

Name: Victoria Fenton

Date: April 1, 2022

Collection of Personal Information: Please review the Privacy Policy on the College of Nurses of Ontario's (CNO) website (www.cno.org/privacy) to understand how your personal information will be used.

Need help? Read [Quality Assurance: Your Guide to Self-Assessment](#) for tips on how to create a Learning Plan.

Learning goal 1

Describe an area in your practice you want to further develop.

I have recently taken on a supervisory position where I will be a leader for 8 UCPs. I have never had a formal leadership position before and now I struggle with being able to assign tasks confidently and clearly articulating the task I am assigning.

Define your learning goal. What is it that you want/need to learn? Include a timeline for when you want to achieve this goal. Watch: [Are your learning goals SMART?](#) to enhance your learning goals.

Demonstrate effective, clear communication while assigning care tasks, specifically activities of daily living, for each resident to UCPs by April 30.

Describe the learning activities you plan to complete to achieve your goal. Include a timeline to stay on track.

1. Read CNO's Practice Guideline "Working with Unregulated Care Providers" by March 30.
2. Participate in a Leadership Skills workshop that is given at the facility where I work. There is a module specifically on assigning care. This workshop will be held on April 15.
3. Read three current journal articles about effective communication in a health care setting by April 15.
4. Shadow a senior supervising RPN who demonstrates excellent communication while assigning to UCPs for two shifts by April 25.

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

- | | |
|-------------------------------------|---|
| <input type="checkbox"/> | Principle 1: Nurses respect the dignity of patients and treat them as individuals. |
| <input type="checkbox"/> | Principle 2: Nurses work together to promote patient well-being. |
| <input checked="" type="checkbox"/> | Principle 3: Nurses maintain patients' trust by providing safe and competent care. |
| <input checked="" type="checkbox"/> | Principle 4: Nurses work respectfully with colleagues to best meet patients' needs. |
| <input type="checkbox"/> | Principle 5: Nurses act with integrity to maintain patients' trust. |
| <input type="checkbox"/> | Principle 6: Nurses maintain public confidence in the nursing profession. |

Learning goal 2

Describe an area in your practice you want to further develop.

There was recently a client on my unit who requested medical assistance in dying. I have never worked in an environment where clients may be choosing this option. I need to learn my role as a nurse in this situation and the policies of my workplace.

Define your learning goal. What is it that you want/need to learn? Include a timeline for when you want to achieve this goal. Watch: [Are your learning goals SMART?](#) to enhance your learning goals.

I will be able to explain my role as a nurse when someone chooses a medically assisted death and the policies and procedures of how it is performed in my workplace by June 23.

Describe the learning activities you plan to complete to achieve your goal. Include a timeline to stay on track.

1. Read the CNO's "Guidance on Nurses' Roles in Medical Assistance in Dying" by April 10.
2. Read three sections of the current Canadian Legislation about "Medical Assistance in Dying" found on the Government of Canada website by April 20.
3. Read the policies and procedures in my hospital about medically assisted dying by April 30.
4. Prepare my specific questions about the process and interview the Nurse Practitioner who works with clients requesting medical assistance in dying on a Palliative unit in my hospital by May 15.

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

<input checked="" type="checkbox"/>	Principle 1: Nurses respect the dignity of patients and treat them as individuals.
<input checked="" type="checkbox"/>	Principle 2: Nurses work together to promote patient well-being.
<input checked="" type="checkbox"/>	Principle 3: Nurses maintain patients' trust by providing safe and competent care.
<input type="checkbox"/>	Principle 4: Nurses work respectfully with colleagues to best meet patients' needs.
<input type="checkbox"/>	Principle 5: Nurses act with integrity to maintain patients' trust.
<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. See the instruction sheet for what to consider. If you don't accomplish your goals this year, you can always carry them forward into your next Learning Plan.

I learned skills that I will now continue to improve on in practice. I have been able to give clear instructions to UCPs which has increased efficiency on our unit because everyone knows what they are supposed to do. This has led to fewer errors and more time for hands on patient care. I have learned that every member on the health care team may respond differently to different communication techniques, so I have learned a few different strategies. I can always try a different approach if the current one is not getting the intended outcome.

I have learned my role as a nurse when someone chooses medical assistance in dying and understand the legislation and policies related to it. It has impacted my practice by increasing my comfort level in this situation because I was not sure what to expect. I now understand what a fundamental role nurses have in this delicate situation and feel more prepared to support a client who chooses this.