

Kwantlen University College
Collaborative Nursing Program

Nursing 4210: Health: Transitions

Learning Activity #13
Keeping Current, Continued Education

Overview:

The need for continuing education in professions like nursing is well recognized. The knowledge and skills that you are graduating with are up to date at this point and time. However, the world of nursing is changing along with more global changes. Technology, new discoveries in medicine and health theory, the advancement of nursing theory and practice procedures, and the growing diversity of the population all make continuing education absolutely essential for 21st century nurses.

The Canadian Nurses Association and the Registered Nurses Association of British Columbia both support the need for nurses to engage in annual professional development activities. During the registration renewal process, every nurse is now required to reflect and assess their learning needs and initiatives on an ongoing basis. It is imperative that you begin to map out a learning plan for yourself to keep abreast of changes and developments and ensure that you are able to give intelligent, current and evidence-based care to your clients.

Ends In View:

This learning activity will give the learner the opportunity to:

1. Explore the options for planning their continuing education according to their personal preferences and perceived learning needs.
2. Understand the importance of continuing education in the profession of nursing.
3. Recognize the links between continuing education and evidenced-based nursing practice.
4. Initiate a personal plan for continuing education after graduation.

In Preparation:

1. Look at the **Canadian Nurses' Association Post-graduation Certification** program website at: http://cna-nurses.ca/pages/certification/certification_frame.html

The CNA offers certification in 14 specialities for 2004.

- cardiovascular
- critical care
- critical care pediatric
- emergency
- gastroenterology
- gerontology
- hospice palliative care
- nephrology
- neuroscience
- occupational health
- oncology
- perinatal
- perioperative
- psychiatry/mental health

New certificates are also planned this year for Rehabilitation, Orthopedics and Community.

2. Review the Self Assessment form that accompanies the *Professional Development: A Short Course to Meeting Continuing Competencies Requirements*.
http://www.rnabc.bc.ca/pdf/self_assessment_tool.pdf
3. **Read:** Registered Nurses Association of British Columbia. (1999). *Professional Development: A Short Course to Meeting Continuing Competencies Requirements*. Vancouver, BC.
http://www.rnabc.bc.ca/pdf/continuing_competence_short_guide.pdf
4. **Read:** Registered Nurses Association of British Columbia. (2000). *Competencies and Skills Required of the New Graduate*. Vancouver, BC. <http://www.rnabc.bc.ca/pdf/375.pdf>

In Practice

1. Consider the work you have done in your nursing education related to portfolios, resumes and any tracking of practice experience. **Write down what you have done to date. Share the highlights of this self reflection in your Journal.**
2. Now write out a plan that details where you see yourself in five years, career wise. How ready are you right now for these planned roles? What do you still need to develop? How can you do this? Write down your thoughts and budding plan on the worksheet provided. **Share these in the Discussion Forum. .**
3. Since Canadian health care delivery is always changing in response to our changing society, your learning of new knowledge and skills needs to be an ongoing process. By enrolling in this

program, you have already demonstrated that you are taking responsibility for maintaining and acquiring new skills. Now it is time to explore further methods for maintaining your interest and competence. This will be an important step in preparing yourself for nursing practice. You will be expected to engage in the professional development process on an ongoing basis, and prepare an annual review of your life-long learning activities.

Think about the process and topics you feel you would like to learn over the next year and jot them down in the table below.

Continuing Competencies Professional Development Plan	
<i>Assessment Method</i>	<i>Area of Focus</i>
Self Assessment	
Peer Feedback	
PD Learning Plan	
Practice Hours (1,125 per annum)	

4. Personal Learning Plan for Continuing Competence

Refer to the the RNABC document, *Professional development: A short guide to meeting continuing competency requirements*.

- Do the Self-Assessment based on the Standards as indicated.
- Consider any peer or instructor feedback you have received during your education.
- Develop and implement a Personal Learning Plan (identifying learning outcomes, selecting learning opportunities and taking actions, evaluating outcomes).
- Once you have familiarized yourself with the continuing competence process in the booklet, visit the RNABC website and go through the continuing competence tutorial.
<http://www.rnabc.bc.ca> By the time you finish, you should have:
- Completed your self assessment against the Standards

- Developed a first draft of your Personal Learning Plan, including strengths to build upon and gaps to close
- Identified learning outcomes, learning opportunities, a timeline, and evaluation approaches.

Refer to the RNABC publication *Competencies Required of a New Graduate* (2000).

You will notice in the publication that the competencies are organized under ten headings:

- Provides competent, professional care
- Serves the public and the nursing profession
- Performs and refines nursing assessments
- Develops client-focused plans of care
- Intervenes: Puts theory into action
- Intervenes: Communicates with clients
- Intervenes: Teaches clients, verifies learning
- Evaluates client progress
- Organizes care delivery for self and team members
- Practices collaboratively in the health system

In Reflection

1. Continue to work on your own personal plan for continuing education. Sit down and quietly reflect on where you want your practice to be five years from now. Then write down your thoughts and decide how you can prepare yourself for your preferred roles and work experiences.

References

Canadian Nurses' Association. (2004). Post-graduation Certification.
http://cna-nurses.ca/pages/certification/certification_frame.html

Registered Nurses Association of British Columbia. (1999). Self Assessment form *Professional Development: A Short Course to Meeting Continuing Competencies Requirements*.
http://www.rnabc.bc.ca/pdf/self_assessment_tool.pdf

Registered Nurses Association of British Columbia. (1999). *Professional Development: A Short Course to Meeting Continuing Competencies Requirements*. Vancouver, BC.
<http://www.rnabc.bc.ca/pdf/shortguide.pdf>

Registered Nurses Association of British Columbia. (2000). *Competencies and Skills Required of the New Graduate*. Vancouver, BC. <http://www.rnabc.bc.ca/pdf/375.pdf>

**Continuing Education Plan for Goal Attainment
Year 2004 to 2009**

1. In this section, write out in narrative form, your view of your ideal career environment, position and responsibilities by the Year 2009.

2. How ready are you right now for this perceived position? Why?

3. What type of courses, mentorships, and so on will you need to assume the position you envision yourself in by 2009?

4. What forces or circumstances inhibit your ability to develop yourself for this anticipated role?
What forces support your growth into this position?