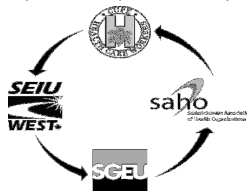


## Job Evaluation Rating Documentation

<b>CUPE, SEIU, SGEU, SAHO</b> 	<b>Job Title</b> <u>Educator</u> <b>Date</b> _____ <b>Revised Date</b> <u>2004</u> <b>Revised Date</b> <u>Mar 21/12</u>	<b>Code</b> <u>332</u>
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<b>Decision Making</b> Within limits of accepted practice, makes some choices about education programming in the region when developing and evaluating education programs and assessing program/staff needs. Achieves assigned objectives within defined limits through planning, designing, developing, delivering and evaluation of mandatory and continuing education programs.	<b>Degree</b> <u>3.5</u>
<b>Education</b> Grade 12. Four (4) year Bachelors degree in Adult Education.	<u>6.0</u>
<b>Experience</b> Twenty-four (24) months previous experience in a health care environment with experience in needs assessment, problem solving and conflict resolution. Twelve (12) months on the job to become familiar with the region's strategic plan, goals, objectives and region/facility/department policies and procedures.	<u>6.0</u>
<b>Independent Judgement</b> Conducts needs analysis and develops goals and objectives with desired learner outcomes. Coordinates, facilitates, delivers and evaluates educational programs within generally accepted practices. Exercises judgement when analyzing and problem solving (e.g., conflict resolution).	<u>4.5</u>
<b>Working Relationships</b> Provides education/instruction based on adult learning principles. Motivates staff to take part in needs assessment and educational programs.	<u>4.0</u>

<b>Impact of Action</b>	<b>Degree</b>
Coordinates resources to develop and plan education programs that impact the organization and individual employees to a limited degree. May result in delays in program delivery due to insufficient research and planning.	<u>2.0</u>
<b>Leadership and/or Supervision</b> Provides occasional guidance to staff in the delivery of educational programs. Provides functional guidance and advice to operational leaders on educational programs/practices.	<u>2.5</u>
<b>Physical Demands</b> Occasional physical effort standing, walking and moving tables/chairs with regular carrying books/binders/supplies and keyboarding.	<u>1.5</u>
<b>Sensory Demands</b> Regular sensory effort preparing and presenting training materials and using computers.	<u>2.0</u>
<b>Environment</b> Occasional exposure to minor conditions such as interruptions and multiple deadlines with some travel.	<u>2.0</u>