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Date: July 2, 2023

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:

I work on a health care team as an NP and have noticed an increase in patients coming to see me for assessments on dementia and cognitive impairments. While I know some of the tools available for assessment of cognitive impairment, I have not used them often. I want to know more about the different screening tools for dementia and cognitive impairment and how to choose the best one for each patient.

Learning goal:

I will identify the strengths and weaknesses of 3 evidence-based screening tools for dementia and cognitive impairments to help me determine the best tools available for assessing my patients, and to implement these screening tools into my practice by November 30, 2023.

Learning activities and timelines:

1. Review the RNAO Best Practice Guideline: ‘Screening for Delirium, Dementia and Depression in the Older Adult’ – by July 10, 2023.
2. Review 3-4 peer-reviewed articles for dementia and cognitive impairments by July 30, 2023.
3. Set up a meeting with the NP that works at my local hospital in the Geriatric Outpatient Clinic about best practices related to providing care to patients with cognitive impairments by October 31, 2023.
4. Provide a presentation to the rest of my health care team regarding the results of my activities and work with my colleagues to advocate for a policy related to appropriate screening tools for dementia and cognitive impairments by November 30, 2023.

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

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|-------------------------------------|---|
| <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:

I know that medical cannabis is more widely used and accepted by patients and health care professionals and know NPs and physicians that highly support its use. I want to learn more about the use of cannabis, its benefits, adverse reactions and considerations so I can determine whether this is a treatment option I'd recommend to appropriate patients. I will be more confident when prescribing medical cannabis. Furthermore, I need to know what my role is as an NP when prescribing medical cannabis.

Learning goal:

To explain my role and confidently explain to my patients when medical cannabis is or is not a beneficial treatment for them and to confidently recommend and prescribe medical cannabis when appropriate by December 15, 2023.

Learning activities and timelines:

1. Read the policies and procedures in the clinic about cannabis by July 15, 2023.
2. Read the current Canadian Legislation on Cannabis and Medical Cannabis found on the Health Canada website by August 7, 2023.
3. Review 5 peer-reviewed articles on therapeutic uses and effects of cannabis by October 15, 2023.
4. Review CNO's resources and webpage on medical cannabis by November 1, 2023.
5. Shadow a senior NP who in my clinic who has been prescribing medical cannabis for the last few years, while she conducts a full assessment and discusses pros and cons with a patient who is interested in being prescribed medical cannabis. Debrief the situation afterwards with her by November 14, 2023.

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

- | | |
|-------------------------------------|---|
| <input type="checkbox"/> | Principle 1: Nurses respect clients' dignity. |
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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 have started working through my learning activities and have learned about the different tools to use when screening patients with different types of cognitive issues. I have gained a lot of information from an NP colleague who works in this area and have shadowed her rounds at my local hospital.

I know which tools to use, and how to use them, for screening clients with the different types of cognitive issues. I have been able to contribute my new learning during case conferences and share it with coworkers. I have learned that all behaviour has meaning and that this can significantly impact the ability of nurses to provide care if it's not recognized.

Regarding medical cannabis, I have reflected on my own practice, beliefs and biases and ensure that my practice is not judgmental and is solely based on my patient's needs. I have attended a webinar through McMaster University titled: Cannabis Use for Common Conditions: Research Fact and Fiction. I still have other activities to complete but am looking forward to including this information into my practice and sharing with my health care team.