

**Educator Professional Development Requirements Task Force
Recommendations 2017**

Legal Reference	Training	Personnel	Frequency	Training Created by	Impact on Resources	At a Minimum, # of Hours Required
Connecticut General Statute (CGS) 10-220a						
CGS 10-220a	Impact of drugs and alcohol on personality development and physical and mental health mental health risk education	Teachers, administrators, and pupil personnel	Biennial and to all teachers new to district, new evaluating administrators	Local Boards of Education	Time: Teachers, administrators, and pupil personnel to create, train, and implement	.5 hours
CGS 10-220a	Prevention of risk taking behaviors and correlation to illness and disease, teen dating violence, domestic violence, child abuse, youth suicide, HIV	Teachers, administrators, and pupil personnel	Not referenced	Local Boards of Education	Time: Teachers, administrators and pupil personnel to create, train, and implement	.5 hours

Legal Reference	Training	Personnel	Frequency	Training Created by	Impact on Resources	At a Minimum, # of Hours Required
Connecticut General Statute (CGS) 10-220a (cont'd)						
CGS 10-220a	Violence, teen dating violence, domestic violence, child abuse and youth suicide	Teachers, administrators, and pupil personnel	Not referenced	Local Boards of Education	Time: Teachers, administrators, and pupil personnel to create, train, and implement	Refer to 10-222n
CGS 10-220a	Growth and development of exceptional children	Teachers, administrators, and pupil personnel	Not referenced	Local Boards of Education	Time: Teachers, administrators, and pupil personnel to create, train, and implement	.5 hours
CGS 10-220a	School violence prevention, conflict resolution, the prevention of and response to youth suicide and identification and prevention of and response to bullying	Teachers, administrators, and pupil personnel	Not referenced	Local Boards of Education	Time: Teachers, administrators, and pupil personnel to create, train, and implement	Refer to 10-222n

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Connecticut General Statute (CGS) 10-220a (cont'd)						
CGS 10-220a	Cardiopulmonary resuscitation and other emergency life saving procedures	Teachers, administrators, and pupil personnel	Not referenced	Local Boards of Education	Time: Teachers, administrators, and pupil personnel to create, train, and implement	6 hours
CGS 10-220a	Computer and other information technology	Teachers, administrators, and pupil personnel	Not referenced	Local Boards of Education	Time: Teachers, administrators, and pupil personnel to create, train, and implement	5-10 hours (Reflective of technologically-dependent initiatives in districts)
CGS 10-220a	Teaching of language arts, reading and reading readiness for teachers in grades kindergarten to three	Teachers, administrators, and pupil personnel	Not referenced	Local Boards of Education	Time: Teachers, administrators, and pupil personnel to create, train, and implement	5-25 hours

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Connecticut General Statute (CGS) 10-220a (cont'd)						
CGS 10-220a	Second language acquisition	Teachers, administrators, and pupil personnel in districts required	Not referenced	Local Boards of Education	Time: teachers, administrators, and pupil personnel to create, train, and implement	Determined by the needs of the district and students
CGS 10-220a	Mandated Reporting	Teachers, administrators, and pupil personnel	Not referenced	Local Boards of Education	Time: teachers, administrators, and pupil personnel to create, train, and implement	.5 hours
CGS 10-220a	Teacher evaluation and support program	Teachers, administrators, and pupil personnel		Local Boards of Education	Time: teachers, administrators, and pupil personnel to create, train, and implement	5 hours

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Connecticut General Statute (CGS) 10-220a (cont'd)						
CGS 10-220a	Literacy Interventions	Teachers, administrators, and pupil personnel		Local Boards of Education	Time: Teachers, administrators, and pupil personnel to create, train, and implement	5 hours
CGS 10-220a	Cultural Competency	Teachers, administrators, and pupil personnel		Local Boards of Education	Time: Teachers, administrators, and pupil personnel to create, train, and implement	10-20 hours
Additional Connecticut General Statute Requiring Training (not inclusive of all statutes) <i>(Not covered by the charge of the Task Force)</i>						
CGS 10-14v	Reading – training and test	Elementary teachers (K-3)	3 hours for test and unspecified for training (one time)	CSDE	Time: Teacher preparation and testing, report submission	3-5 hours
CGS 10-19	Effects of nicotine tobacco and drugs	Elementary and secondary teachers, administrators, and guidance	Unspecified for training and implementation on (for 2013 – 14 and as needed)	Higher Education and Board of Regents	Time: Teachers and administrators	.5 hours

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Additional Connecticut General Statute Requiring Training (not inclusive of all statutes) (cont'd) <i>(Not covered by the charge of the Task Force)</i>						
CGS 10-148a	Improving teacher and administrator effectiveness	All certified staff	18 hours annually	Local Boards of Education with bargaining unit representation	Time: Teachers and administrator planning, training, and implementation Funds: Substitute coverage	18 hours
CGS 10-145o	Teacher education and mentoring program	Beginning teachers in specified subject areas for 5 modules and some for 2 modules	Training for Beginning Teachers, mentors, and reviewers	CSDE, RESCs, local Boards of Education and bargaining unit representation	Time: Beginning teachers, mentor teachers, reflection paper reviewers Funds: Substitute teachers for mentors, beginning teachers, and reviewers	10-20 hours

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Additional Connecticut General Statute Requiring Training (not inclusive of all statutes) (cont'd) <i>(Not covered by the charge of the Task Force)</i>						
CGS 10-151c	Teacher Evaluation Training	Administrators	Periodic training on educator evaluation	Local Boards of Education	Time: Administrators to attend training, create local calibration activities	Referenced in 10-220a
CGS 10-212a	Administration of Medication	Teachers, administrators, and other staff who may need to administer	Various staff taking field trips, holding after school events on annual basis		Time: Various staff, nurses	.5 hours
CGS 10-212a	Epi Pen Training	Employees selected by principal and nurse	Annual training (to be created)	CSDE and Dept. of Public Health and School Nurse Advisory	Time: Training of large number of certified and non-certified staff Funds: Epi-pens	.5-2 hours
CGS 10-212c	Food Allergies	School Personnel			Time	.5 hours

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Additional Connecticut General Statute Requiring Training (not inclusive of all statutes) (cont'd) <i>(Not covered by the charge of the Task Force)</i>						
CGS 10-212d	Emergency Action Plans for Cardiac Arrest AEDs and CPR (if funding is available)	School personnel at each school and athletic events		Schools develop emergency action plans	Time: Plan creation, training Funds: purchase of AEDs and possible expense of trainers	Referenced in 10-220a
CGS 10-222d	Teen dating violence and bullying (PBIS, safe school climate, peer training, safe school climate, promotion of parent involvement, culturally competent school base curriculum)	Certified teachers, administrators, and pupil personnel		Local Board provides training	Time: Teachers, administrators and others for plan creation, training, and implementation Funding: Substitute teachers	Refer to 10-220a and 10-222n

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Additional Connecticut General Statute Requiring Training (not inclusive of all statutes) (cont'd) <i>(Not covered by the charge of the Task Force)</i>						
CGS 10-222j	Teen dating violence and bullying (PBIS, safe school climate, peer training, safe school climate, promotion of parent involvement, culturally competent school base curriculum	Non-certified staff	Annual	CSDE	Time: Para-educators and other non-certified staff	Refer to 10-222n
CGS 10-222n	School and security safety plan creation and implementation	All school employees		Local Boards of Education	Time: Create, train and implement Funds: Substitute coverage	20 hours (Inclusive of 10-220a, 10-222d, and 10-222j requirements. Inclusive of all drills and modifications to plans.)

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Additional Connecticut General Statute Requiring Training (not inclusive of all statutes) (cont'd) <i>(Not covered by the charge of the Task Force)</i>						
CGS 46a-150 et seq	Physical Restraint and Seclusion on Persons at Risk	All providers and assistant providers of care, education or supervision of persons at risk			Time: Administrators teachers and para-educators, train and implement Funds: Substitute coverage	7-14 hours (2 days initially and 1 day annually after)

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Additional Connecticut General Statute Requiring Training (not inclusive of all statutes) (cont'd) <i>(Not covered by the charge of the Task Force)</i>						
CGS 17a-101i(f)	DCF Mandated Reporter Training	All school employees *teacher, substitute teacher, administrator, superintendent guidance counselor, psychologist, physician nurse paraprofessional coach or anyone else who in the performance of his duties provides services on behalf of students	One time and refresher course every 3 years	DCF	Time: All employees	.5 hours

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Additional Connecticut General Statute Requiring Training (not inclusive of all statutes) (cont'd) <i>(Not covered by the charge of the Task Force)</i>						
CGS 17a-101q	Sexual abuse awareness and prevention program	Certified teachers			Time: Teachers	.5 hours
CGS 46q-54	Sexual Harassment Training for supervisors	All new within six months	As scheduled	Various sources	Time: Supervisors; training Funds: Trainer	6 hours
Public Acts						
PA 14-196	Sexual abuse assault awareness – to identify, prevent and address	Certified teachers	Implement by October 2015 – full program with opt out for parents – One time, new teachers and refreshers	DCF, CSDE and Sexual Assault Crisis Services	Time: Implementation at local level Funding: Substitute coverage	Referenced in 17a-101q

Legal Reference	Training	Personnel	Frequency	Training Created by	Impact on Resources	At a Minimum, # of Hours Required
Public Acts						
PA 13-3	Threatening and Disturbing Behavior – safe school climate	Designated mental health and first aid responders (teachers, counselors, nurses, etc.)	Annual – starting July 1, 2015	CSDE to safe school climate coordinator since July 1, 2014	Time: To write annual report, time for training, and implementation	Referenced in 10-222d
Code of Federal Regulations (CFR)						
34 CFR (FERPA)	Training re: personally identifiable student information	All persons collecting or using such information			Time: Administrators, secretaries, counselors, some teachers	.5 hours
29 CFR (OSHA)	Blood-borne pathogens – prevention and exposure	All school employees	Annual	OSHA	Time: training	.5 hours
Overall Total of Minimum Hours Required to Annually Complete Mandated PD						106+ hours OR 13 days (based on 8 hour-day)

This table (same as on page 5 of the report) describes the cost to districts in paid time for certified and non-certified staff to complete the minimum 106 hours of mandated professional development. A strong clarification must be made related to the table below. It should not be interpreted that savings would be incurred, except for substitute coverage, travel, technology, etc., because in most cases this is existing contractual time that could be better used for professional learning and classroom instruction, rather than compliance related in-service training. In all cases, districts distribute these trainings throughout a school year during the school day with the use of substitute instructors, full day professional development days, after-school faculty meetings, and other opportunities that primarily come from existing contractual time.

*Staffing Costs for Mandated Trainings (based on an estimated 13 days/annually)**

Certified and Non-Certified Staff	Estimated Paid Time Per Individual	Estimated Cost Districts Pay in Time State-wide**	Sample: Large Urban District**
Teachers	\$4,216 (based on an annual salary of \$60,000 and a 185-day contract)	\$205,835,676 (based on 48,820 teachers FTE)	N = 1,813 teachers \$7,614,600
Administrators	\$6,704 (based on an annual salary of \$115,000 and a 223-day contract)	\$24,013,857 (based on 3,582 administrators FTE)	N = 163 administrators \$1,092,100
Non-Certified	\$1,560 (based on an hourly rate of \$15)	\$25,239,240 (based on 16,179 non-certified staff FTE)	N = 550 non-certified staff \$858,000
	Total cost in time for Connecticut public school educators to complete mandated training for teachers, administrators, and paraeducators	\$255,088,773 annually in paid FTE staff time statewide	\$9,564,700 annually in paid FTE staff time for a single district

*Estimated amounts should **not** be interpreted as additional costs, as this time is primarily FTE or contractual time that is already an expense incurred by the district. The FTE dedicated to completing the mandated training could be used to address critical professional learning aligned to student/ educator/school/district needs and/or increases in instructional time with students.

**Based on 2014-15 data from EdSight