

# Learning Plan

CCP for SRNA Registration Year 20\_\_\_\_ - 20\_\_\_\_

Name: \_\_\_\_\_

What do I want to learn?	What I am going to learn?	How will I know I have learned it?	Timelines	Impact on my practice
<p><b>A Registered Nurse Competency based example:</b></p> <p>5.Coordinator role Competency 5.4 Demonstrates knowledge of the delegation process.</p> <p>*Write the competency and role in full and include the corresponding numbers.</p>	<p>1. I would like to improve my understanding of delegation skills. By (date), I will attend an upcoming 1-day Charge Nurse Orientation session offered at my facility; review the SRNA Assignment and Delegation Guidelines and a collaborative team-building journal article; and keep a short journal on my learning experiences with assignment and delegation.</p> <p>2. I will effectively delegate and assign care to my team members within my clinical care unit. By (date), and following feedback received from a colleague on opportunities for growth, I will apply delegation principles when assigning and delegating care.</p>	<p>1. I will successfully complete and receive a certificate at the Charge Nurse Orientation session.</p> <p>2. I will receive written feedback on improvement in my abilities as a Charge Nurse.</p> <p>3. I will have a stronger understanding of current guidance documents and information to help me with team delegation of care and will verify this by journaling my experiences.</p>	<p>September/October - complete personal assessment and learning plan.</p> <p>November - read the SRNA documents on assignment and delegation.</p> <p>January - attend the one-day orientation session.</p> <p>February - read a journal article on delegation and assignment.</p> <p>May - obtain feedback from Mary on her observation of my delegation skills.</p> <p>June - complete my learning plan and evaluation for my CCP.</p>	<p>1. I will have a greater sense of confidence when I am in a Charge Nurse role on my unit.</p> <p>2. It will improve my competency for assigning and delegating care appropriately.</p> <p>3. I will better understand situations where I would or would not delegate.</p>

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<p><b>A Registered Nurse</b>  <b>Standard based example:</b></p> <p>Standard #2 Knowledge-based Practice</p> <p>Indicator #22</p> <p>Utilizing nursing informatics and other information and communications technology in practicing safe registered nursing care.</p> <p>*Write the Standard and Indicator in full and include the corresponding numbers.</p>	<p>1. I want to use social media more effectively to keep current on new clinical research specific to my area of practice for benefit of students and/or staff members I educate. By (date), I will consult with two colleagues who commonly use social media venues now to learn best approaches to start and will also research on MyCNA for two credible databases to receive research updates regularly.</p> <p>2. I want to share research results via social networks with students and/or staff members as part of education sessions. At the next education days (dates) I will share two key research findings via social media modalities and invite staff members to further share their ideas in the future.</p>	<p>1. The feedback from Jane on my learning plan shows I am on my way to learning about social media and applying it to the education setting where I work.</p> <p>2. Within the next two months, I will use social network systems to access 2 nursing databases.</p> <p>3. I have established a social media network of interested students and/or staff members for sharing of info on a regular/routine basis.</p>	<p>September - do Personal Assessment of Standards and Competencies.</p> <p>October - write learning plan and meet with Jane for her feedback on my learning plan for social media use.</p> <p>November - review MyCNA for ideas on databases that have social media journals.</p> <p>December - choose 2 databases to subscribe to.</p> <p>January - attend a discussion by an expert on social media.</p> <p>March - meet with two colleagues who use social media.</p> <p>May/June - establish a network of interested students and staff.</p> <p>July - complete learning plan and evaluation.</p>	<p>1. I am accessing and sharing credible research with my colleagues that will improve my practice with social media.</p> <p>2. My role as an educator will be enhanced as well as the practices of students and/or staff nurses working within my unit. I will obtain Twitter stats on social media usage to validate this.</p>

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<p><b>A Registered Nurse</b> <b>Standard based example:</b></p> <p><i>Standard 1: Professional Responsibility and Accountability</i></p> <p><i>Indicator #5</i> <i>Demonstrating effective collaborative practice, including communication, problem-solving strategies, decision-making and conflict resolution</i></p> <p>*Write the Standard and Indicator in full and include the corresponding numbers.</p>	<p>1. <i>I want to feel more confident handling conflict situations. By (date), I will explore new approaches to conflict resolution in nursing literature.</i></p> <p>2. <i>I want to learn more proactive problem-solving strategies that have been useful to others. At an upcoming workshop, I will share my learning and learn from other administrative colleagues on their approaches to conflict resolution.</i></p> <p>3. <i>I will attend an upcoming (date) learning event to advance my problem-solving skills.</i></p>	<p>1. <i>I will have a better understanding of my strengths and weaknesses in problem-solving approaches.</i></p> <p>2. <i>I will manage conflict situations more effectively.</i></p> <p>3. <i>I will be more comfortable with managing conflict if it arises.</i></p>	<p><i>October - complete personal assessment and learning plan</i></p> <p><i>November/December/January - read 3 articles on conflict resolution strategies.</i></p> <p><i>March - attend a conflict resolution workshop, demonstrate the skills in a small group session and receive a certificate for attending the session.</i></p> <p><i>May - demonstrate my conflict resolution skills and self assess how I did with a colleague.</i></p> <p><i>June - continue practicing the skills and complete my learning plan and evaluation.</i></p>	<p>1. <i>I am confident when I encounter conflict situations and will verify this by checking with my mentor and documenting the discussion.</i></p> <p>2. <i>I use problem solving skills in conflict situations.</i></p> <p>3. <i>I have a stronger sense of my own problem-solving strengths and weaknesses for further (next year) focus and will seek feedback from two staff members (using feedback forms) to verify my learning.</i></p>

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<p><b>A Registered Nurse Competency based example:</b></p> <p>7. Advocate role Competency 7.11</p> <p>Uses knowledge of population health, determinants of health, primary health care and health promotion to achieve health equity.</p> <p>*Write the competency and role in full and include the corresponding numbers.</p>	<p>1. I want to refresh and update my knowledge of population health and emerging (newer) determinants of health as they pertain to a local (provincial / regional) standpoint. Within the next three months (dates), I will review up to date literature and become more knowledgeable about current trends and will conduct a literature search for credible evidence and new information on population health principles and emerging determinants of health.</p> <p>2. I will submit an article for publication in the SRNA newsletter within the next eight months (date) on a topic related to population health and the determinants of health.</p>	<p>1. I will compile and share my research findings with my colleagues at an upcoming education session.</p> <p>2. I will prepare a brief (one-page) article and submit it for publication in the SRNA Newsbulletin within the next eight months.</p>	<p>October - complete personal assessment and learning plan.</p> <p>November/December - compile research on current population health and the determinants of health examples.</p> <p>February - watch a webinar on the web related to this topic.</p> <p>April - visit a local shelter to interview an administrator on a population health issue.</p> <p>August - submit an article to the SRNA Newsbulletin for publication and receive feedback on it from a colleague</p> <p>September - complete evaluation of learning plan.</p>	<p>1. From reviewing current literature, I will have an increase in confidence and a broader understanding of this competency.</p> <p>2. My understanding will support me in writing an article for the SRNA News Bulletin that will inform others.</p>

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<p><b>A Nurse-Practitioner Example:</b></p> <p>Competency Category II: Quality Improvement and Research</p> <p>1. Identify, appraise, and apply research, practice guidelines, and current best practice.</p> <p>*Write the competency in full and include the corresponding category and number.</p>	<p>1. I need to review and update my knowledge of newer antibiotic therapy used for health conditions in outpatient settings. To gain a better understanding of my practice within the next two months (date) I will conduct a short practice audit to assess my current antibiotic prescribing practice and will conduct a focused internet search of the antibiotics.</p> <p>2. I want to review newer infection control guidelines for appropriate use of antibiotics for UTI management in adults by reviewing the current RxFiles within the next four months.</p>	<p>1. By reviewing current research pertaining to antimicrobial stewardship obtained from RxFiles data, I will gain an up-to-date knowledge of antibiotics.</p> <p>2. Over the next six to eight months, my confidence in prescribing appropriate medications in accordance with UTI treatment guidelines will increase.</p> <p>3. I will compare my practice audit results to current infection control practice treatment recommendations.</p> <p>4. Within four months, I will attend a regional multidisciplinary CME session to update my current knowledge re: antibiotic stewardship and consult newest RxFiles Academic Detailers charts.</p>	<p>October - complete personal assessment and learning plan.</p> <p>November - prepare for practice audit in January.</p> <p>February - attend a regional multidisciplinary CME session.</p> <p>April - review current research from Rx-Files.</p> <p>June - present research at education session and receive feedback from NP who is attending the session.</p> <p>July - complete learning plan and evaluation.</p>	<p>1. The results from the practice audit will be addressed through subsequent learning sessions and evidence.</p> <p>2. Having more consistent prescribing approaches in support of antimicrobial stewardship for my practice.</p>

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<p><b><i>An RN with Additional Authorized Practice</i></b>  <b><i>Example:</i></b></p> <p><i>Competency 12</i></p> <p><i>Works collaboratively with the client to identify and mitigate health risks, promote understanding of health issues, and support healthy behaviors.</i></p> <p><i>*Write the competency in full and include the corresponding number.</i></p>	<p><i>1. I want to enhance my health promotion knowledge for client education on the clinical decision tool for otitis media. I will do this by (date) by researching current evidenced-based research.</i></p>	<p><i>1. I will be able to provide up-to-date education on managing otitis media when teaching clients.</i></p>	<p><i>September - reflect on Personal Assessment and choose competencies to focus on for the year.</i></p> <p><i>October - research database.</i></p> <p><i>November - spend time with an NP to discuss case studies of individuals with otitis media.</i></p> <p><i>December - ask the NP for feedback on a short presentation of my research.</i></p> <p><i>February - complete my learning plan and evaluation.</i></p>	<p><i>1. By maintaining my knowledge in this area of my RN with Additional Authorized Practice, I will be able to confidently provide appropriate education.</i></p>