portal	Required Supports UIL and health requirements
Digital Citizenship 6 th -8 th & 9 th – 12 th	Grades 6-12 students	Tex. Educ. Code § 37.217; CIPA	Digital Citizenship 6-8 Digital Citizenship 9-12	Student Portal	Recommended Promotes digital responsibility and safety.
Drug & Alcohol Prevention for Students	Secondary students	Tex. Educ. Code § 38.004; Health TEKS	Drug & Alcohol Prevention for Students	Student Portal	Recommended Supports substance abuse prevention efforts.
Internet Safety for Teens	Secondary students	Tex. Educ. Code § 37.217; CIPA	Internet Safety for Teens	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)	Narcan in Schools (Student Course)	Student Portal	Recommended Promotes awareness of opioid overdose prevention and response.
Teen Dating Violence	Secondary students	Tex. Educ. Code § 37.0831	Teen Dating Violence for Students	Student Portal	Recommended Supports violence prevention education.
Vaping Awareness for Students	Secondary students	Tex. Educ. Code § 38.004; HB114 (88 th Legislature); Health TEKS	In Development	Student Portal	Recommended Addresses growing student health concerns; supports substance prevention.



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