

## **Registered Nurse - Foundational Continuous Competency Self Assessment**

**Note:** *This document is designed to support learning and professional development. It is not intended for performance management.*

This Continuous Competency Assessment (CCA) is intended for use by VCH Registered Nurses. The CCA is consistent with the CRNBC Professional Standards and is to be used as a self assessment to guide and plan professional development.

The purpose of the CCA is to:

- Facilitate self assessment of competencies related to application of theory in practice
- Engage the nurse and designated practice leader in a dialogue related to strengths and areas for development/learning
- Provide focus and direction to support professional development
- Contribute towards the development of a professional development plan for annual licensing/registration.

To complete the CCA:

- Write the date at the top of the column and, for each competency listed, rate yourself using the legend provided.
- Review your self assessment, noting areas that indicate the potential for further development.
- Consider 3-5 areas for development to include in a Professional Development Plan (PDP). Using the template provided at the back, include your goals and the competencies that are reflected within each goal, strategies that can help you achieve each goal, and the anticipated outcomes and timeline.
- Collaborate with your designated practice leader (educator, manager, etc) to review and discuss your self-assessment and PDP.
- Periodically, provide specific examples from practice in the box below each set of competencies. Examples should be detailed, anecdotal notes that capture an event from your practice that corresponds to one of the competencies.
- Revisit the CCA at intervals determined in collaboration with your designated practice leader. Date the next column and rate yourself again based on your current practice. Follow up on your goals, assess your progress and add or change your PDP according to changes in your learning needs.

**Legend:**  
 4 = Can mentor or teach others  
 3 = Consistently meets expectations  
 2 = Requires support to consistently demonstrate  
 1 = Not demonstrated  
 0 = No opportunity

**1.0 CRNBC Professional Standard: PROFESSIONAL RESPONSIBILITY & ACCOUNTABILITY**

		Date:			
1.1	Demonstrates responsibility and is accountable for own nursing actions, decisions, and professional conduct				
1.2	Practices within own level of competence, within legislated RN scope of practice, and VCH policies and guidelines				
1.3	Recognizes own areas for development, identifies strategies , and follows through to address learning needs				
1.4	Applies principles of workplace health and safety				
1.5	Identifies, reports, and takes action on actual and potential safety risks using organizational protocols				
1.6	Maintains physical, psychological, and emotional fitness to practice				
1.7	Takes initiative to become familiar with the unit environment, team, structure, and processes				
1.8	Recognizes and respectfully questions potentially inappropriate directions/orders				

**Specific examples from practice:**

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**2.0 CRNBC Professional Standard: KNOWLEDGE BASED PRACTICE**

		Date:			
2.1	Demonstrates knowledge of pathophysiology, treatment protocols, and nursing interventions related to common diagnosis/surgeries and specific clinical situations related to area of practice				
2.2	Performs comprehensive and focused client assessment(s), as related to client condition				
2.3	Integrates assessment information from a variety of sources to provide a plan of care				
2.4	Identifies and sets client-centered priorities when planning and providing care				
2.5	Uses critical thinking, problem solving skills, and systematic processes to make appropriate clinical decisions and act accordingly				
2.6	Performs nursing interventions appropriate to client condition using relevant supplies and equipment				
2.7	Continually evaluates client status and the effects of nursing interventions; revises plan of care accordingly				
2.8	Identifies and responds to abnormal findings, trends, and changes in client status				
2.9	Notifies appropriate health care team members of changes in client conditions in a timely manner				
2.10	Documents client care on appropriate forms in accordance with organizational and unit standards in a timely and accurate manner				
2.11	Organizes and adapts nursing care to meet needs of client assignment and unit				
2.12	Demonstrates the principles of safe medication reconciliation, transcription, and administration				
2.13	Seeks appropriate guidance and uses evidence-based resources to ensure provision of safe, competent, and ethical client care				
2.14	Communicates relevant knowledge with clients, colleagues, students, and others				
<b>Specific examples from practice: (Continues next page)</b>					

**Specific examples from practice:**

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**3.0 CRNBC Professional Standard: CLIENT-FOCUSED PROVISION OF SERVICE**

		Date:			
3.1	Practices collaboratively with clients, client caregivers and support systems, and health care team members to plan and provide care				
3.2	Coordinates care to facilitate the continuity of care through the health care system				
3.3	Understands the role and scope of practice of health care team members; delegates tasks as appropriate				
3.4	Incorporates patient teaching into delivery of care; supports and encourages client self care and health promotion				
3.5	Participates in organizational initiatives that improve client care and nursing practice				
3.6	Shares knowledge with health care team members to support ongoing learning and quality care				
3.7	Uses computer applications as required to support client care and further professional development				
3.8	Reports practice concerns according to organizational procedures				

**Specific examples from practice:**

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**4.0 CRNBC Professional Standard: ETHICAL PRACTICE**

		Date:			
4.1	Ensures client is the primary concern in providing care				
4.2	Preserves and protects client privacy, confidentiality, and dignity				
4.3	Respects and advocates for a client’s right to make informed choices and provide consent				
4.4	Practices openly, honestly, and contributes to a caring and compassionate environment				
4.5	Communicates respectfully in all professional interactions				
4.6	Considers and respects the spiritual, religious, cultural values, beliefs, and practices of clients				
4.7	Establishes and maintains professional boundaries with clients, families, and health care team				
4.8	Identifies own beliefs, values, and assumptions in interactions with clients, and health care team				
4.9	Allocates nursing-related resources in an equitable manner				
4.10	Clearly and accurately represents self with respect to name, title, and role				
4.11	Seeks support to address ethical concerns				

**Specific examples from practice:**

**Professional Development Plan**

Date	Learning Goals	Strategies	Anticipated Outcomes	Completion Date

**Professional Development Plan**

Date	Learning Goals	Strategies	Anticipated Outcomes	Completion Date



**Additional Comments/Summary:**