



LPN Continuing Competence Program



Self-Assessment Tool
(Can be used for any five (5) year period)

College of Licensed Practical Nurses of Nova Scotia

For the period: 20____ to 20____

Year Graduated: _____

Medication Administration:

Basic Program

Post Grad/Year _____

Campus/Institution _____

Certificate (if post grad on file) Yes No

Health/Physical Assessment:

Basic Program

Post Grad/Year _____

Campus/Institution _____

Certificate (if post grad on file) Yes No

Name: _____

Years of Nursing Practice: _____

CLPNNS CONTINUING COMPETENCY PROGRAM



Our Vision

A dynamically regulated profession committed to excellence

Our Mission

In the interests of the public, CLPNNS regulates the practice of Licensed Practical Nurses in the province.

About the College

The College of Licensed Practical Nurses of Nova Scotia (CLPNNS) is the regulatory body for the province's 3,500+ Licensed Practical Nurses. Members of the College play a significant and vital role in Nova Scotia's health care system. LPNs provide professional health care services in a variety of settings and contexts of practice including, but not limited to acute care, long term care, community, continuing care, clinics, mental health, obstetrics and paediatrics.

CLPNNS regulates the profession in the best interests of the public by setting entry level practice requirements and establishing, monitoring and enforcing standards of practice and standards of professional conduct. CLPNNS also ensures the enhancement of care provided by members through the Continuing Competency Program.

CLPNNS supports members in meeting their professional responsibilities through our quarterly newsletter, the College Reporter, hosting of the AGM, our website www.clpnns.ca and numerous practice consultations via phone, email and in person/on-site.

CLPNNS #: _____ Practice Setting: _____

Date Initiated: _____ Role: _____

Self Assessment Tool

This self-assessment tool is based on the College of Licensed Practical Nurses of Nova Scotia (CLPNNS) Continuing Competency Profile (2008); *Standards for Nursing Practice and is guided by the Code of Ethics, for Licensed Practical Nurses (LPNs)*.

The following self – assessment tool will guide you through each of the five standards. You will assess your practice for each indicator, and you will select your level of competence for each indicator based on the scale provided:

1. **Expert** – I confidently meet the expectation of this indicator in my practice.
2. **Proficient** – I satisfactorily meet the expectation of this indicator in my practice.
3. **Intermediate** – I need development as I minimally meet the expectation of this indicator.
4. **Novice** – This indicator identifies a priority area of learning in my practice.
5. **Not Applicable** – This indicator is not, and unlikely to become, part of my practice.

To complete the self-assessment:

1. Review the Standards for Nursing Practice and Code of Ethics document. Available on – line at <http://www.clpnns.ca>.
2. You may also reflect on the Continuing Competency Profile for LPNs while you are completing your self-assessment.
3. Read each standard and the indicators associated with it.
4. For each indicator, assess and select your level of competence.
5. Every nurse will complete the general indicators for each standard.
6. Comment on strengths in your practice as identified by Expert or Proficient indicators.
7. Comment on areas for professional development in your practice as identified by Intermediate or Novice indicators.

Note: The term client reflects the range of individuals and/or groups with whom nurses interact. Client as the recipient of nursing services is defined as individuals, families, groups, communities or populations. In some settings other terms may be used such as patient or resident.

Professional, Ethical and Legal

STANDARD I: REGULATION AND PROFESSIONAL ACCOUNTABILITY

The licensed practical nurse assumes responsibility for safe, competent and ethical practice and is accountable to the client, employer, public and the profession.

Indicators		Year	Year	Year	Year	Year
		20____	20____	20____	20____	20____
Each licensed practical nurse:		Rating (1-5)	Rating (1-5)	Rating (1-5)	Rating (1-5)	Rating (1-5)
1.1	I maintain a current license to practice.					
1.2	I practice within the scope of nursing practice, role expectations and my own level of competence.					
1.3	I practice in accordance with current legislation, standards, best practice guidelines and policies relevant to my profession and area of practice.					
1.4	I understand, promote and comply with the values and beliefs in the Code of Ethics.					
1.5	I am accountable and responsible for my own actions and decisions at all times.					
1.6	I maintain a standard of personal health and safety such that the ability to practice is not compromised.					
1.7	I maintain a professional image that enhances public confidence and reflects positively on the nursing profession.					
1.8	I participate in the identification and resolution of professional practice issues, conflicts and ethical dilemmas.					
1.9	I respond to, report, and document (if applicable) situations that may be adverse for clients and/or health care providers. When adverse events occur, I use opportunities to prevent harm and improve the system.					
1.10	I role model accountability.					
1.11	I document adherence to responsibilities and accountabilities appropriately.					

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Strengths that I have demonstrated in this standard:

Areas for professional development in this standard:

Notes:

STANDARD II: CONTINUING COMPETENCE

The licensed practical nurse attains and maintains the knowledge skill and judgment required to practice safely, ethically and competently.

Indicators		Year	Year	Year	Year	Year
		20____	20____	20____	20____	20____
Each licensed practical nurse:		Rating (1-5)	Rating (1-5)	Rating (1-5)	Rating (1-5)	Rating (1-5)
2.1	I maintain and enhance current knowledge by investing time, effort, or other resources to attain the knowledge and skills required for practice.					
2.2	I model commitment to continuing competence through life-long learning, reflective practice and integration of learning into practice.					
2.3	I use reflective thought and feedback from others in assessing my own practice, and provide feedback to others to support their professional development.					
2.4	I use relevant knowledge of changing trends in nursing, health, society and the environment to advance/improve practice.					
2.5	I share knowledge with clients, students, colleagues and other professionals and care providers.					
2.6	I document knowledge attainment and transfer appropriately.					
Strengths that I have demonstrated in this standard:						

Collaborative Practice

STANDARD III: COLLABORATION AND COMMUNICATION

The licensed practical nurse promotes collaboration and quality communication between all members of the health care team.

Indicators		Year	Year	Year	Year	Year
		20____	20____	20____	20____	20____
Each licensed practical nurse:		Rating (1-5)	Rating (1-5)	Rating (1-5)	Rating (1-5)	Rating (1-5)
3.1	I demonstrate honesty, integrity and respect for others.					
3.2	I communicate with relevant others in a timely and professional manner.					
3.3	I delegate, refer and assign responsibilities appropriately to others to maximize client outcomes.					
3.4	I protect and promote client privacy.					
3.5	I protect confidentiality of all information gained in the context of a professional relationship and practice within professional and legal responsibilities.					
3.6	I promote the development of collaborative partnerships with clients, nursing colleagues and other members of the interdisciplinary team and the public.					
3.7	I document professional interactions and advocate appropriately.					
Strengths that I have demonstrated in this standard:						

Foundations of Practice

STANDARD IV: SAFETY (PROFESSIONAL INTERACTIONS AND ADVOCACY)

The licensed practical nurse is responsible for preventing adverse events for their clients, their colleagues and themselves.

Indicators		Year	Year	Year	Year	Year
		20____	20____	20____	20____	20____
Each licensed practical nurse:		Rating (1-5)	Rating (1-5)	Rating (1-5)	Rating (1-5)	Rating (1-5)
4.1	I portray professionalism in all client interactions.					
4.2	I maintain appropriate professional boundaries, distinguishing between therapeutic and personal interactions.					
4.3	I demonstrate professional judgment when assuming responsibilities assigned by and/or delegated from other members of the health care team.					
4.4	I act as an advocate to protect and promote a client's right to self determination, autonomy, respect, privacy, dignity and access to information.					
4.5	I act as an advocate to protect clients from harm due to unsafe situations and/or incompetent or unethical care.					
Strengths that I have demonstrated in this standard:						
Areas of professional development in this standard:						

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STANDARD V: LEADERSHIP

The licensed practical nurse, in collaboration with clients and/or other members of the interdisciplinary and/or intersectoral team, demonstrates leadership to improve the profession, health system and/or population health, in the best interests of the client.

Indicators		Year	Year	Year	Year	Year
		20____	20____	20____	20____	20____
Each licensed practical nurse:		Rating (1-5)	Rating (1-5)	Rating (1-5)	Rating (1-5)	Rating (1-5)
5.1	I recognize and attend to the development of my leadership skills.					
5.2	I demonstrate respect for the knowledge, expertise and contributions of colleagues and others.					
5.3	I encourage, support and mentor nurses to reach their leadership potential.					
5.4	I support innovation by exploring and evaluating new knowledge and technology that impacts nursing practice and client services.					
5.5	I question practices and contribute to improvements to support client and nurse safety.					
5.6	I advocate for and/or contribute to the development of organizational policies, quality improvement initiatives and programs based upon evidence/best practice standards.					
5.7	I promote and contribute to the development of quality professional practice environments.					
5.8	I advocate for organizational and community activities that positively influence health and access to the health system.					
5.9	I advance the profession of practical nursing by participating in professional activities.					
5.10	I articulate the contribution of practical nursing to improving health and health services.					
5.11	I role model leadership and professionalism.					
5.12	I document leadership activities appropriately.					

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Strengths that I have demonstrated in this standard:

Areas for professional development in this standard:

Notes:

Record of Professional Activities

Date	Professional Activity (include course, seminar, research, hours, details)	Summary of Learning
<p>Example: Feb 16, 2010</p>	<p>Reviewed on internet: Nutrition and Diabetes, 2 hours</p>	<p>Reviewed principles of nutrition and diabetes. Helped me be more aware of diabetes with diabetic clients.</p>

Name: _____ **CLPNNS Registration #:** _____

Record of Professional Activities

Date	Professional Activity (include course, seminar, research, hours, details)	Summary of Learning

Name: _____ **CLPNNS Registration #:** _____



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