How to Develop a Learning Plan

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Today’s handouts

• Go to our website crnns.ca.
• On the home page click on REGISTRATION (along the top bar)
• Then click on Continuing Competence Program
• Then Develop a Learning Plan – CCP Webinar
• And Session Handout
Objectives

1. Review the 5 components of the continuing competence program
2. Outline the changes to the Continuing Competence Program
3. Introduce you to the tools available to support you when developing your learning plan
4. Provide an overview of the steps in developing a learning plan
What is Continuing Competence?
Continuing Competence is.....

Ongoing ability of a registered nurse (RN) or a nurse practitioner (NP) to gather, reflect on and apply the knowledge, skills and judgment needed to practise safely and ethically in their practice (RN Act, 2006).
Continuing Competence Program

A program approved by Council that focuses on promoting the maintenance and enhancement of the continuing competence of RNs and NPs throughout their careers. (*RN Act*, 2006)
Why a Continuing Competence Program (CCP)?

• It is a legal requirement
• Improves client care
• Promotes life long learning
• Enhances self directed learning
• Evidence informed practice
Components of the CCP

- Maintain Nursing Practice Hours
- Complete Mandatory Education
- Complete a Self-Reflection Process
- Participate in Random Verification
- Develop and Implement a Learning Plan
What's New??

• More streamlined processes
• Tools to support your learning plan development
• A learning plan template
• Annual verification process for randomly selected RNs/NPs
• Every other year a mandatory education component.
If selected for random verification

Your learning plan will be reviewed by CRNNS staff to ensure you have met the requirements.

If you have, your learning plan is fine. Once mandatory education is done, full license.

If not, the Learning Plan will undergo a second review by a CC Advisory Committee.
Mandatory Education

Opening January 2017

Topic: Resolving Professional Practice Issues

(every other year)
Outline

Short intro video

Pre quiz (not marked)

Options for learning - recorded sessions or live webinars or workbook

Successfully complete post quiz
Developing the Learning Plan

If you were developing a learning plan, what do you think should be included in it?
**Learning Plan**

<table>
<thead>
<tr>
<th>Name</th>
<th>CRNNS Registration #</th>
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**Learning Objective #1**

**Standard and Indicator:**

<table>
<thead>
<tr>
<th>Activities to Meet this Objective</th>
<th>Target Date</th>
<th>Completed</th>
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Five Steps to Building Your Plan

1. Reflect on your current practice.
2. Identify at least two standards of practice indicators that you want to focus on.
3. Develop at least one SMART objective for each indicator.
4. Identify a minimum of two learning activities that will help you achieve your objective.
5. Develop a prospective evaluation plan.
1. Reflect on your current practice.

Use self reflection to identify a learning focus area to enhance your practice.

Self reflection is standing back and taking an objective look at your practice.
Use a framework such as (FRAME)

(More in the CC guide and learning module).
FRAME

F - Focus *on an event or a time*

R - Reflect *Think about it*

A - Assess *Gather more information*

M - Make meaning *of the event*

E - Explore options *what would you do differently?*
2. Identifying the Standards and indicators you would like to focus on

You have identified a focus area.....

Next: Look at your standards of practice to identify which indicator(s) apply to your focus.

Why do you think the standards of practice have been incorporated into the CCP?
Indicators – evaluation tool
The self assessment tools
Complete the self assessment tool

Standard 4 Professional Relationships and Leadership
Registered nurses establish professional relationships with healthcare team members and demonstrate leadership to deliver quality nursing and healthcare services.

<table>
<thead>
<tr>
<th>Indicator</th>
<th>Am I meeting the expectations of this indicator consistently?</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Not at all</td>
</tr>
<tr>
<td>4.1 You demonstrate leadership in developing strategies to improve client care outcomes.</td>
<td>1</td>
</tr>
<tr>
<td>4.2 You coordinate client care and/or health services throughout the continuum of care.</td>
<td>1</td>
</tr>
<tr>
<td>4.3 You shares relevant information and knowledge with the healthcare team in a timely manner.</td>
<td>1</td>
</tr>
<tr>
<td>4.4 You practise independently and collaboratively as a member of the healthcare team.</td>
<td>1</td>
</tr>
<tr>
<td>4.5 You develops and sustains collaborate relationships with members of the healthcare team.</td>
<td>1</td>
</tr>
<tr>
<td>4.6 You demonstrate professional judgement and accountability when assigning or delegating interventions to other members of the healthcare team.</td>
<td>1</td>
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</table>
Which indicator should I choose?

- An indicator you rated as a 1 or 2
- One you would like to develop

Your indicator(s) needs to relate specifically to the learning need you identified

Learning need + related indicator = Learning plan Focus
3. Develop at least one SMART learning objective for each indicator

What is a learning objective?
• Specific statement
• Answers what and when

Ensure all plans of care for clients in my practice area contain decubitus ulcer evidence informed prevention strategies for clients identified as high risk by June 2017.
S M A R T

Specific
Measurable
Attainable
Relevant
Timely
Look for SMART

(Specific, Measurable, Attainable, Relevant and Timely)

Ensure all plans of care for clients in my practice areas contain decubitus ulcer evidence informed prevention strategies for clients identified as high risk by June 2017.
Is this objective SMART?

(Specific, Measurable, Attainable, Relevant and Timely)

Learn how to preform a post natal home assessment.
How about this one?

Complete the post natal Enhanced Home Visiting assessment tool with post natal moms determined to be high risk by the end of December 2017.
Example Learning Plan Communication Strategies

Please note, your learning plan will contain two objectives.

<table>
<thead>
<tr>
<th>Name</th>
<th>CRNNS Registration #</th>
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<tbody>
<tr>
<td>Terry Nurse</td>
<td>88887</td>
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</table>

Learning Objective #1
Implement three strategies to enhance my communication with palliative clients by December 2016.

Standard and Indicator:
3. Client Relationships and Advocacy
3.12 Respects client’s experiences and perspectives, and works to optimize client’s central role in the care process.
4. Identify learning activities to achieve your objective

*True or false?* Over 80% of what we learn, we learn through informal means.
How do we learn?

Brainstorm some ways we learn by adding them to the chat box.
<table>
<thead>
<tr>
<th>Activities to Meet this Objective</th>
<th>Target Date</th>
<th>Completed</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Attend the upcoming workshop “Understanding and Supporting the Death and Dying Process” hosted by the N.S. Hospice Society.</td>
<td>March 2016</td>
<td></td>
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<tr>
<td>3. Meet with Janet, a palliative care nurse, to discuss communication techniques she finds useful when supporting palliative clients and their families.</td>
<td>May 2015</td>
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<tr>
<td>4. Observe how coworkers support palliative care patients and families. Compare their methods to the professional presence guidelines, the techniques identified by Janet and strategies I learned during the workshop.</td>
<td>July 2015</td>
<td></td>
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5. Develop a prospective evaluation plan

Why evaluate?

When do we start to think about evaluation?

What is a prospective evaluation plan?
A Question for you

Even If you haven’t met your learning objective(s) it doesn’t necessarily mean your learning plan wasn’t successful. True or false
Evaluation Questions

1. How will I apply this to my nursing practice?

2. What are the anticipated outcomes of applying this to my practice and how will I measure if it has occurred?
**Evaluation Plan**

**How will I apply this to my nursing practice?**

Journal my observations of coworkers noting what works well and what could be improved.

Apply three communication methods that I have learned. Reflect on how effective these communication techniques are in my practice.

Discuss my reflective thoughts with Janet to determine if I can do anything differently to improve.

**What are the anticipated outcomes of applying this to my practice and how will I measure if it has occurred?**

I will measure this by determining if I applied 3 communication strategies while working with clients. I will observe client’s reactions when I apply the strategies and determine if my communication has improved by reflecting on the outcomes of these conversations.
## Evaluation Criteria

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<tr>
<th>Key components</th>
<th>Met</th>
<th>Not Met</th>
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<tr>
<td>Two learning objectives are identified</td>
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<tr>
<td>Learning objectives are linked to Nursing Standards by identifying the indicator(s) being addressed</td>
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<tr>
<td>At least 2 activities are listed to obtain each of the objectives identified</td>
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<tr>
<td>Evaluation plan demonstrates how learning will be applied to practice</td>
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If any of the above four components are “not met”, refer to CCP Advisory Committee for review.
Questions???
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