

EE: Educator

Major Competency Area: **EE**
Educator

Competency: **EE-1**
Adult Learning Principles

Date: June 1, 2015

A Licensed Practical Nurse will:

EE-1-1 Demonstrate knowledge of adult education philosophies, teaching and learning strategies, instructional design and program evaluation.

EE-1-2 Demonstrate knowledge and ability to apply adult learning theory assumptions in classroom, online or through blended delivery of education:

- independence (offer minimum instruction/maximum autonomy)
- experience (address levels/backgrounds)
- readiness (identify needs /prior knowledge)
- orientation (describe how/when learning will occur)
- motivation (reason for educational activity)

EE-1-3 Demonstrate knowledge and ability to apply effective interpersonal communication in delivery of adult education including:

- adapt communication to individual learner style
- manage challenging conversations
- practice active listening
- program management and evaluation
- seek and accept feedback from learners, faculty and others
- student management and evaluation
- utilize collaboration tools to link learning and social development

Major Competency Area: **EE**
Educator

Competency: **EE-2**
Design and Delivery of Education

Date: June 1, 2015

A Licensed Practical Nurse will:

EE-2-1 Demonstrate knowledge of a systems approach to guide development of effective adult education including:

- analysis
- design
- development
- implementation
- evaluate

EE-2-2 Demonstrate knowledge and ability to complete an analysis of instructional needs including:

- feasibility of education
- learner characteristics (age, gender, current subject knowledge, demographics)
- learning environment (classroom, online, self-directed)
- course description (scope, context, expected performance outcomes)
- timeline for development

EE-2-3 Demonstrate knowledge and ability to apply evidence informed practice in curriculum design and development including:

- develop measurable program/learning objectives
- assess criteria
- identify learning concepts/context
- identify learner's goal and outcome
- identify level of learner support
- create and assemble course content
- review and revise according to feedback

EE-2-4 Demonstrate knowledge and ability to implement adult learning principles in delivery of adult education including:

- theories and philosophies (behaviorism, cognitivism, constructivism, social learning)
- learner needs and goals (new tools, technology support)

A Licensed Practical Nurse will:

EE-2-4 Demonstrate knowledge and ability to implement adult learning principles in delivery of adult education including: (cont'd)

- learning/program objectives
- self-paced learning
- effective learning environment
- varied delivery methods (lectures, role play, teamwork, synchronous, asynchronous)
- pedagogy and andragogy
- communication/interpersonal skills
- teaching and learning strategies

EE-2-5 Demonstrate knowledge and ability to evaluate learning outcomes including:

- construct assessment procedures (formative, summative)
- maintain confidential, accurate and objective learner records
- provide individual support and assistance as required
- participate in committees and taskforces for ongoing review and revision of curriculum