

# QA Program Learning Plan form

## Collection of Personal Information

Please review the *Privacy Code* on the College's website ([www.cno.org/privacy](http://www.cno.org/privacy)) to understand how your personal information will be used.

Name \_\_\_\_\_ Registration Number \_\_\_\_\_

QA Year \_\_\_\_\_ Class \_\_\_\_\_

Current Practice Setting \_\_\_\_\_ Client Population \_\_\_\_\_

### Learning Needs

What learning needs did I identify through Practice Reflection? Don't forget to review your learning needs with a colleague to get their input.

1. I am starting to see elderly clients with cognitive impairment in my practice setting, and I need to know which screening tools to use for dementia, delirium and depression.
2. Learn how to assess the effectiveness of interprofessional team functioning.
3. Due to upcoming changes to the NP scope of practice, I want to understand more about prescribing and the misuse of controlled drugs and substances in my practice setting.

To identify your learning needs, reflect on your practice, changes to legislation and your practice setting. The areas where you can improve are your learning needs. Need help to reflect? Use the College's Practice Reflection worksheet.

### Learning Goal #1

My goal must be based on my learning needs and be specific and measurable.

*Therapeutic Nurse-Client Relationship* practice standard

To identify screening tools used for dementia, delirium and depression. I will do this by September.

After you have created your learning goal, review and choose a practice document (practice standard or guideline) that relates to your goal. Choose a practice document:

### Goal #1: Activities and Timeframes

How am I going to achieve my goal? Identify a minimum of three (3) specific learning activities with timeframes/timelines in the current year.

1. I will review the RNAO Best Practice Guideline: 'Screening for Delirium, Dementia and Depression in the Older Adult' – by January 31.
2. I will complete a literature search using CINAHL database and identify at least two peer-reviewed articles about the screening of dementia, delirium and depression – by March 1.
3. I will attend the P.I.E.C.E.S. Learning & Development Program – by April 15.
4. I will review my organization's policies and procedures to determine what screening tools are required in my workplace – by July 31.
5. I will use the relevant dementia, delirium and depression screening tools and receive feedback from a peer – by September 1.

## Learning Goal #2

My goal must be based on my learning needs and be specific and measurable.

*Professional Standards* practice standard

I want to compare tools for evaluating interprofessional team functioning. I will achieve this by November 30.

After you have created your learning goal, review and choose a practice document (practice standard or guideline) that relates to your goal. Choose a practice document:

*Professional Standards* practice standard

## Goal #2: Activities and Timeframes

How am I going to achieve my goal? Identify a minimum of three (3) specific learning activities with timeframes/timelines in the current year.

1. I will review the Team Observed Structured Clinical Encounter (TOSCE) developed by McMaster University – by February 20.
2. I will research “Interprofessional Collaborative Competency and Evaluation tools” using CINAHL database and obtain at least four scholarly articles – by March 30.
3. June: I will attend the “Educating Health Professionals in Interprofessional Care: Advancing the Future of Healthcare through Interprofessional Learning” conference in Toronto.
4. I will prepare an analysis of three valid interprofessional evaluation tools – by October 15.
5. I will present the analysis to my interprofessional team – by November 30.

## Learning Goal #3 (applicable to NPs only)

My goal must be based on my learning needs and be specific and measurable.

I want to develop and implement strategies to address prescribing and misuse of controlled drugs and substances in my practice setting. I will implement these strategies by May 2017.

Your learning goal must be based on the change in NP scope of practice related to controlled substances. For example, prescribing controlled substances to your clients or understanding the unique risks associated with substance misuse or diversion.

## Goal #3: Activities and Timeframes

How am I going to achieve my goal? Identify a minimum of three (3) specific learning activities with timeframes/timelines in the current year.

- January: I will conduct a literature review on misuse of controlled drugs and substances.
- February: I will review all pertinent legislations related to NP scope of practice and controlled drugs and substances.
- March: I will successfully complete the online NP prescribing controlled drugs and substances course at the University of Athabasca.
- January – April: I will review the College of Nurses of Ontario resources on controlled drugs and substances.
- April: I will be mentored by my Clinical Director on prescribing controlled Drugs and Substances
- May: I will obtain feedback on prescribing controlled drugs and substances from my Clinical Director
- June: I will participate in my Clinic’s case studies review related to misuse of controlled drugs and substances.

## How do my learning goals support my commitment to continuing competency?

How does my learning relate to the competencies of my practice?

Learning goal #1: I remain competent by improving my knowledge related to assessing and screening for the meaning behind my clients' behaviours. My enhanced knowledge will help me to develop and maintain therapeutic relationships and promote quality care.

As well, I am sharing my new evidence-based knowledge with colleagues.

Learning Goal #2: I remain competent by learning about current trends in health care that promote effective team functioning and communication. I am aware how interprofessional care contributes to my clients' outcomes.

Learning goal #3: since the NP scope of practice is evolving, I need to ensure that I have the knowledge and skills to safely prescribing controlled drugs and substances. In addition, I need to recognize and address any misuse of controlled drugs and substances in my practice setting.

Continue to maintain and update your Learning Plan throughout the year.

## Evaluation of changes/outcomes to my practice

What did I learn?

What impact has my Learning Plan had on my practice?

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 co-workers. 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.

I am more aware of the competencies required to improve interprofessional relationships within the health care team. I have learned how to measure interprofessional collaboration. An outcome of my interprofessional collaboration is a decrease in client care errors.

I am aware of the upcoming changes to the NP scope of practice. As a result, I have reflected on my practice and identified gaps in my knowledge related to prescribing and the misuse of controlled drugs and substances. I have started to look at resources to help me mitigate the gaps in my knowledge.

You can print your Learning Plan for your records.