

## Continuing Competency Program Self-Assessment Tool

### Instructions for Completing the Self-Assessment Tool

The Self-Assessment Tool is based on the CLPNNL Standards of Practice (2013). Read each indicator and rate your individual competence using the following scale:

1. **Novice:** You have little or no experience with the practice associated with the indicator and need additional learning in order to meet it.
2. **Intermediate:** You have minimal experience with the practice associated with the indicator and need some additional learning in order to meet it.
3. **Proficient:** You satisfactorily meet this indicator because you have sufficient experience with the practice associated with it.
4. **Expert:** You confidently meet this indicator because you have a great deal of experience with the practice associated with it.

<b>STANDARD 1 : Professional Accountability and Responsibility</b>		
Licensed Practical Nurses are accountable for their practice and responsible for ensuring their practice and conduct meets the standards of the profession and legislative requirements.		
	<b>Indicators</b>	<b>Year 20__</b>
	<b>I understand my obligation to ...</b>	<b>Rating (1-4)</b>
1.1	...practice to my full range of competence.	
1.2	...engage in ongoing self-assessment of my professional practice and competence, and seek opportunities for continuous learning.	
1.3	...share knowledge and expertise with others (includes being a mentor or preceptor situations).	
1.4	...recognize my own practice limitations and consult others as necessary.	
1.5	...identify and report any circumstances that potentially impede my practice.	
1.6	...take action to avoid and/or minimize harm to clients.	
1.7	...incorporate safety principles and quality assurance/improvement activities into my practice.	
1.8	...advocate for practice environments that promote client-centered care.	
1.9	...practice in a manner consistent with ethical values and obligation of the Code of Ethics for Licensed Practical Nurses.	
1.10	...document and report according to legislation and employer policies.	
1.11	...advocate for and participate in the development of policies and procedures that support evidence-informed LPN practice.	

<b>STANDARD 2 : Knowledge-Based Practice</b>		
Licensed Practical Nurses possess knowledge obtained through practical nurse preparation and continuous learning relevant to their professional LPN practice.		
	<b>Indicators</b>	<b>Year 20__</b>
<b>I understand my obligation to ...</b>		<b>Rating (1-4)</b>
2.1	...possess current knowledge to support critical thinking and professional judgment.	
2.2	...make decisions based on nursing science, theory and evidence.	
2.3	...access and use relevant and credible information technology and other resources.	
2.4	...integrate nursing research findings into my practice.	
2.5	...maintain awareness of current issues, trends and issues impacting client or nursing outcomes.	
2.6	...evolve my own practice in response to changes and new developments affecting the profession.	
2.7	...understand my role as an autonomous practitioner practicing in collaborative relationships.	
2.8	...collaborate to develop, review, and revise client care plans and goals.	
2.9	...provide holistic nursing care by considering the whole person, the environment, and concepts of health promotion, illness prevention, health maintenance, restoration, and protection.	
2.10	...recognize how environmental factors may affect professional practice and client outcomes.	
2.11	...use critical inquiry to assess, plan, and evaluate client's responses to interventions.	
2.12	...practice in a culturally competent manner.	
2.13	...modify interventions based on an evaluation of client's response.	

<b>STANDARD 3 : Service to the Public and Self-Regulation</b>		
Licensed Practical Nurses practice nursing in collaboration with clients and other members of the health care team to provide and improve health care service in the best interests of the public.		
	<b>Indicators</b>	<b>Year 20__</b>
<b>I understand my obligation to ...</b>		<b>Rating (1-4)</b>
3.1	...engage clients in a therapeutic nurse-client relationship.	
3.2	...collaborate to develop, implement and evaluate client centered policies.	
3.3	...contribute to the development and maintenance of an environments that promotes and supports safe, effective, and ethical practice.	
3.4	...use established occupational health and safety and infection control practices to protect clients, myself, and colleagues.	
3.5	...provide relevant and timely information to clients and co-workers.	
3.6	...understand the principles of self-regulation.	
3.7	...attain and maintain professional registration/licensure.	
3.8	...practice according to relevant laws governing privacy and confidentiality of personal health information.	

<b>STANDARD 4 : Ethical Practice</b>		
Licensed Practical Nurses uphold, promote and adhere to the values and beliefs as described in the Canadian Council for Practical Nurses Regulators (CCPNR) Code of Ethics.		
<b>Indicators</b>		<b>Year 20__</b>
<b>I understand my obligation to ...</b>		<b>Rating (1-4)</b>
4.1	...practice in a manner consistent with ethical values and obligations of the Code of Ethics for LPNs.	
4.2	...recognize the impact of my values and beliefs on my practice.	
4.3	...identify ethical issues and communicate them to the team.	
4.4	...enhance my ability to make and take action on ethical decisions.	
4.5	...advocate for the clients' right to autonomy, respect, privacy, confidentiality, dignity, and access to information.	
4.6	...maintain professional boundaries in nurse/client therapeutic relationships.	
4.7	...communicate in a respectful, timely, open, and honest manner.	
4.8	...collaborate with colleagues to promote safe, competent, and ethical practice.	
4.9	...contribute to and support healthy and positive practice environments.	
4.10	...practice with honesty and integrity.	

**Identify your strengths and potential areas for development in each Standard.**

<b>Strengths</b>	<b>Areas for development</b>
<b>Standard 1</b>	
<b>Strengths</b>	<b>Areas for development</b>
<b>Standard 2</b>	
<b>Strengths</b>	<b>Areas for development</b>
<b>Standard 3</b>	
<b>Strengths</b>	<b>Areas for development</b>
<b>Standard 4</b>	