IMPORTANT
As of Sept. 4, 2018, the following nursing colleges amalgamated to become the British Columbia College of Nursing Professionals (BCCNP):

- College of Licensed Practical Nurses of British Columbia (CLPNBC)
- College of Registered Nurses of British Columbia (CRNBC)
- College of Registered Psychiatric Nurses of British Columbia (CRPNBC)

Although the information in the document you are about to access reflects our most current information about this topic, you’ll notice the content refers to the previous nursing college that published this document prior to Sept. 4, 2018.

We appreciate your patience while we work towards updating all of our documents to reflect our new name and brand.
Developing a Learning Plan

Here are steps to take to develop a learning plan:

Reflect on and assess your practice

Conduct a self-assessment of your learning needs based on the Code of Ethics and standards of practice for psychiatric nursing:

- What are my strengths?
- What are areas that require improvement?
- How does my practice reflect the ethics and standards required of RPNs?

The BCCNP RPN Self-Assessment forms are available on the BCCNP website.

Set your practice learning goals or outcomes

Your self-assessment should guide you in developing your personal learning plan.

- What do I want to achieve with my learning plan?
- What areas would I like to focus on for professional development?
- What strengths would I like to develop further to enhance my practice?

Develop a plan to meet your goals or outcomes

Sample learning plans are available on the BCCNP website. The learning plan outlines specific learning activities.

Informal study/learning may include:
- Mentoring, shadowing
- In-service education presentations
- Internet research, literature searches, books, films, videotapes
- Research projects/visit to clinical programs.

Formal study/learning may include:
- University/College courses
- Accredited self-directed study courses.

This type of study provides a credit, diploma, or certificate of achievement or completion.

Review the Developing a Portfolio document. We all enhance our knowledge in various ways, so don’t hesitate to list other examples if they contributed to your ongoing professional development.

Implement the learning/action plan

Implementing your learning plan can be done individually or with colleagues. A wide variety of resources, including other health professionals, can be used to accomplish your plan. Be creative and innovative.

Evaluate the influences of your learning plan on your psychiatric nursing practice.

- Did I meet my learning goals/objectives?
- How did I meet my learning goals and objectives?
- Was the outcome valuable to me? Why or Why not?
- Who (aside from me) benefited from my learning plan – clients, colleagues?
- How have I shared or how will I share this learning experience with colleagues?
- How have I been able to maintain and/or enhance my practice?

You may find it helpful to document and keep the answers to these questions for your annual Quality Assurance Program personal practice review.

If the goals of your learning plan have not been met, reflect on why

- What circumstances influenced the implementation of my learning plan?
- Was my learning plan realistic and doable?
- Are there alternative ways that I could meet my learning goals?
- Do I need to re-assess my learning needs and revise my goals?
- How will I revise my learning plan?