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Date: Sept 25, 2025

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How to complete your learning plan

1. Reflect on your practice

- Refer to CNO's [Practice Reflection questions](#) 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 are the most important areas in your nursing practice that need improvement?

Consider the following:

- Talking with a peer(s) or colleague(s) from any practice setting about your learning needs.
- How will addressing your learning needs help you improve your nursing practice?

3. Develop two learning goals

Based on your areas of practice needing further development, what are your learning goals?

When defining your learning goals, consider the following:

- What specific areas of your nursing practice are you going to address with this goal?
- How do you hope to enhance or improve your nursing practice?
- How will you benefit from these changes?
- Who else might benefit from these changes (e.g. clients, peers or other health care team members you interact with)?
- When do you hope to see results?

Watch: [Are your learning goals SMART?](#) to enhance your learning goals.

4. Link your learning goals to CNO's Code of Conduct

What principles of the [Code of Conduct](#) align with your learning goals?

- Principle 1: Nurses respect clients' dignity.
- Principle 2: Nurses provide inclusive and culturally safe care by practicing cultural humility.
- Principle 3: Nurses provide safe and competent care.
- Principle 4: Nurses work respectfully with the health care team to best meet clients' needs.
- Principle 5: Nurses act with integrity in clients' best interest.
- Principle 6: Nurses maintain public confidence in the nursing profession.

5. Describe your learning activities

Describe the learning activities you plan to complete to address your learning goals.

Consider the following:

- How are you going to achieve your learning goals?
- What resources will you need to undertake this learning?
- How do you learn best? What is your learning style (e.g. visual, auditory etc.)?
- What might get in the way of you completing your learning activity?
- How will you overcome these obstacles?
- What is a realistic timeline to complete your activities?

6. Reflect on your learning plan

Use this section to reflect on your learning plan and evaluate changes to your practice.

Consider the following:

- Did you accomplish your learning goals? If so, how will you apply your new knowledge into practice?
- If you did not accomplish your learning goals, what prevented you from achieving them?
Note: If you don't accomplish your learning goals this year, you can carry them forward into your next learning plan.

Need help? Read [Quality Assurance: Your Guide to Self-Assessment](#) for tips on how to create a Learning Plan.

Learning goal 1

Identify your learning needs, define your learning goal and describe your learning activities. Provide a timeline for when you intend to complete your learning activities.

Learning needs:

I find it difficult to verbalize information about my patient with other members of the health care team. This could be medical updates, names of prescriptions, names of procedures they have undergone, or even just talking about their LOC and mental status. Part of my difficulty stems from an unfamiliarity with the correct medical names or terminology, which makes it hard for me to quickly recall information or even pronounce some words properly. Part of it also stems from my lack of confidence working in a hospital setting.

Learning goal:

I will demonstrate the ability to verbalize the status, diagnosis, medication(s), and current interventions of at least one of my patients from memory in a prompt manner with no mistakes and minimal, if any, unnecessary vocal pauses. I want to achieve this by October 15th (approx. 3 weeks) at the latest.

[This goal falls within the cognitive and affective domains and is linked to principle 4 of the Code of Conduct; specifically, 4.6 "Nurses collaborate and communicate with the health care team in a clear, effective, professional and timely way to provide safe client care."]

Learning activities and timelines:

I will use my time in clinical and in the computer lab at BGH (Belleville General Hospital) to complete research on my patient(s), paying particular attention to their diagnosis, medications, and interventions. In my own time I will complete research into these subjects, obtaining a better understanding of what they are, and how certain words are pronounced. I will practice vocalizing facts and information pertaining to my patient out loud, being sure to omit any patient identifiers, because the government is always spying on us through our smart devices and you never know who might be listening.

What principles of the [Code of Conduct](#) align with your learning goal?

- | | |
|-------------------------------------|---|
| <input type="checkbox"/> | Principle 1: Nurses respect clients' dignity. |
| <input type="checkbox"/> | Principle 2: Nurses provide inclusive and culturally safe care by practicing cultural humility. |
| <input type="checkbox"/> | Principle 3: Nurses provide safe and competent care. |
| <input checked="" type="checkbox"/> | Principle 4: Nurses work respectfully with the health care team to best meet clients' needs. |
| <input type="checkbox"/> | Principle 5: Nurses act with integrity in clients' best interest. |
| <input type="checkbox"/> | Principle 6: Nurses maintain public confidence in the nursing profession. |

Learning goal 2

Identify your learning needs, define your learning goal and describe your learning activities. Provide a timeline for when you intend to complete your learning activities.

Learning needs:

I have never performed a dressing change on an actual wound before. Although I have simulated this in lab, I know that the real thing will feel very different psychologically. I feel this is something I need to experience.

Learning goal:

I will perform at least one supervised wound dressing change by the end of semester, adhering to proper aseptic technique. This will also include completing a wound assessment, accurate documentation, and applying feedback from my supervisor to provide safe and competent practice.

[This goal falls within the psychomotor domain and is linked to principle 3 of the Code of Conduct.]

Learning activities and timelines:

I will attend open labs (at Loyalist College) to practice proper aseptic technique and dressing changes. I will read relevant chapters in my textbooks (Perry & Potter's Canadian Clinical Nursing Skills & Techniques, as an example), to review the proper steps in performing a dressing change and performing proper documentation.

What principles of the [Code of Conduct](#) align with your learning goal?

- | | |
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| <input type="checkbox"/> | Principle 6: Nurses maintain public confidence in the nursing profession. |

Reflect on your plan

Use this section to reflect on your learning plan and evaluate changes to your practice. If you do not accomplish your learning goals this year, you can carry them forward into your next learning plan.

Nov 28, 2025

Learning Goal 1:

On November 11th, while preparing to administer medications to my patient, I demonstrated the ability to verbalize information about that patient, including their primary health concern, medications, and current status from memory in a prompt manner. As my initial goal was to achieve this by October 15th, I was late in reaching this goal, but I did reach it.

Learning Goal 2:

I have not had the opportunity to perform a wound dressing change by myself in clinical. I did assist one of my classmates in a wound dressing change on November 11th, but I have not done so by myself yet.

I will continue to look for opportunities to perform a wound dressing change in the future at my next clinical placement.