


Job Evaluation Rating Document

<p>CUPE, SEIU, SGEU, SAHO</p> 	<p>Job Title Educator _____</p> <p>Date _____</p> <p>Revised Date 2004 _____</p> <p>Revised Date December 16, 2020 _____</p>	<p>Code</p> <hr/> <p style="text-align: center;">332</p> <hr/>
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<p>Decision Making</p> <p>Within limits of accepted practice, makes some choices about educational programming when developing and evaluating educational programs and assessing program/staff needs. Achieves assigned objectives within defined limits through research, development, delivery and evaluation of mandatory and continuing educational programs.</p>	<p>Degree</p> <hr/> <p style="text-align: center;">3.5</p> <hr/>
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<p>Education</p> <p>Grade 12. Four (4) year Baccalaureate degree in Education.</p>	<p>Degree</p> <hr/> <p style="text-align: center;">6.0</p> <hr/>
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<p>Experience</p> <p>Twenty-four (24) months previous experience in a health care environment with experience in needs assessment and problem solving. Twelve (12) months on the job to become familiar with department policies and procedures.</p>	<p>Degree</p> <hr/> <p style="text-align: center;">6.0</p> <hr/>
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<p>Independent Judgement</p> <p>Conducts needs analysis and develops goals and objectives with desired educational outcomes. Coordinates, facilitates, delivers and evaluates educational programs within generally accepted practices. Exercises judgement when analyzing and problem solving.</p>	<p>Degree</p> <hr/> <p style="text-align: center;">4.5</p> <hr/>
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<p>Working Relationships</p> <p>Provides education/instruction based on adult learning principles. Motivates staff to take part in needs assessment and educational programs.</p>	<p>Degree</p> <hr/> <p style="text-align: center;">4.0</p> <hr/>
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<p>Impact of Action</p> <p>Inadequate coordination of resources may impact the organization and individual employees to a limited degree. May result in delays in program delivery due to insufficient research and planning.</p>	<p>Degree</p> <p>2.0</p>
<p>Leadership and/or Supervision</p> <p>Provides occasional guidance to staff in the delivery of educational programs. Provides functional guidance and advice to operational leaders on educational programs/practices.</p>	<p>Degree</p> <p>2.5</p>
<p>Physical Demands</p> <p>Occasional physical effort standing, walking with regular effort moving equipment, supplies and computer operation.</p>	<p>Degree</p> <p>1.5</p>
<p>Sensory Demands</p> <p>Regular sensory effort preparing and presenting training materials and computer operation.</p>	<p>Degree</p> <p>2.0</p>
<p>Environment</p> <p>Occasional exposure to minor conditions such as interruptions and multiple deadlines with some travel.</p>	<p>Degree</p> <p>2.0</p>