

EE: Licensed Practical Nurse Educator Role

Major Competency Area: **EE**
Licensed Practical Nurse Educator Role

Priority: **One**

Competency: **EE-1**
Knowledge of Nursing Education

Date: September 1, 2005

A Licensed Practical Nurse will:

EE-1-1 Demonstrate knowledge and ability related to education theory, teaching and learning strategies, curriculum development, and program evaluation.

EE-1-2 Demonstrate ability to apply adult learning theory and principles in classroom, laboratory, and clinical teaching.

EE-1-3 Demonstrate ability to maintain own competence in education through continuing education and professional development.

EE-1-4 Demonstrate effective communication skills and interpersonal relationship skills in educational activities.

EE-1-5 Demonstrate knowledge and ability to utilize a variety of instructional technological supports.

EE-1-6 Demonstrate knowledge and ability to collaborate with designated lead educators to facilitate learning.

EE-1-7 Demonstrate knowledge and ability to recognize when to involve other educators throughout the learning experience.

Major Competency Area: **EE**
Licensed Practical Nurse Educator Role

Priority: **One**

Competency: **EE-2**
Knowledge of Practical Nursing

Date: September 1, 2005

A Licensed Practical Nurse will:

- EE-2-1 Demonstrate knowledge of the role, scope and responsibility of the LPN.**
- EE-2-2 Demonstrate knowledge of the philosophy, values, vision, and mission of the CLPNA.**
- EE-2-3 Demonstrate ability to support and apply the standards of practice for LPNs.**
- EE-2-4 Demonstrate knowledge of the legislation governing the LPN role.**
- EE-2-5 Demonstrate and maintain current registration in CLPNA.**
- EE-2-6 Demonstrate relevant clinical experience and competence in clinical area.**
- EE-2-7 Demonstrate knowledge of changes in the profession.**
- EE-2-8 Demonstrate ability to support and participate in professional activities of the profession.**

Major Competency Area: **EE**
Licensed Practical Nurse Educator Role

Priority: **One**

Competency: **EE-3**
**Knowledge of Curriculum
Development and Revision**

Date: September 1, 2005

A Licensed Practical Nurse will:

- EE-3-1 Demonstrate knowledge of curriculum development and revision:**
- identify major content areas / theoretical knowledge and skills of practical nursing
 - assist with blueprinting course outline
 - collect data regarding course content, delivery methods, learner objectives / outcomes
 - identify and develop learner objectives / outcomes
 - prepare learner objectives / outcomes
 - sequence modules
 - develop student materials
 - develop workshops and learning activities
 - develop case situations and clinical simulations
 - develop evaluation materials
 - collect ongoing information to assist with revision of course content
 - maintain currency of course content throughout delivery of course
 - validate learner objectives / outcomes
 - participate in committees and taskforces to facilitate ongoing review and revision of the curriculum.

EE-3-2 Demonstrate knowledge and ability to establish curriculum for areas of study.

Major Competency Area: **EE**
Licensed Practical Nurse Educator Role

Priority: **One**

Competency: **EE-4**
**Knowledge and Application
of Various Delivery Methods**

Date: September 1, 2005

A Licensed Practical Nurse will:

EE-4-1 Demonstrate knowledge and ability to use a variety of teaching / learning strategies and delivery methods:

- use adult learning principles
- facilitate self-paced learning
- deliver course content via a variety of methods i.e., lectures, group discussions, seminars, debates, role play, web CT, etc.
- recognize and utilize methods to address individual learning styles of students
- knowledge of computer based learning (CML, CAL, CDROM)
- conduct lab skill demonstrations
- select and utilize appropriate resources
- utilize team teaching
- utilize and integrate other strategies (guest speaker, field trips).

EE-4-2 Demonstrate knowledge and ability to facilitate learning within the clinical environment.

Major Competency Area: **EE**
Licensed Practical Nurse Educator Role

Priority: **One**

Competency: **EE-5**
Managing the Learning Environment

Date: September 1, 2005

A Licensed Practical Nurse will:

- EE-5-1 Demonstrate knowledge and ability to effectively manage the learning environment:**
- ensure delivery of safe client care
 - maintain and model professional behaviour in the classroom, lab, and clinical settings
 - use modules of curriculum to guide learning experience
 - assess needs of students
 - set up classroom and lab facilities
 - set up appropriate equipment
 - establish an environment conducive to student learning
 - establish expectations and standards and communicates them to students and relevant others
 - communicate and implement policy and procedures
 - select clinical assignments for students
 - supervise delivery of care by students
 - manage conflict
 - encourage interaction between instructor, student, and peers
 - focus on group efforts and outcomes
 - model safe work methods.
- EE-5-2 Demonstrate knowledge and ability to establish and maintain a safe learning environment.**

Major Competency Area: **EE**
Licensed Practical Nurse Educator Role

Priority: **One**

Competency: **EE-6**
Facilitation of Learning

Date: September 1, 2005

A Licensed Practical Nurse will:

- EE-6-1 Demonstrate knowledge and ability to facilitate learning:**
- articulate student expectations, standards, and objectives / outcomes
 - model good oral and written communication
 - assist students to set achievable goals
 - motivate learners through variety of strategies
 - promote preparation for learning
 - encourage critical thinking
 - encourage independence in learning
 - encourage flexibility and adaptability
 - respect student contribution
 - recognize student's previous and / or related experience
 - adapt to special needs of students.

Major Competency Area: **EE**
Licensed Practical Nurse Educator Role

Priority: **One**

Competency: **EE-7**
Utilization of Effective Communication

Date: September 1, 2005

A Licensed Practical Nurse will:

- EE-7-1 Demonstrate knowledge and ability to communicate effectively:**
- speak and write clearly
 - listen
 - provide support, direction, and feedback
 - respond to student feedback
 - develop rapport
 - recognize differences among students
 - clarify roles and responsibilities of the educator and student
 - seek and accept guidance and feedback from team members
 - establish and maintain effective interpersonal relationships with faculty, team members, students, and clinical personnel
 - promote feedback from clinical areas and other stakeholders through effective communication and provision of evaluation tools.

Major Competency Area: **EE**
Licensed Practical Nurse Educator Role

Priority: **One**

Competency: **EE-8**
Evaluation of Learning

Date: September 1, 2005

A Licensed Practical Nurse will:

- EE-8-1 Demonstrate knowledge and ability to evaluate learning:**
- define evaluation criteria
 - design student evaluation instruments
 - adhere to policies and procedures of the program in applying evaluation methods and techniques
 - evaluate performance of students in classroom, laboratory and clinical settings
 - provide formative evaluations
 - provide summative evaluations
 - maintain confidential, accurate, objective, and current records of student performance
 - provide individual support and assistance to students in developing their learning plans.

Major Competency Area: **EE**
Licensed Practical Nurse Educator Role

Priority: **One**

Competency: **EE-9**
**Participation in Professional
Development**

Date: September 1, 2005

A Licensed Practical Nurse will:

EE-9-1 Demonstrate ability to participate in professional development:

- keep current in subject content
- adhere to appropriate codes of ethical conduct
- comply with academic regulations
- develop and improve teaching techniques
- evaluate own professional performance
- establish collegial relationships
- practice self-management (time / stress management)
- pursue personal growth.

Major Competency Area: **EE**
Licensed Practical Nurse Educator Role

Priority: **One**

Competency: **EE-10**
Evaluation of Own Performance

Date: September 1, 2005

A Licensed Practical Nurse will:

- EE-10-1 Demonstrate knowledge and ability to evaluate own performance:**
- conform to the policies and conditions of employment
 - establish own objectives to maintain competence and improve performance
 - participate in annual performance appraisal
 - adhere to the duties, roles and responsibilities of the job description
 - participate in internal and external committees and professional activities
 - take responsibility for own professional and personal development
 - maintain appropriate professional behaviour
 - use effective communication to maintain positive interpersonal relationships with students, peers, administration, and clinical staff
 - promote a positive image of the program and practical nursing
 - act as an advocate of students and the learning process.