

Name: _____ Date: _____

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.

If you were selected to complete Quality Assurance (QA) Assessment: Part B - Practice Assessment, please use the QA template found on cno.org/qa

How to complete your learning plan

1. Reflect on your practice

Think about your experiences and identify areas of your practice that need professional development.

What recent practice-related changes or experiences have you encountered?

- How do these changes or experiences impact your practice?
- What changed, if anything, in terms of how you do your work?
- What learning opportunities can you identify through your experiences that you can apply moving forward?
- What areas of your practice need professional development?
- What did you learn that you will continue to use throughout your practice?

2. Identify your learning needs

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

When identifying your learning needs, 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?

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

What learning activities do you plan to complete to address your learning goals?

When describing your learning activities, 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.)?
- Are there any obstacles that might get in the way of you completing your learning activities?
- 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.

When reflecting on your learning plan, 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 do not accomplish your learning goals this year, you can carry them forward into your next 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:

Learning goal:

Learning activities and timelines:

SAMPLE

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 type="checkbox"/> | Principle 3: Nurses provide safe and competent care. |
| <input 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:

Learning goal:

Learning activities and timelines:

SAMPLE

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 type="checkbox"/> | Principle 3: Nurses provide safe and competent care. |
| <input 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. |

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.

SAMPLE