

RN and NP PERSONAL ASSESSMENT FORM

Completing a personal assessment is a mandatory component of the SRNA CCP. It allows an NP to strategically reflect on their professional practice, determine their practice strengths, and select the specific competencies to focus on learning interests for the upcoming year.

According to the current SRNA Bylaws, Bylaw V.1, an NP must complete a personal assessment utilizing the following documents:

- SRNA *Nurse Practitioner Entry-level Competencies (2017)*
- SRNA *Nurse Practitioner Practice Standards (2017)*

Both documents are available at www.srna.org.

To successfully complete requirements for NP Continuing Competence Program, NPs are required to complete both the RN & NP Personal Assessments contained within this form.

RN PERSONAL ASSESSMENT FORM

To begin reviewing the personal assessment, you should consider your current Registered Nurse (RN) practice skills, experiences and strengths as they pertain to each practice standard indicator listed below. Once you have read and reviewed each indicator, place a check mark (✓) to indicate you have thoughtfully considered each one and reflected on how it links to your practice.

As you are reading and reflecting, keep in mind the specific indicators you would like to focus on and learn more about this year. Include the indicators you would like to focus on in the space provided at the end of each of the five standard sections.

These are some cues that can be used to help you reflect on your RN practice as you review each of the following practice standards and indicators:

- I have a beginning understanding and application of this indicator;
- I am continuing to learn and advance/integrate this indicator;
- I am reasonably confident in applying this indicator; or
- I am highly confident and comfortable consistently integrating this indicator.

Standard 1– Professional Responsibility and Accountability

The RN is responsible for practicing safely, competently and ethically, and is accountable to the client, public, employer and profession.

	I have thoughtfully considered this indicator (√)
1. Being accountable and accepting responsibility for their own actions and decisions.	
2. Consistently identifying self by first and last name and professional designation to clients, co-workers and others.	
3. Recognizing the RN scope of practice and individual competence limitations within the practice setting and seeking guidance, as necessary.	
4. Advocating for clear and consistent roles and responsibilities within the health care team.	
5. Demonstrating effective collaborative practice, including communication, problem-solving strategies, decision-making and conflict resolution.	
6. Advocating, intervening and participating with others, as needed, to ensure client safety.	
7. Advocating and intervening in the client’s best interest, and acting to protect the client, self and others from actual or perceived harm.	
8. Challenging and taking action on unclear or questionable orders, decisions or actions made by other health care team members.	
9. Practicing in accordance with agency policy and legislation, and in a timely manner, recognizing and reporting near misses and errors (own and others), adverse events and critical incidents, and taking action to stop and minimize harm.	
10. Contributing to the development and integration of quality improvement principles and activities into nursing practice.	
11. Participating in the analysis, development, implementation and evaluation of practice and policy that guides delivery of care.	

If applicable, an indicator (or indicators) from this standard that is a priority for enhancing my practice and a priority for my learning is:

Standard 2 – Knowledge-Based Practice

The RN practices using evidence-informed knowledge, skills and judgment from diverse sources of knowledge and ways of knowing. The RN upholds this standard by:

	I have thoughtfully considered this indicator (√)
12. Applying a knowledge base from nursing in the practice of registered nursing.	
13. Applying knowledge from other disciplines through interprofessional collaboration and decision-making in the best interest of the client.	
14. Applying knowledge from nursing and other disciplines concerning current and emerging health care issues.	
15. Facilitating client engagement in identifying their health needs, strengths, capacities and goals.	
16. Incorporating knowledge that reflects a deep understanding and respect for different ways of knowing, which exhibits cultural competence/cultural humility.	
17. Anticipating potential health problems or issues for clients, the possible consequences, and responding appropriately.	
18. Proactively seeking new information and knowledge, employing a critical inquiry process, and utilizing best practice in the provision of registered nursing care.	
19. Coordinating the health care team to analyze and organize complex health challenges into manageable components for health care planning.	
20. Evaluating the effectiveness of nursing interventions at the point of care to modify and individualize client care.	
21. Utilizing knowledge of the health care system to improve health care services.	
22. Utilizing nursing informatics and other information and communications technology in practicing safe registered nursing care.	
23. Contributing to a collaborative health research culture by conducting, participating in, implementing and evaluating evidence-informed findings into practice.	
24. Demonstrating knowledge of primary health care in health delivery systems and its significance for population health.	
25. Demonstrating knowledge of the determinants of health, how these affect clients, and the way in which registered nursing practice can facilitate positive health outcomes.	

If applicable, an indicator (or indicators) from this standard that is a priority for enhancing my practice and a priority for my learning is:

Standard 3 – Ethical Practice

The RN applies the principles in the current Canadian Nurses Association (CNA) *Code of Ethics for Registered Nurses* when making practice decisions and using professional judgment. The RN engages in critical inquiry to inform clinical decision-making, and establishes therapeutic caring and culturally-safe relationships with clients and the health care team.

	I have thoughtfully considered this indicator (√)
26. Practicing in accordance with the current CNA <i>Code of Ethics for Registered Nurses</i> .	
27. Identifying the effect of own values, beliefs and experiences in client relationships, and recognizing and addressing potential conflicts.	
28. Practicing a holistic client/family-centred approach ensuring culturally safe client care.	
29. Communicating respectfully and effectively in collaboration with client, family, colleagues and others, and resolving conflict, should it occur.	
30. Upholding and maintaining professional boundaries, privacy, and confidentiality with clients.	
31. Advocating in the best interest of clients to help achieve positive health outcomes, especially when they are unable to advocate for themselves.	
32. Using an ethical and reasoned decision-making process to address situations of ethical distress and dilemmas.	
33. Promoting and protecting a client's right to autonomy, respect, privacy, dignity and access to information.	
34. Taking action to create a safe work environment that contributes to healthy teams and optimal client outcomes.	

If applicable, an indicator (or indicators) from this standard that is a priority for enhancing my practice and a priority for my learning is:

Standard 4 – Service to the Public

The RN demonstrates leadership in quality and ethical nursing practice, delivery of health care services and establishing professional relationships.

	I have thoughtfully considered this indicator (√)
35. Demonstrating professional presence and modelling professional behaviour.	
36. Listening respectfully to the expressed needs of clients, families and others.	
37. Contributing to a professional, ethical and safe practice environment to support the provision of optimal health care outcomes.	
38. Integrating infection prevention and control principles, standards and guidelines in providing care and service to protect the health and well-being of clients, co-workers and the public.	
39. Articulating the authority and scope of practice of the RN.	
40. Providing and supporting leadership in nursing for optimal coordination and provision of care.	
41. Participating and contributing to health care team development by: a. Building partnerships based on respect for the unique and shared competencies of each team member; and, b. Contributing registered nursing perspectives on issues being addressed by the health care team.	
42. Advocating individually and collectively for public participation in defining and supporting the health care needs at all levels of health care delivery.	
43. Managing resources to provide safe, effective and efficient care.	
44. Supporting professional efforts in registered nursing to promote health and prevent disease to achieve a healthier society.	
45. Utilizing knowledge of the health care system to improve health care services at any or all of the following levels: Practice setting or program; agency; regional/municipal; provincial/territorial level; and national/international.	
46. Advocating for and promoting healthy public policy and social justice.	
47. Advocating for and participating in emergency preparedness planning and working collaboratively with others to develop and implement plans to facilitate the protection of the public.	
48. Acting as a formal and/or informal mentor to RNs, nursing students and colleagues to enhance and support professional growth.	

If applicable, an indicator (or indicators) from this standard that is a priority for enhancing my practice and a priority for my learning is: _

Standard 5 – Self-Regulation

The RN demonstrates an accountability to regulate themselves in accordance with their legislated scope of practice.

	I have thoughtfully considered this indicator (√)
49. Practicing in accordance with <i>The Registered Nurses Act, 1988</i> , other current relevant legislation, bylaws, scope of practice, standards, entry-level competencies, guidelines and employer policies.	
50. Assuming the responsibility for fulfilling the requirements of the SRNA Continuing Competence Program.	
51. Recognizing and addressing professional practice, legal or ethical violations by themselves or others in a timely and appropriate manner.	
52. Supporting health care team members who reasonably report practice, legal or ethical violations by themselves, or others, to employers or the appropriate regulatory body.	
53. Reporting to employers and/or the appropriate regulatory body concerns related to professional incompetence, professional misconduct and/or incapacity of RNs and/or other health care providers.	
54. Collaborating with the employer and other organizations as needed to resolve professional practice issues.	
55. Taking measures to maintain fitness to practice ensuring client safety is not compromised.	

If applicable, an indicator (or indicators) from this standard that is a priority for enhancing my practice and a priority for my learning is:

NP PERSONAL ASSESSMENT FORM

Standard 1 - Professional Responsibility and Accountability

The NP is responsible for professional conduct and accountability in all areas of practice. The NP will:

	I have thoughtfully considered this indicator (√)
1. Maintain a current SRNA license to practice as an NP in Saskatchewan.	
2. Demonstrate professional conduct and competence while practicing in accordance with the current SRNA <i>Registered Nurse Practice Standards</i> and <i>Registered Nurse Entry-Level Competencies</i> and the Canadian Nurses Association (CNA) <i>Code of Ethics for Registered Nurses</i> .	
3. Practice safely and competently in accordance with the SRNA <i>NP Entry-Level Competencies</i> and <i>SRNA NP Practice Standards</i> .	
4. Practice in accordance with federal and provincial legislation relevant to NP practice.	
5. Practice in accordance with agency policy that pertains to NP practice.	
6. Practice in accordance to SRNA guidelines.	
7. Maintain competence in clinical NP practice through independent and continuing education opportunities.	
8. Assist in developing medical directives for RN specialty practices.	
9. Demonstrate professional judgment and clinical reasoning.	

If applicable, an indicator (or indicators) from this standard that is a priority for enhancing my practice and a priority for my learning is: _

Standard 2 - Knowledge-based Practice

NPs are knowledgeable of advanced practice clinical judgment and clinical reasoning and practice safely, competently, and ethically. The NP will:

	I have thoughtfully considered this indicator (√)
10. Understand the full legislated scope of practice for NPs and apply that knowledge to practice.	

11.	Understand the role and scope of other team members as it relates to safe, quality patient care.	
12.	Demonstrate clinical decisions and treatments based on best available evidence and evidence-informed knowledge.	
13.	Demonstrate the use of evidence-informed practice, evidence from experiential practice, and base decision-making on the client's condition and context of care.	
14.	Perform client-centered care and collaborate with interprofessional health care providers for optimal patient outcomes.	

If applicable, an indicator (or indicators) from this standard that is a priority for enhancing my practice and a priority for my learning is:

Standard 3 – Ethical Practice

The NP utilizes the principles in the current *Code of Ethics for Registered Nurses* for professional judgment and practice decisions. The NP engages in critical inquiry to inform clinical decision-making, establishes therapeutic, caring, and culturally safe relationships with clients and the health care team. The NP will:

		I have thoughtfully considered this indicator (√)
15.	Practice in accordance with the federal and provincial privacy legislation.	
16.	Demonstrate culturally appropriate individual, family, and community-centered care.	
17.	Recognize and manage potential or actual breaches of confidentiality or conflict of interest.	
18.	Utilize mechanisms in place to prevent prescription fraud or diversion.	
19.	Not obtain any personal reward or benefit from prescribing or dispensing medication.	
20.	Not diagnose, treat or prescribe for oneself, friends, co-workers, or family members that the NP determines is not under their authority to treat and when other physicians or NPs are available.	

If applicable, an indicator (or indicators) from this standard that is a priority for enhancing my practice and a priority for my learning is:

Standard 4 – Service to the Public

The NP ensures all care is comprehensive and in the interest of the clients. The NP protects the public by providing and improving health care services in collaboration with clients, other members of the health care team, stakeholders, and policy makers. The NP will:

	I have thoughtfully considered this indicator (√)
21. Protect the public by providing and improving safe health care services.	
22. Work with agencies/organizations to improve standards of care when they do not meet the needs of the client, or do not reflect best practice.	
23. Collaborate with clients to coordinate care and set priorities for the overall coordination of care.	
24. Collaborate with interprofessional health care providers for optimal client outcomes.	
25. Make every effort to ensure processes are in place for follow up care needs in a timely manner.	
26. Not use their professional designation to endorse or advertise products.	

If applicable, an indicator (or indicators) from this standard that is a priority for enhancing my practice and a priority for my learning is:

Standard 5 – Self-Regulation

The NP demonstrates an understanding of professional self-regulation by advocating in the public interest, developing and enhancing own competence and ensuring safe practice. The NP will:

	I have thoughtfully considered this indicator (√)
27. Understand the difference between the RN and NP scope of practice and assume accountability for the additional competencies required to practice as an NP.	
28. Perform skills and activities that are within the scope of practice of the NP and that the individual NP is competent to perform.	
29. Restrict practice activities to the NP specialty in which the NP is licensed.	

30.	Practice in accordance with SRNA standards and guidelines, and agency policies to maintain safe record keeping of client health records.	
31.	Contribute to the development and revision of NP competencies, standards, guidelines and other documents relevant to NP practice.	
32.	Engage in ongoing professional development.	
33.	Complete the continuing competence requirements as outlined by the SRNA.	

If applicable, an indicator (or indicators) from this standard that is a priority for enhancing my practice and a priority for my learning is:

Standard 6 – Therapeutic Management

The NP integrates evidence-informed knowledge to synthesize assessments and diagnostic findings in order to determine appropriate therapeutic management for clients. The NP will:

		I have thoughtfully considered this indicator (√)
34.	Perform a comprehensive and focused health assessment appropriate to the client's situation and condition.	
35.	Synthesize health assessment information utilizing appropriate assessment tools and critical inquiry.	
36.	Order, perform, receive and interpret screening and diagnostic tests in accordance with SRNA <i>Bylaws</i> when providing evidence-informed client care.	
37.	Make an accurate diagnosis based on appropriate differential diagnosis, analysis and interpretation of all relevant findings.	
38.	Formulate a plan of care based on client preferences, assessments, diagnosis and evidence-informed practice.	
39.	Prescribe and dispense medications in accordance with the SRNA <i>Bylaws</i> in consultation with the client.	
40.	Prescribe medications utilizing best practice information systems such as the <i>Saskatchewan Pharmaceutical Information Program</i> .	
41.	Participate in the <i>Saskatchewan Prescription Review Program</i> in accordance with the SRNA <i>Bylaws</i> based on diagnostic results, dialogue with the client, and assessment outcomes.	
42.	Proactively review medication profiles and make appropriate	

	adjustments to medication to ensure optimal patient outcomes.	
43.	Participate in ongoing communication of health assessment findings, diagnoses, and therapeutic management.	
44.	Perform minor surgical and invasive procedures in accordance with the SRNA <i>Bylaws</i> that are relevant to client needs.	
45.	Monitor, evaluate, and revise therapeutic interventions in collaboration with client goals, preferences, health status and outcomes.	
46.	Document all pertinent findings and patient outcomes.	
47.	Consult with a collaborating physician and other health care professionals when client care needs are beyond the legal scope of NP practice or beyond individual NP competence.	
48.	Question agency standards of care when standards or policies do not reflect the need of the client or best practice.	
49.	Discuss with clients and families any concerns that may impact the NP-client relationship.	
50.	Advocate for processes to be in place for critical and non-critical laboratory and diagnostic test results to facilitate follow up in a timely manner.	

If applicable, an indicator (or indicators) from this standard that is a priority for enhancing my practice and a priority for my learning is:

Selecting Indicators

Once the review of the Personal Assessment Form is completed, the results will then be used to choose the indicators to learn this year. Ensure that the indicators you choose are professionally meaningful and will enhance your RN/NP practice.

From my review of all the practice standards and indicators in my personal assessment, I have chosen the following to focus on for this year: (Write out the full indicator statement and include the number from the personal assessment. Choose a minimum of 1-2). For example, "NP indicator #42: Proactively review medication profiles and make appropriate adjustments to medication to ensure optimal patient outcomes." or "RN indicator #55: Taking measures to maintain fitness to practice ensuring client safety is not compromised."

1.

2.

3.

Date Personal Assessment Completed _____

Signature _____