Learning Plan



Instructions: Refer to CNO's Quality Assurance: Your Guide to Self-Assessment for information and examples that will help you complete your Learning Plan.

1. Reflect on your practice

Refer to CNO's <u>Practice Reflection questions</u> to help you think about your experiences and identify areas of your practice that need professional development.

Watch: How to become a reflective practitioner for guidance on how to reflect.

2. Identify your learning needs

What learning needs have you identified in your practice reflection? You may want to talk with a peer(s) or colleague(s) about your practice to help you identify these areas.

Consider the following:

- What areas in your nursing practice need further development?
- How will addressing your learning needs help you improve your nursing practice?

3. Define your learning goals

Now that you know your learning needs, identify two specific learning goals based on those needs.

When defining your learning goals, consider the following:

- What changes in your practice do you expect to see?
- Are your goals realistic?
- Have you set a timeline to reach your goal?

Watch: Are your learning goals SMART? to enhance your learning goals.

4. Link your goals

What principles of the Code of Conduct do your goals align with?

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

5. Describe your learning activities.

Describe the learning activities you plan to complete to achieve your learning goals. Indicate a timeline for each activity to help you stay on track.

Consider the following:

- What resources will you need?
- What is your learning style (e.g., visual, auditory etc.)?

6. Reflect on your plan.

Use this section to reflect on your Learning Plan and evaluate changes to your practice.

Consider the following:

- Did you achieve your learning goal?
- . If yes, what changes did you make to your practice as a result?
- . If no, what prevented you from achieving them?



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L. Michele Issel, Rebecca Wells

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