

## SELF-ASSESSMENT TOOL

### Instructions for Completing the Self-Assessment Tool

The Self-Assessment Tool is based on the CLPNL Standards of Practice (2020). 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>		
LPNs are accountable and responsible for their practice and conduct to meet 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 within applicable legislation, regulations, by-laws, and employer policies.	
1.2	...self-assess my professional practice and competence and participate in continuous learning.	
1.3	...share knowledge and expertise to meet client needs.	
1.4	...practice within LPN scope of practice and individual competence and consult and collaborate when necessary.	
1.5	...have a duty to report any circumstances that potentially and/or actually impede professional, ethical, or legal practice.	
1.6	...adhere to established client safety principles and quality assurance measures to anticipate, identify, evaluate, and promote continuous improvement of safety culture.	
1.7	...advocate for continuous improvements in healthcare through policies and procedures that support evidence informed practice.	
1.8	...be accountable and responsible for my own practice, conduct, and ethical decision making.	
1.9	...document and report according to established legislation, regulations, laws, and employer policies.	
1.10	...provide leadership to support and/or participate in mentoring and preceptoring.	





<b>STANDARD 2: Evidence-Informed Practice</b>		
Licensed Practical Nurses apply evidence – informed knowledge in practice.		
	<b>Indicators</b>	<b>Year 20__</b>
	<b>I understand my obligation to ...</b>	<b>Rating (1-4)</b>
2.1	...attain and maintain evidence – informed knowledge to support critical thinking and professional judgement.	
2.2	...integrate knowledge of trends and issues in healthcare and society into evidence-informed practice.	
2.3	...maintain relevance in practice, in response to changes affecting the profession.	
2.4	...understand the LPN role and its contribution to the collaboration with clients and inter-and intra- disciplinary teams to promote client safety.	
2.5	...collaborate in the development, review and revision of the plan of care to address client needs and preferences and to establish client centered goals.	
2.6	...develop and/or modify the plan of care based on the concepts of individual LPN competence, environmental supports and client need.	
2.7	...provide holistic evidence-informed practice that supports the concepts of health promotion, illness prevention, health maintenance, and restorative care.	
2.8	...apply the nursing process (assess, diagnose, plan, implement and evaluate).	
2.9	...practice in a culturally safe manner respective of diversity, equity, and inclusion.	
2.10	...assess client and collaborate with the appropriate person(s) when client status is changed, new, or not as anticipated.	
2.11	...demonstrate continuing professional development, including compliance with jurisdictional requirements related to continuing competence (i.e. Continuing Competence Program, Quality Assurance Program).	

<b>STANDARD 3: Protection of the public through self-regulation</b>		
Licensed Practical Nurses collaborate with clients and other members of the healthcare team to provide safe care and improve health outcomes.		
	<b>Indicators</b>	<b>Year 20__</b>
	<b>I understand my obligation to ...</b>	<b>Rating (1-4)</b>
3.1	...establish, maintain, and appropriately end the professional therapeutic relationship with the client and their families.	
3.2	...collaborate in the analysis, development, implementation, and evaluation of practice and policy to guide evidence-informed client centered care.	
3.3	...lead and contribute to a practice culture that promotes safe, inclusive, and ethical care.	
3.4	...provide relevant, timely, and accurate information to clients and healthcare team.	
3.5	...understand and accept responsibility of self-regulation by following the standards of practice, code of ethics, and other regulatory requirements.	
3.6	...attain and maintain professional registration/licensure with the provincial/territorial regulatory authority in the jurisdiction(s) they practice.	
3.7	...maintain my physical, mental, and emotional fitness to practice in order to provide safe, competent, and ethical care.	



<b>STANDARD 4: Professional and Ethical Practice</b>		
Licensed Practical Nurses adhere to the ethical values and responsibilities 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	...identify personal values, beliefs, and biases and take accountability for the impact they may have on professional relationships and nursing practice.	
4.2	...identify ethical issues and respond in the interest of the public.	
4.3	...advocate for the protection and promotion of clients' right to autonomy, confidentiality, dignity, privacy, respect, and access to care and personal health information.	
4.4	...maintain professional boundaries in the nurse/client therapeutic relationship.	
4.5	...demonstrate effective, respectful, and collaborative interpersonal communication to promote and contribute to a positive practice culture.	
4.6	...demonstrate practice that upholds the integrity of the profession.	
4.7	...demonstrate characteristics and attributes of a leader, and the ability to apply formal and informal leadership competence.	

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>	