Mental Health Awareness Training

September 11, 2025

TEA
Texas Education Agency®

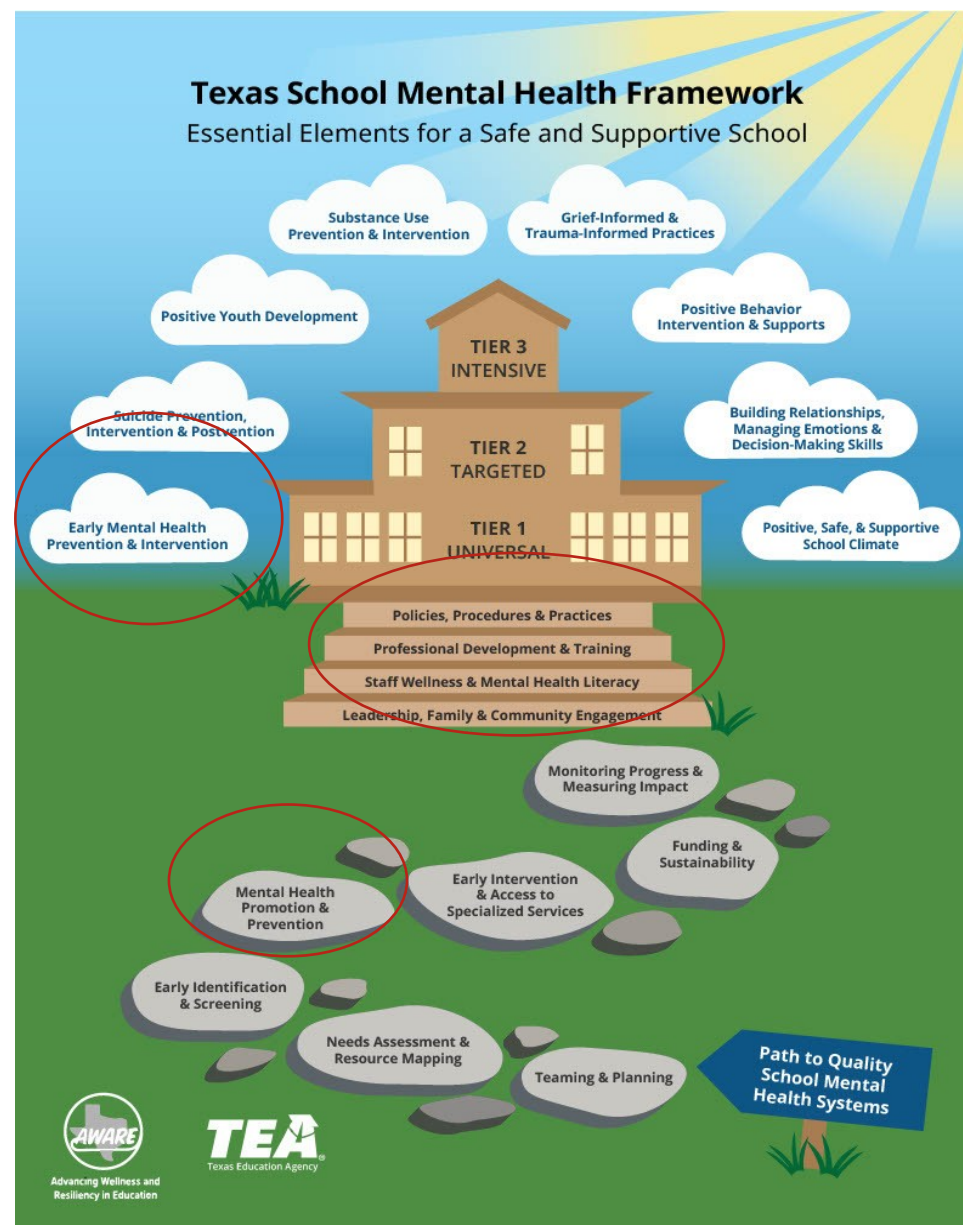# Texas School Mental Health Framework

Mental Health Promotion & Prevention

Early Mental Health Prevention & Intervention

Staff Wellness & Mental Health Literacy

Professional Development & Training

Policies, Procedures & Practices

House Bill 3 (88th) 2023

Required Mental Health Training

House Bill 3 mandates that Texas school district employees who regularly interact with students must complete an **evidence-based mental health training**. This initiative aims to enhance school safety by equipping staff to recognize and support students experiencing mental health or substance use issues.

Added TEC §22.904 Mental Health Training

Training Requirement

Training Fulfillment

Training Content

Implementation Timeline

TEC §22.904 Mental Health Training

Participants

- Required for employees who regularly interact with students
- Exemption: Employees who have previously completed Mental Health First Aid (with valid certificate)

Content

- Training must be evidenced-based
- Must cover recognition and support of mental health and substance use issues

Funding

- Allotments to districts for training costs (e.g. travel, fees, compensation)
- *No dedicated funding was allocated by the legislature for implementation*.

Double the CE hours can be earned (not to exceed 16 hours) but training must be completed in person.

19 TAC §153.1015 Mental Health Training

Commissioner's Rule for TEC §22.904

Provided Examples of Staff

- Teachers, nurses, counselors
- Paraprofessionals, substitutes
- Bus drivers, cafeteria staff
- School resource officers
- Special program liaisons

Training Requirements

- Defined evidence-based
- One time training
- Aligned with district professional development policies

Approved Programs

- TEA/HHSC recommended courses (e.g., Youth Mental Health First Aid)
- District selected programs meeting criteria & competencies

Competencies

- Added 10 competencies that training must address
- Sufficient instructional time & rigorous methods
- Can be combined with other statutorily required topics

Documentation

- Districts maintain records of completion
- Eligible for reimbursement for training costs if funding allocated by the legislature
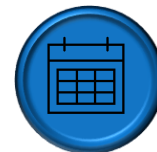
Timeline

- Districts maintain records of completion
- Phase in training timeline
  - 25%   2025-2026 school year
  - 50%   2026-2027 school year
  - 75%   2027-2028 school year
  - 100%   2028-2029 school year

Mental Health Required Training FAQ

TEA Texas Education Agency

---

19 TAC §153.1015 revised by HB 3 (88th)

All employees who regularly interact with students must complete an evidenced-based mental health training.

Mental Health Training Requirement Frequently Asked Questions

During the 88th Legislative Session, House Bill 3 was passed to establish a requirement that each district employee who regularly interacts with students enrolled at the district complete an evidence-based mental health training program designed to provide instruction to participants regarding the recognition and support of children and youth who experience a mental health or substance use issue that may pose a threat to school safety. (TEC § 22.904 ⬚)

This document will provide answers to frequently asked questions for the implementation of this legislation with reference to 19 TAC § ⬚ 153.1015.

HB 3 Mental Health Training FAQ (July 2025)

Mental Health Training Requirement FAQs

TEA Texas Education Agency

19 TAC §153.1015 Mental Health Training
Updated: July 2025

During the 88th Legislative Session, House Bill 3 was passed to establish a requirement that each district employee who regularly interacts with students enrolled at the district complete an evidence-based mental health training program designed to provide instruction to participants regarding the recognition and support of children and youth who experience a mental health or substance use issue that may pose a threat to school safety. (TEC §22.904)

This document will provide answers to frequently asked questions for the implementation of this legislation.

Where can I find the list of approved programs?

The Best Practices and Programs Repository:
A school district may choose an evidence-based mental health training course from the recommended lists provided by the Texas Education Agency (TEA), the Texas Health and Human Services Commission (HHSC), or an education service center (ESC) that is specifically designated as compliant under this rule. 19 TAC §153.1015 (d) (1).

The Texas School Mental Health Resource Database:
Programs that meet these requirements can be found using the Mental and Behavioral Health Recommended Best Practices and Programs Repository list established by TEC §38.351 or the Texas School Mental Health Resource Database.

How do I know if a program is approved?

The Best Practices and Programs Repository trainings that meet the requirements of this rule will have the following designation:

> **"School district employees who have completed this training have fulfilled the mental health training requirements mandated by House Bill 3 88R (TEC §22.904(b)) and the subsequent Commissioner's Rule (19 TAC §153.1015)."**

The Texas School Mental Health Resource Database trainings that meet the requirements of this rule will be tagged **"Required Mental Health Awareness Training"** in the resource tag section of the listed resource.

Is Youth Mental Health First Aid (YMHFA) the only training that will meet the requirements of the rule?

Not necessarily.

House Bill 3 introduced a provision in TEC §22.904(b) which established that training in Youth Mental Health First Aid (YMHFA) would meet the requirement for this evidence-based mental health training.

However, the rule allows school systems the flexibility to provide training through a locally selected course, provided it meets the criteria outlined in subsection 19 TAC §153.1015 (d)(3)(A)-(J). This alternative course can be developed and delivered by a partnering organization, such as a mental health agency or an Education Service Center (ESC).

Key Mental Health Training Competencies

Mental Health Awareness Competencies

➢ Awareness and understanding of mental health and substance use prevalence data

➢ Build capacity to implement school-based mental health and substance use prevention strategies that promote safety and prevent harm or violence

➢ Awareness of child development, ACEs, grief, trauma, risk factors, and the value of early identification, intervention, and evidence-based support strategies

➢ Promote awareness of mental health protective factors and strategies to support student well-being in schools

For exact competency wording see 19 TAC§153.1015 (d) (3) (A-J)

MENTAL HEALTH TRAINING COMPETENCIES FOR SCHOOL STAFF
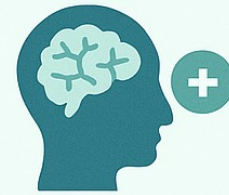
Awareness of Mental Health & Substance Use Prevalence

Child Development, Trauma & Early Intervention

School-Based Prevention Strategies & Protective Factors

Supportive Classroom Environments & Respectful Communication with Families

Connections to Community Resources

Practical Skills and Support Strategies

- Experiential activities: understanding impact of mental illness, respectful listening, crisis support skills, encourage help-seeking, and identify professional care and self-help strategies for mental health and substance use.

- Recognize early warning signs and risk factors for student mental health and substance use concerns using evidence-based practices aligned with TEC §38.351.

- Support students with early mental health concerns using classroom strategies, including for those with intellectual or developmental disabilities and co-occurring challenges.

- Communicate early warning signs to parents/guardians respectfully and guide them toward appropriate support for their child.

- Connect families to school and community mental health resources, including early crisis intervention for risk of harm.

- Strategies to promote mental health and wellness for school staff.

For exact competency wording see 19 TAC§153.1015 (d) (3) (A-J)
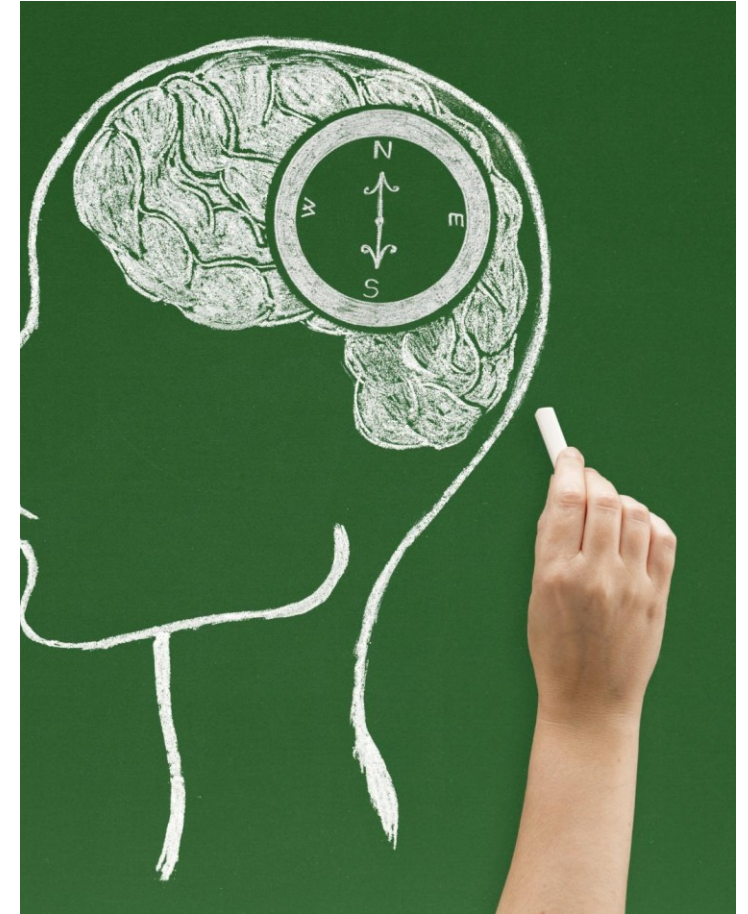
Mental Health Requirements in District Vulnerability Assessments

John Jones, Assistant Chief of School Safety and Security
Office of School Safety and Security

User Groups

Superintendent

The superintendent role has full access to all district information, tools, reports, and BTA cases at district and campus levels. Has full user management access. Only authorized user to sign and approve some reporting requirements.

LEA District

Has full access to all district information, tools, and reports at district or campus levels. Does not have default access to BTA cases.

LEA Campus

Has default access to Safety Resource. Must be assigned to a campus or campuses and the specific tools (Door Logs, Drill Logs, BTA Module) for those locations.

LEA BTA

Only has access to BTA module for their assigned campus(es).

Managing the DVA Process

- District and Campus Rubrics in Sentinel
- Upload Required Documents into Sentinel
- Sector Agent Technical Assistance
- Baseline Vulnerability Review
- District Vulnerability Assessment
- Informal summary with Superintendent prior to departure
- Formal Written Report

Employee Mental Health Training (TEC, §22.904)
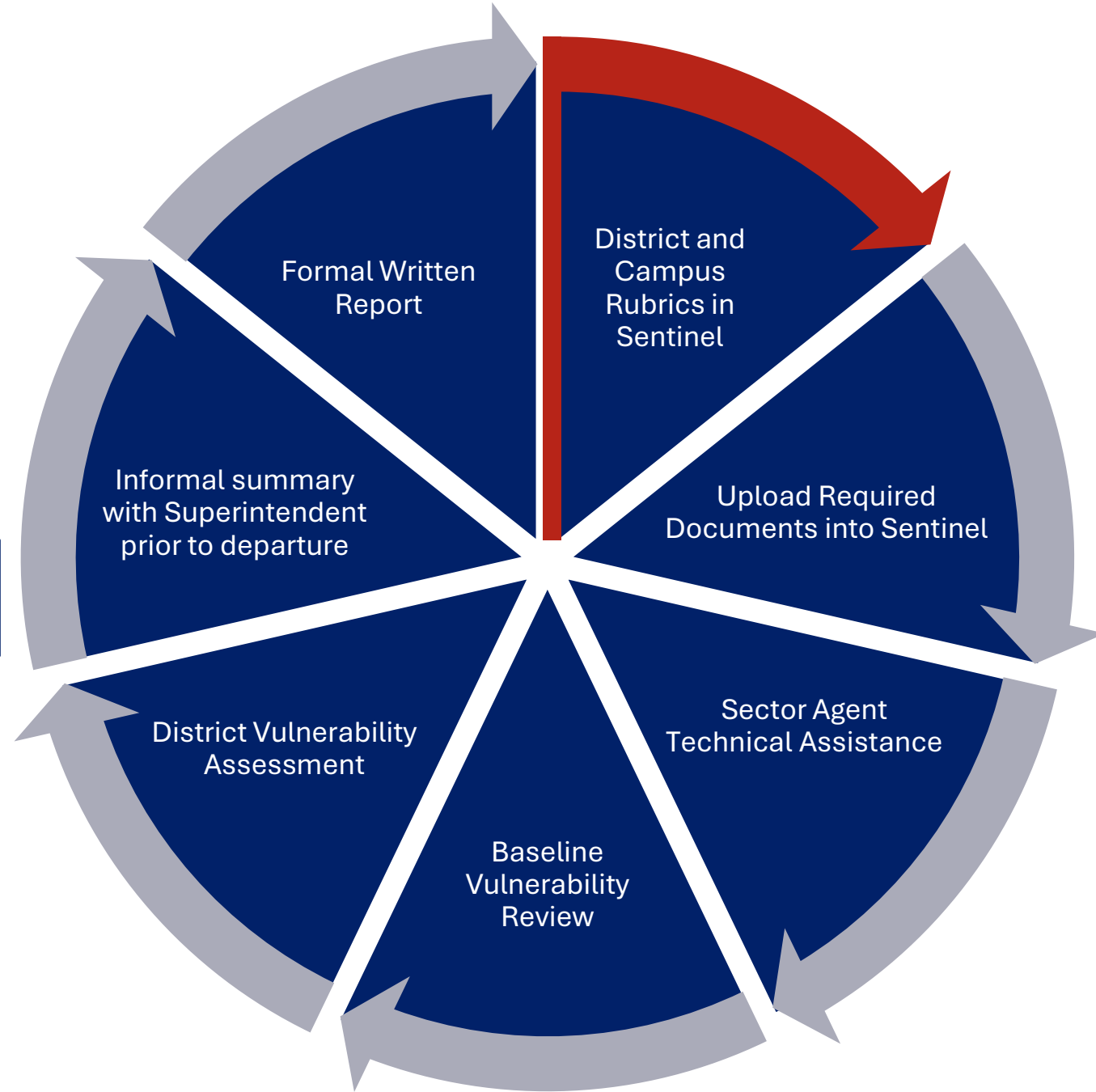
‼️ **All district employees w/regular interaction with students**

- Recognize and support students who experience a mental health or substance use issue that may threaten school safety

- No statutory authority to compel Charters per TEC 12.104 (best practice)

- Required regardless of funding (unfunded mandate)

Graduated application:

SY25-26 (25%) → SY26-27 (50%) → SY27-28 (75%) → SY 28-29 (100%)
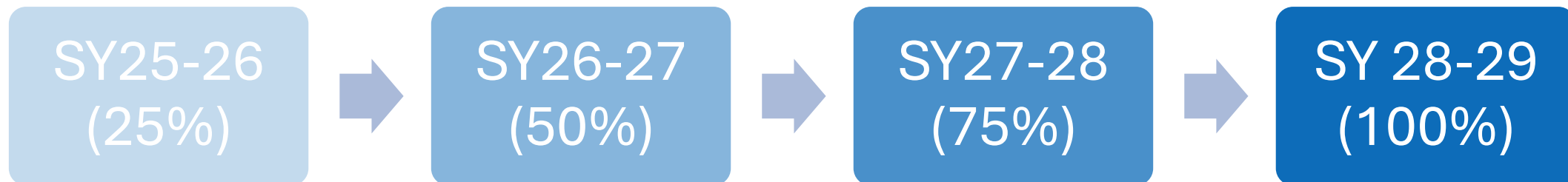
Mental Health Training FAQs

House Bill 3 (88th) Mental Health Training FAQs

TEA
Texas Education Agency

19 TAC §153.1015 Mental Health Training

Updated: May 2025

During the 88th Legislative Session, House Bill 3 was passed to establish a requirement that each district employee who regularly interacts with students enrolled at the district complete an evidence-based mental health training program designed to provide instruction to participants regarding the recognition and support of children and youth who experience a mental health or substance use issue that may pose a threat to school safety. (TEC § 22.904)

This document will provide answers to frequently asked questions for the implementation of this legislation.

Where can I find the list of approved programs?

The Best Practices and Programs Repository:
A school district may choose an evidence-based mental health training course from the recommended lists provided by the Texas Education Agency (TEA), the Texas Health and Human Services Commission (HHSC), or an education service center (ESC) that is specifically designated as compliant under this rule. 19 TAC § 153.1015 (d) (1).

The Texas School Mental Health Resource Database:
Programs that meet these requirements can be found using the Mental and Behavioral Health Recommended Best Practices and Programs Repository list established by TEC § 38.351 or the Texas School Mental Health Resource Database.

Answers:

➢ Who

➢ What

➢ Where

➢ When

➢ How

WHO

Who should participate in the training?

Who can deliver training?

WHAT

What training is approved?

What are the training requirements for compliance?

WHEN

When do employees need to be trained by?

WHERE

Where can I get trained?

Where can I find the list of approved programs?

HOW

How can training be delivered?

How long is the training good for?

Where/How are training records maintained?

How to Document Training

Records of training

- List of dates and names of employees who have been trained; or training certificates for each employee; and
- What training was provided (i.e., name of training course or course content PowerPoint).

Training records must be uploaded and tagged to DVA Required Documents "Staff Mental Health Training Records (3.10)".

Employees only need to have the training once regardless of district moves, etc.

Best guidance for charters is to follow the Mental Health FAQ (resource) document and conduct training.

Employee Mental Health Training (TEC, §38.351(g)&(i))

The District shall provide training for teachers, school counselors, principals, and all other appropriate personnel in:

(1) early mental health prevention and intervention;

(2) building skills related to managing emotions, establishing and maintaining positive relationships, and responsible decision-making;

(3) substance abuse prevention and intervention;

(4) suicide prevention, intervention, and postvention;

(5) grief-informed and trauma-informed practices;

(6) positive school climates;

(7) positive behavior interventions and supports;

(8) positive youth development; and

(9) safe, supportive, and positive school climate.

A school district is required to provide the training at an elementary school campus only to the extent that sufficient funding and programs are available.

How to Document Training

1 District determines what training will be provided to staff in the (9) category areas.

2 Districts may select from various TEA approved training, contract with outside vendors or the ESCs, or develop their own training.

3 Districts must upload training records to the DVA Required Documents section:

- ✓ Early Mental Health Training Support (8.05)
- ✓ Social Emotional Training Support (8.05)
- ✓ Substance Abuse Support (8.05)
- ✓ Behavior Intervention and Support (8.05)
- ✓ Positive Youth Development Support (8.05)

- ✓ Suicide Prevention Support (8.05)
- ✓ Trauma-Informed Practices Support (8.05)
- ✓ Positive School Climate Support (8.05)
- ✓ Safe, Supportive, and Positive School Climate Support (8.05)

TEA Updates

New Mental Health Best Practices and Programs List Competencies

TEA
Texas Education Agency

Coming Soon!

- The Texas Statewide Plan for Student Mental Health is currently being updated.

- The updated plan will incorporate the latest strategies, goals, and activities

- Release of the updated plan is scheduled for the near future.

Find out when it is released!
Sign up for the Mental & Behavioral Health Newsletters!

TEA
Texas Education Agency

Statewide Plan for Student Mental Health

Senate Bill 11

December 2020

Child Abuse Prevention Awareness Training
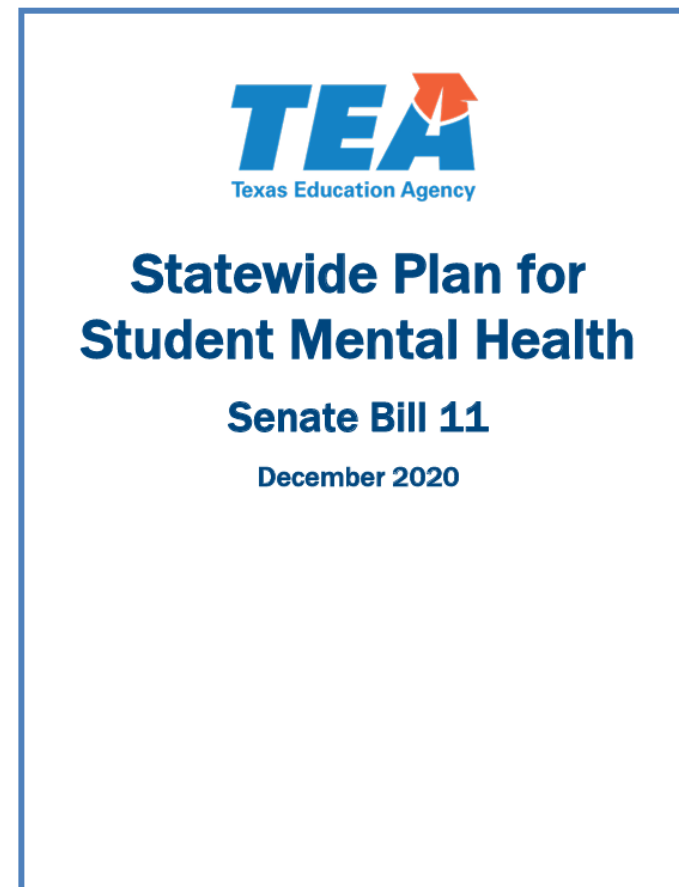
Modules Launched September 1, 2025

TEA Learn