

Professional Growth Plan

The Nova Scotia College of Nursing (NSCN) is the regulatory body for licensed practical nurses (LPNs), registered nurses (RNs) and nurse practitioners (NPs) in Nova Scotia. Our mandate is to protect the public by promoting the provision of safe, competent, ethical and compassionate nursing services by our registrants.

The Continuing Competence Program (CCP) guides nurses to continuously improve their practice by providing a framework for nurses to set goals, make practice improvements and continue to deliver safe and competent care to Nova Scotians. For specific information on how to complete the Professional Growth Plan, see the [CCP Guide for Nurses](#).

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Nursing Designation:		LPN	<input checked="" type="checkbox"/>	RN		NP

Opportunities for Growth and Learning Based on Self-Assessment

Opportunity	Action idea for learning
Increase in the number of new nursing graduates on my unit	Explore what it means to be a mentor

For the purposes of CCP, the client includes any individuals, families, groups or communities who are the recipient of nursing services. For nurses in non-clinical positions, such as education or management, the client is the recipient of your services. As an educator for example, your client may be a student, nurse or other care provider. As a manager, your client may be your team or individuals on your team.

Learning Goal #1

Your goal must be based on my learning needs and linked to a standard and indicator in the standards of practice

I want to become a more effective mentor through leadership and collaboration with other team members by the end of this year.

Related Standard & Indicator

Standard	2: Knowledge-Based Practice 4: Professional Relationships and Leadership
Indicator	2.8- Promoting quality practice environments that encourage learning, integration of research findings and evidence-informed practice. 4.4-Communicating (written and verbal) and collaborating with other team members in an effective and timely manner to promote continuity and the delivery of safe, competent, compassionate, and ethical care. 4.7- Acting as an effective role model, resource, preceptor, coach and/or mentor to clients, learners, nursing peers and colleagues.

Learning Activities to Meet Goal #1

Reminders:

- Ask yourself: what am I going to do to meet my goal?
- You must list two activities.
- The activities can be formal or informal (e.g. lunch and learn, self-directed study, eLearning, reading journals, peer support)

	Activity	Proposed Date completed by	Actual Date completed
#1	Research best practices for mentorship and leadership in nursing (a literature search, workplace education, google search etc).	February 29, 2023	March 15, 2023
#2	Review the NSCN Transition to Practice Guideline	March 20, 2023	March 20, 2023

Reflective Evaluation for Goal #1

After you complete your learning activities, self-reflect on:

- How did I grow as a nursing professional?
- What was the impact on client outcomes?

This new knowledge has increased my awareness of best practices of mentorship and leadership resulting in more effective collaboration. I am a more effective role model and leader who is still practicing these skills. I will continue to reflect on my practice.

My new knowledge has positively influenced client care and a quality practice environment. Clients have voiced that they feel well cared for by the collaborative team.