
TITLE 14 EDUCATION

DELAWARE ADMINISTRATIVE CODE

890 Non-Academic Training for School Employees

1.0 Purpose

The purpose of this regulation is to create a schedule for the non-academic trainings required in [14 Del.C. §4162](#) and to further address the development and review of training in [14 Del.C.](#), Ch. 41, Subchapter II.

2.0 Definitions

The following words and terms, when used in this regulation, shall have the following meaning:

"Charter school" means a public school that is operated under a charter granted by, or transferred to, the Department or other authorizing body pursuant to [14 Del.C. Ch. 5](#).

"Department" means the Delaware Department of Education.

"New school district and charter school employee" means individuals, including teachers, school administrators, school support personnel, instructional aides, nurses, school counselors, coaches, custodial staff, and nutrition staff, who were hired by a school district, charter school, or alternative program during the current school year. This term does not include school district or charter school employees who were previously employed by a Delaware school district, charter school or alternative program during the prior school year.

"School district" means a clearly defined geographic subdivision of the State of Delaware organized for the purpose of administering public education in that area and includes a district specifically created to administer a system of vocational or technical education.

"School district and charter school employee" means all individuals, including teachers, school administrators, school support personnel, instructional aides, nurses, school counselors, coaches, custodial staff, and nutrition staff, hired by a school district, charter school, or alternative program, who provide services to students on a regular, ongoing basis. This term does not include contractors or subcontractors, such as bus drivers or security guards; substitute employees; and individuals hired by or subcontracted by other state agencies to work on school property.

3.0 Non-academic Training Requirements

- 3.1 Under [14 Del.C. §4162](#), a school district and charter school employee is required to receive 9 hours of non-academic training every 3 years.
 - 3.1.1 4 hours of training shall be on child abuse and child safety awareness, prevention, detection, and reporting under [14 Del.C. §4163\(b\)\(1\)](#).
 - 3.1.2 1 hour of training shall be on school bullying prevention and criminal youth gang detection under [14 Del.C. §4164\(a\)](#).
 - 3.1.3 3 hours of training shall be on suicide prevention under [14 Del.C. §4165\(a\)](#), and 60 minutes of training is required each year.
 - 3.1.4 1 hour of additional, non-academic training related to subsections 3.1.1 through 3.1.3 of this regulation is also required under [14 Del.C. §4162\(a\)\(4\)](#).
- 3.2 A new school district and charter school employee is required to complete the courses in subsections 3.2.1 through 3.2.3 of this regulation within 30 calendar days of employment with the school district or charter school unless the employee completed those courses during the prior school year.
 - 3.2.1 1 hour of training shall be on child abuse and child safety awareness, prevention, detection, and reporting under [14 Del.C. §4163\(b\)\(1\)](#).
 - 3.2.2 1 hour of training shall be on school bullying prevention and criminal youth gang detection under [14 Del.C. §4164\(a\)](#).
 - 3.2.3 1 hour of training shall be on suicide prevention under [14 Del.C. §4165\(a\)](#).
- 3.3 School administrators, school nurses, and school counselors have additional non-academic training requirements.
 - 3.3.1 1 hour of training on adult sexual misconduct is required under [14 Del.C. §4163\(b\)\(4\)](#) every 3 years.
 - 3.3.2 For those serving students in grades 7 through 12:
 - 3.3.2.1 1 hour of training on teen dating violence and sexual assault is required under [14 Del.C. §4166\(a\)](#) every 3 years.
 - 3.3.2.2 In addition to subsection 3.2, a new school district and charter school employee, who is a school administrator, school nurse, and school counselor, serving students in grades 7 through 12 is

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required to complete 1 hour of training on teen dating violence and sexual assault under [14 Del.C. §4166\(a\)](#) within 30 calendar days of employment.

4.0 Development and Review of Trainings

The Department shall collaborate with stakeholders regarding the development and review of non-academic trainings as per [14 Del.C. Ch. 41, Subchapter II](#). The review will occur every 3 years at a minimum to ensure the content is relevant to Delaware students and to conform with best practices.

5.0 Training Schedule

- 5.1 Effective beginning with the 2025-2026 school year, the Department shall implement a schedule for the required non-academic trainings in Section 3.0 of this regulation. The non-academic training schedule shall follow a 10-year cycle.
 - 5.1.1 For year 1 of each 10-year cycle, the Department shall make 3 courses available in its professional development management system.
 - 5.1.1.1 The new school district and charter school employee course that satisfies the requirements in subsection 3.2 of this regulation.
 - 5.1.1.2 The new school district and charter school employee course for school administrators, school nurses, and school counselors that satisfies the requirements in subsection 3.3.2.2 of this regulation.
 - 5.1.1.3 The suicide prevention course for all employees that satisfies the 1 hour annual requirement in subsection 3.1.3 of this regulation.
 - 5.1.2 For the next 9 consecutive school years of the cycle, the Department shall make the following courses available in its professional development management system:
 - 5.1.2.1 A new school district and charter school employee course that satisfies the requirements in subsection 3.2 of this regulation.
 - 5.1.2.2 A new school district and charter school employee course for school administrators, school nurses, and school counselors that satisfies the requirements in subsection 3.3.2.2 of this regulation.
 - 5.1.2.3 A 3-hour annual course for all employees that will satisfy the requirements in subsection 3.1 over a 3-year period.
 - 5.1.2.4 The school administrator, school nurse, and school counselor courses that satisfy the requirements in 3.3.1 and 3.3.2 of this regulation over a 3-year period.
- 5.2 After 10 years, the training cycle repeats at subsection 5.1.2 of this regulation for the next 10-year period and then for every 10-year period thereafter.