


Job Evaluation Rating Documentation

<p>CUPE, SEIU, SGEU, SAHO</p> 	<p>Job Title <u>Teacher Assistant</u></p> <p>Date <u>October, 2000</u></p> <p>Revised Date <u>2004</u></p> <p>Revised Date _____</p>	<p>Code</p> <p><u>231</u></p>
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<p>Decision Making</p> <p>Follows clearly prescribed practices when assisting with special education programming. May make minor operating decisions when dealing with behavioral/learning issues.</p>	<p>Degree</p> <p><u>2.0</u></p>
<p>Education</p> <p>Grade 12. Teacher Assistant certificate (1057 hours).</p>	<p><u>3.5</u></p>
<p>Experience</p> <p>No previous experience. Nine (9) months on the job to become familiar with special needs clients and with region/facility/department policies and procedures.</p>	<p><u>3.0</u></p>
<p>Independent Judgement</p> <p>Uses established methods when assisting with teaching program. Deals with minor operating problems associated with motivating clients and conflict resolutions.</p>	<p><u>2.5</u></p>
<p>Working Relationships</p> <p>Uses persuasion and motivation when dealing with special needs clients which may involve difficult or emotionally charged situations.</p>	<p><u>4.0</u></p>

Impact of Action	Degree
Provides teaching assistant services to meet quality and service requirements. Misjudgment in presenting teaching material may require the teacher to correct and may cause minor delays in the teaching process. Inaccuracies in reporting client progress and behavior may affect client's treatment.	<u>1.5</u>
Leadership and/or Supervision Provides occasional orientation to staff.	<u>1.0</u>
Physical Demands Occasional physical effort moving furniture, carrying books, participating in sports activities and computer operation.	<u>1.0</u>
Sensory Demands Occasional sensory effort while working with clients while assisting with program delivery with periods of intense concentration when observing students.	<u>1.5</u>
Environment Occasional major disagreeable conditions such as exposure to infectious disease, aggressive clients and verbal abuse.	<u>3.0</u>