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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 lack the ability to adequately provide proper patient education on/about medications. I have had little experience in the past with giving out medications, and even less experience with providing the "right" patient education (from the nine rights of medication administration).

Learning goal:

I will demonstrate the ability to provide patient education on at least two drugs/medications, to one patient.

I will achieve this by the end of February (February 25th being the last day of clinical that month).

Learning activities and timelines:

I will use my time in clinical to continue my patient research, specifically what medications they are taking and for what reasons.

I will use my own time to research these medications including use, common side affects, safety warnings, and any other pertinent information.

I will practice giving education on the purpose and side affects of the drugs.

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 checked="" type="checkbox"/> | Principle 3: Nurses provide safe and competent care. |
| <input 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 am still lacking in my ability to quickly and efficiently navigate Lumio. There are several features that I have difficulty finding, including specifics of patient information, and history.

Learning goal:

I will demonstrate the ability to find patient information on Lumio in a quick manner, including, specific documentation, admission records, recent diagnostic results, any images associated with diagnostics, and any other pertinent information for the patient. I will do this by the end of February (February 25th being the last day of clinical that month).

Learning activities and timelines:

I will use my time at clinical to better familiarize myself with Lumio, and its navigation.

I will ask specific questions to staff members who may be able to help me.

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. |
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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.

Learning Goal 1:

Although I am gradually becoming more comfortable with medication administration, I have not had opportunities to provide specific patient education on any of their medications. My knowledge of medications is slowly growing, and although I have not yet achieved this goal, I feel I am closer to it than before.

Learning Goal 2:

Throughout my whole clinical experience at Providence Care, I have been steadily becoming more comfortable navigating the Lumio for both charting as well as patient research.

I have had numerous opportunities to chart vitals on different patients, write narrative notes, and fill out assessments such as VAT and MSE.

I have also become more familiar with finding specific patient information on Lumio such as medications, diagnoses, orders, past vitals, and more.

I feel I have a significantly better grasp on the use of Lumio since starting clinical.