

By: Goodwin

H.B. No. 3258

A BILL TO BE ENTITLED

1 AN ACT  
2 relating to training requirements for a member of the board of  
3 trustees and the superintendent of an independent school district  
4 regarding cultural competence and implicit bias.

5 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF TEXAS:

6 SECTION 1. Sections 11.159(c) and (e), Education Code, are  
7 amended to read as follows:

8 (c) The State Board of Education shall require a trustee to  
9 complete every two years at least:

10 (1) three hours of training on evaluating student  
11 academic performance; ~~and~~

12 (2) one hour of training on identifying and reporting  
13 potential victims of sexual abuse, human trafficking, and other  
14 maltreatment of children; and

15 (3) two hours of training in cultural competence and  
16 implicit bias.

17 (e) For purposes of this section:

18 (1) "Cultural competence" means the ability to address  
19 the educational needs of individuals from diverse backgrounds  
20 effectively by applying knowledge, empathy, and insight into the  
21 views on education that those backgrounds present.

22 (2) "Implicit bias" means:

23 (A) bias in judgment or behavior that results  
24 from subtle cognitive processes, including implicit attitudes and

1 implicit stereotypes, that often operate at a level below conscious  
2 awareness and without intentional control; or

3 (B) implicit attitudes and stereotypes that  
4 result in beliefs or simple associations that a person makes  
5 between an object and its evaluation that are automatically  
6 activated by the mere presence, actual or symbolic, of the attitude  
7 object.

8 (3) "Other [~~, "other~~] maltreatment" has the meaning  
9 assigned by Section 42.002, Human Resources Code.

10 SECTION 2. Section 21.054, Education Code, is amended by  
11 amending Subsection (h) and adding Subsection (h-1) to read as  
12 follows:

13 (h) Continuing education requirements for a superintendent  
14 must include at least:

15 (1) 2-1/2 hours of training every five years on  
16 identifying and reporting potential victims of sexual abuse, human  
17 trafficking, and other maltreatment of children; and

18 (2) two hours of training every five years in cultural  
19 competence and implicit bias.

20 (h-1) For purposes of this section:

21 (1) "Cultural competence" and "implicit bias" have the  
22 meanings assigned by Section 11.159.

23 (2) "Other [~~this subsection, "other~~] maltreatment"  
24 has the meaning assigned by Section 42.002, Human Resources Code.

25 SECTION 3. A superintendent subject to continuing education  
26 requirements immediately before the effective date of this Act is  
27 not required to comply with the continuing education requirements

1 described by Section [21.054\(h\)](#), Education Code, as amended by this  
2 Act, for any continuing education requirements period that ends  
3 before January 1, 2023.

4 SECTION 4. This Act takes effect September 1, 2021.