Reference Guide for Educator and District Staff Training and Professional Development

Required Training

Iowa Code 256.9 subsection 67 directs the Iowa Department of Education to develop and distribute to school districts a list of all professional development programs and other training programs in which employees of school districts are required to participate pursuant to federal law or state law, including Iowa Code 284. The table provides a comprehensive list of required training in Iowa Education Law, along with links to no-cost training options. Other agencies, such as the Occupational Safety and Health Administration, require training that is not included in this list.

List of Required Trainings for All Staff

Required Training	Legal Reference	Audience	Course Length & Required Frequency	Course Information
Adverse Childhood Experiences: From Toxic Environmental Stresses to Success (ACES)	Iowa Code § 279.70 281—IAC 14.4	All school personnel who have regular contact with students in kindergarten through grade 12	40–60 minutes Annually	DE training hosted on AEA Learning Online: Adverse Childhood Experiences: From Toxic Environmental Stresses to Success (UPDATED 2025)
Chapter 103: Seclusion & Restraint	281—IAC 103.8	All school personnel	50–60 minutes Prior to using any form of physical restraint or seclusion	DE training hosted on AEA Learning Online: Chapter 103: Seclusion & Restraint (Updated 2025)
Child Abuse (Mandatory Reporter)	Iowa Code § 232.69(1)	All school employees who are eighteen years of age or older	90–120 minutes Within six (6) months of employment, then every three (3) years	HHS training hosted on AEA Learning Online: Child Abuse Mandatory Reporter Training (English) Child Abuse Mandatory Reporter Training (Spanish) For more information, see the Department of Health and Human Services (HHS) Mandatory Reporter Information webpage.
Family Educational Rights and Privacy Act (FERPA)	281—IAC 41.623	Staff with access to PII or staff identified by the school pursuant to 281—IAC 41.623	90–120 minutes One-time, unless otherwise required	DE training hosted on AEA Learning Online: Protecting Student Privacy in Schools: FERPA, PPRA, HIPAA, and COPPA (UPDATED 2025)

Required Training	Legal Reference	Audience	Course Length & Required Frequency	Course Information
Hazardous Chemical Risks—Right to Know	875—IAC 130; Iowa Code Ch. 88 & 89B	All School Personnel	50–60 minutes At hire and upon request	DE training hosted on AEA Learning Online: Right to Know Training (UPDATED 2025)
Occupational Exposure to Blood or Other Potentially Infectious Materials (Bloodborne Pathogens)	29 CFR Part 1910.1030	All employees with reasonably anticipated occupational exposure to blood or other potentially infectious materials	60–90 minutes At the time of initial assignment, annually thereafter	DE training hosted on AEA Learning Online: Bloodborne Pathogens Training (UPDATED 2025)
(NEW) Seizure First Aid	Iowa Code § 280.13F	All school personnel responsible for the supervision or care of students	30–40 minutes All school personnel by Dec. 2026. After December 31, 2026: • At the time of hiring • All school personnel biennially thereafter	Hosted on AEA Learning Online: Seizure First Aid Also accessible through the Epilepsy Foundation: Seizure First Aid
Suicide Prevention Intervention and Prevention	Iowa Code § 279.70 281—IAC 14.4	All school personnel who have regular contact with students in K–12	20-30 minutes Annually	DE training hosted on AEA Learning Online: Suicide Prevention and Postvention (UPDATED 2025)

List of Required Trainings by Role

Required Training	Legal Reference	Audience	Course Length & Required Frequency	Course Information
Asbestos	29 CFR § 763.84 40 CFR part 763.92(a)	Maintenance and Custodial Staff	180 minutes Within 60 days of employment (min. 2 hours)	DE training hosted on AEA Learning Online: Asbestos Awareness Training (UPDATED 2025)
Bus Driver Training	Iowa Code § 321.376	All School Bus Drivers	3.5–4 hours Within six (6) months of employment, then at least every two (2) years	DE training hosted on AEA Learning Online: Drivers S.T.O.P. Training for New School Bus Drivers (NEW 2025)

Required Training	Legal Reference	Audience	Course Length & Required Frequency	Course Information
Dyslexia Training	Iowa Code § 279.72	All school district employees holding a teaching license with the following endorsements: • Prekindergarten • Prekindergarten or elementary special education • Prekindergarten through grade three • English as a second language Additionally, all practitioners and paraprofessionals assigned as Title I teachers and Title I paraprofessionals	60–70 minutes Within one (1) year of employment	Iowa Reading Research Center (Direct Link) Dyslexia Overview Module Also accessible through AEA Learning Online: Dyslexia Overview Module *Email your completion certificate to support@aealearningonline.org*
Equal Employment Opportunity	281—IAC 95.3(5)	All staff who hire or supervise personnel	50–60 minutes Periodically	Updates before SY26–27 as per legislation signed on June 2, 2026
Evaluator Training	Iowa Code § 284.10(2)	Teacher Evaluators	Every 5 years	DE training hosted on AEA Learning Online: iEvaluate
Free Speech	Iowa Code § 279.75	Equity Coordinator **Recommended for all personnel*	60–90 minutes Annually	DE training hosted on AEA Learning Online: Free Speech and Intellectual Freedom (New 2025)
Gifted and Talented	281—IAC 59.4(8)	Classroom Teachers	60–90 minutes Periodically	DE training hosted on AEA Learning Online: Advanced Learners: Ways to Support Talented and Gifted Learners
Human Growth and Development	Iowa Code § 279.50(8)	Classroom teachers who provide instruction in human growth and development	Periodically	Still in development
Medication Administration to Students	281—IAC 14.1	Persons who administer medication to students other than licensed registered nurses, physicians, or the students' parents	40–60 minutes Every 5 years* **Annual hands-on skills check with licensed health personnel*	DE training hosted on AEA Learning Online: Medication Administration in Iowa Schools (UPDATED 2025) * **The current module includes the Voluntary Stock Emergency Medical Policy for applicable schools.*

Recommended Training

In addition to the training required for school personnel, districts and schools have various legislative obligations, including developing professional development plans, implementing mentoring and induction programs, and creating individual career plans. The following list includes Department-created support training designed to assist with these requirements.

Recommended Trainings and Support

Requirements	Legal Reference	Suggested Audience	Department Webpage	Recommended Training/Support
Audiometrist Training	641—IAC 3.1(135)	Audiometrist	Deaf & Hard of Hearing Education	DE *optional* support training hosted on AEA Learning Online: Audiometrist Training
Beginning Teacher Mentoring and Induction	Iowa Code § 284.5	District leadership, Mentoring and Induction District Coordinator	Mentoring and Induction for Beginning Teachers	DE *optional* support training hosted on AEA Learning Online: Developing a Mentoring and Induction Program (NEW 2025)
Bullying Prevention	Iowa Code § 280.28(4)	District leadership, Classroom teachers, Counselors	Bullying & Harassment	DE *optional* support training hosted on AEA Learning Online: Bullying Prevention
District and Building Professional Development Plan Educational Aide Training Individual Teacher Development Plan	Iowa Code § 284.6 281—IAC 12.4(9) Iowa Code § 284.6	District and building leadership teams; Directors of Teaching and Learning Classroom teachers	Iowa Professional Development Model	DE document on Department website: Iowa Professional Development Model Guidance
Dropout Prevention and Returning Dropout Prevention	Iowa Code § 257.38	District and/or building leadership teams; MTSS teams	At-Risk Dropout Prevention	DE *optional* support training hosted on AEA Learning Online: At-Risk and Dropout Prevention: Developing a Program Plan (NEW 2025)
Educational Interpreting and Special Education	281—IAC 41.34(3)*"d"* 281—IAC 41.402(3) 281—IAC 120.13(2)*"l"* 481—IAC 962.3	Educational interpreters; IEP team members working with educational interpreters	Deaf & Hard of Hearing Education	DE *optional* support training hosted on AEA Learning Online: Educational Interpreting and Special Education
Section 504	29 U.S.C. § 794 34 C.F.R. Part 104	District leadership, Classroom teachers, Counselors	Section 504	New training coming SY26–27
Statewide Voluntary Preschool Program (SWVPP) Professional Development Plan	Iowa Code Ch. 256C 281—IAC 16.3(8)	District and/or building leadership teams	Statewide Voluntary Preschool Program	