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**Collection of Personal Information:** Please review the [Privacy Policy](#) on the College of Nurses of Ontario's (CNO) website to understand how your personal information will be used.

## How to complete your learning plan

### 1. Reflect on your practice

- Refer to CNO's [Practice Reflection questions](#) to help you think about your experiences and identify areas of your practice that need professional development.

**Watch:** [How to become a reflective practitioner](#) for guidance on how to reflect.

### 2. Identify your learning needs

**What are the most important areas in your nursing practice that need improvement?**

Consider the following:

- Talking with a peer(s) or colleague(s) from any practice setting about your learning needs.
- How will addressing your learning needs help you improve your nursing practice?

### 3. Develop two learning goals

**Based on your areas of practice needing further development, what are your learning goals?**

When defining your learning goals, consider the following:

- What specific areas of your nursing practice are you going to address with this goal?
- How do you hope to enhance or improve your nursing practice?
- How will you benefit from these changes?
- Who else might benefit from these changes (e.g. clients, peers or other health care team members you interact with)?
- When do you hope to see results?

**Watch:** [Are your learning goals SMART?](#) to enhance your learning goals.

## 4. Link your learning goals to CNO's Code of Conduct

What principles of the [Code of Conduct](#) align with your learning goals?

- Principle 1: Nurses respect clients' dignity.
- Principle 2: Nurses provide inclusive and culturally safe care by practicing cultural humility.
- Principle 3: Nurses provide safe and competent care.
- Principle 4: Nurses work respectfully with the health care team to best meet clients' needs.
- Principle 5: Nurses act with integrity in clients' best interest.
- Principle 6: Nurses maintain public confidence in the nursing profession.

## 5. Describe your learning activities

Describe the learning activities you plan to complete to address your learning goals.

Consider the following:

- How are you going to achieve your learning goals?
- What resources will you need to undertake this learning?
- How do you learn best? What is your learning style (e.g. visual, auditory etc.)?
- What might get in the way of you completing your learning activity?
- How will you overcome these obstacles?
- What is a realistic timeline to complete your activities?

## 6. Reflect on your learning plan

Use this section to reflect on your learning plan and evaluate changes to your practice.

Consider the following:

- Did you accomplish your learning goals? If so, how will you apply your new knowledge into practice?
- If you did not accomplish your learning goals, what prevented you from achieving them?

**Note:** If you don't accomplish your learning goals this year, you can carry them forward into your next learning plan.

**Need help?** Read [Quality Assurance: Your Guide to Self-Assessment](#) for tips on how to create a Learning Plan.

## Learning goal 1

Identify your learning needs, define your learning goal and describe your learning activities. Provide a timeline for when you intend to complete your learning activities.

### Learning needs:

My unit has recently added PSWs to help with nursing workload. I haven't worked with unregulated care providers before so I am not familiar with what my accountabilities are when working with them. I have read my policies and procedures related to working with PSWs but still want more clarity and I struggle with being able to assign tasks confidently and clearly articulating the task I am assigning.

### Learning goal:

To better understand my accountabilities as a nurse when working with PSWs and to demonstrate effective, clear communication and leadership when assigning care tasks for each patient to PSWs. I will demonstrate this new learning and obtain feedback from my manager by April 30.

### Learning activities and timelines:

1. Read CNO's Practice Guideline "Working with Unregulated Care Providers" and Ask Practice FAQs about working with Unregulated Care Providers by March 30.
2. Participate in a Leadership Skills workshop that is given at the facility where I work. There is a module specifically on assigning care. This workshop will be held on April 15.
3. Shadow a senior supervising RPN who demonstrates excellent communication while assigning to PSWs for one shift by April 25.
4. Enroll in WeRPN's Introduction to Leadership Series before December.

What principles of the [Code of Conduct](#) align with your learning goal?

- |                                     |   |
|-------------------------------------|---|
| <input type="checkbox"/>            | Principle 1: Nurses respect clients' dignity.   |
| <input type="checkbox"/>            | Principle 2: Nurses provide inclusive and culturally safe care by practicing cultural humility. |
| <input checked="" type="checkbox"/> | Principle 3: Nurses provide safe and competent care.  |
| <input checked="" type="checkbox"/> | Principle 4: Nurses work respectfully with the health care team to best meet clients' needs.    |
| <input type="checkbox"/>            | Principle 5: Nurses act with integrity in clients' best interest.                               |
| <input type="checkbox"/>            | Principle 6: Nurses maintain public confidence in the nursing profession.                       |

## Learning goal 2

Identify your learning needs, define your learning goal and describe your learning activities. Provide a timeline for when you intend to complete your learning activities.

### Learning needs:

There was recently a client on my unit who requested medical assistance in dying (MAID). I have never worked in an environment where clients may be choosing this option. I need to learn my role as a nurse in this situation and the policies of my workplace. I also want to have enough information to help support my clients as they consider this option.

### Learning goal:

I will understand what MAID is and requirements for someone looking to pursue MAID and be able to explain my role as a nurse in my workplace by June 23.

### Learning activities and timelines:

1. Read the CNO's "Guidance on Nurses' Roles in Medical Assistance in Dying" and the other resources on CNO's website by April 15.
2. Read three sections of the current Canadian Legislation about "Medical Assistance in Dying" found on the Government of Canada website by April 20.
3. Read the policies and procedures in my hospital about medically assisted dying by March 15.
4. Prepare my specific questions about the process and interview the Nurse Practitioner who works with clients requesting medical assistance in dying on a Palliative unit in my hospital by May 15.

What principles of the [Code of Conduct](#) align with your learning goal?

- |                                     |   |
|-------------------------------------|---|
| <input checked="" type="checkbox"/> | Principle 1: Nurses respect clients' dignity.   |
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| <input type="checkbox"/>            | Principle 6: Nurses maintain public confidence in the nursing profession.                       |

## Reflect on your plan

Use this section to reflect on your learning plan and evaluate changes to your practice. If you do not accomplish your learning goals this year, you can carry them forward into your next learning plan.

I learned skills that I will now continue to improve on in practice. I have been able to give clear instructions to PSWs which has increased efficiency on our unit because everyone knows what they are supposed to do. This has led to fewer errors and more time for hands on patient care. I have learned that every member on the health care team may respond differently to different communication techniques, so I have learned a few different strategies. I can always try a different approach if the current one is not getting the intended outcome.

I have learned my role as a nurse when someone chooses medical assistance in dying and understand the legislation and policies related to it. It has impacted my practice by increasing my comfort level in this situation because I was not sure what to expect. I now understand what a fundamental role nurses have in this delicate situation and feel more prepared to support a client who chooses this.