


# Job Evaluation Rating Document

<p><b>CUPE, SEIU, SGEU, SAHO</b></p> 	<p><b>Job Title</b> <u>Teacher Assistant</u></p> <p><b>Date</b> <u>October, 2000</u></p> <p><b>Revised Date</b> <u>2004</u></p> <p><b>Revised Date</b> <u>October 16, 2018</u></p>	<p><b>Code</b></p> <p><u>231</u></p>
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<p><b>Decision Making</b></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><b>Degree</b></p> <p><u>2.0</u></p>
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<p><b>Education</b></p> <p>Grade 12. Educational Assistant certificate (Saskatchewan Polytechnic 795 hours).</p>	<p><b>Degree</b></p> <p><u>3.0</u></p>
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<p><b>Experience</b></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><b>Degree</b></p> <p><u>3.0</u></p>
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<p><b>Independent Judgement</b></p> <p>Uses established methods when assisting with teaching program. Deals with minor operating problems associated with motivating clients and conflict resolutions.</p>	<p><b>Degree</b></p> <p><u>2.5</u></p>
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<p><b>Working Relationships</b></p> <p>Uses persuasion and motivation when dealing with special needs clients which may involve difficult or emotionally charged situations.</p>	<p><b>Degree</b></p> <p><u>4.0</u></p>
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**Job Title**

Teacher Assistant

**Code**

231

<b>Impact of Action</b> Provides teaching assistant services to meet quality and service requirements. Misjudgement 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.	<b>Degree</b>  1.5
<b>Leadership and/or Supervision</b> May show others how to perform tasks or duties by familiarizing new employees with the work area and processes.	<b>Degree</b>  1.0
<b>Physical Demands</b> Occasional physical effort moving furniture, carrying books, participating in sports activities and computer operation.	<b>Degree</b>  1.0
<b>Sensory Demands</b> Occasional sensory effort while working with clients while assisting with program delivery with periods of intense concentration when observing students.	<b>Degree</b>  1.5
<b>Environment</b> Occasional major disagreeable conditions such as exposure to infectious disease, aggressive clients and verbal abuse.	<b>Degree</b>  3.0