EE: Educator
## Competency: EE-1
### Adult Learning Principles

A Licensed Practical Nurse will:

<table>
<thead>
<tr>
<th>Competency</th>
<th>Description</th>
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<tbody>
<tr>
<td>EE-1-1</td>
<td>Demonstrate knowledge of adult education philosophies, teaching and learning strategies, instructional design and program evaluation.</td>
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</table>
| 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 |
## 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