Employed Student Psychiatric 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 Psychiatric Nurses and Employed Student Psychiatric Nurses. The CCA is consistent with the BCCNP Registered Psychiatric Nursing Professional Standards and has been adapted from the BCCNP RPN Self-Assessment Form (Entry-Level Competencies). The indicators are representative of the professional standards but not comprehensive for each standard. The tool 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.

Name: **Grad date:**

Self Assessment Dates:

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 BCCNP RPN Professional Standard: Therapeutic Relationships

		Date:			
1.1	Creates therapeutic environments in diverse practice settings				
1.2	Develops rapport and promotes trust through mutual respect, genuineness, empathy, acceptance and collaboration				
1.3	Establish and negotiate boundaries within the stages of the therapeutic relationship				
1.4	Collaborates with the client to help achieve client-identified goals				
1.5	Recognizes and addresses power imbalances in professional, interpersonal, and therapeutic relationships				
1.6	Creates partnerships in professional, interpersonal, and therapeutic relationships				
1.7	Engages in ongoing assessment, planning, implementation and evaluation over the course of the nurse-client relationship				
1.8	Applies strategies, techniques and resources to meet client goals				

Specific examples from practice:

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2.0 BCCNP RPN Professional Standard: Application and Integration of Theory-Based Knowledge

	Date:			
2.1	Demonstrates knowledge of health sciences, social sciences, and nursing theory			
2.2	Applies psychiatric nursing theory and evidenced based rationales to nursing decisions, interventions and practice			
2.3	Performs comprehensive, holistic and focused client assessment(s), as related to client condition			
2.4	Integrates assessment information from a variety of sources			
2.5	Identifies and sets client-centered priorities when planning and providing care			
2.6	Uses critical thinking, problem solving skills, and systematic processes to make appropriate clinical decisions and acts accordingly			
2.7	Demonstrates knowledge and use of conceptual models of care (ie. Trauma Informed Practice, Recovery Oriented Care/Recovery Model, Psychosocial Rehabilitation)			
2.8	Demonstrates knowledge of mental health legislation and other relevant legislation (ie. Mental Health Act, Privacy laws, Elder abuse)			
2.9	Demonstrates knowledge of substance misuse and addiction			
2.10	Identifies and responds to abnormal findings, trends, and changes in client status			
2.11	Notifies appropriate health care team members of changes in client conditions in a timely manner			
2.12	Use critical thinking and clinical judgment to determine the level of risk and coordinate effective interventions for psychiatric and non-psychiatric emergencies			
2.13	Coordinates appropriate referrals and liaises to promote access to resources that can optimize health outcomes			
2.14	Documents client care on appropriate forms in accordance with organizational and unit standards in a timely and accurate manner			
2.15	Remains current in knowledge relevant to the professional practice setting			

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Specific examples from practice:

3.0 BCCNP RPN Professional Standard: Professional Responsibility

		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			
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	Integrates cultural awareness, safety and sensitivity into nursing practice			
3.7	Engages in health promotion and the prevention of disease, illness and injury			
3.8	Demonstrates a professional presence and models professional behavior			
3.9	Demonstrate initiative, curiosity, flexibility, creativity and beginning self-confidence			
3.10	Prioritizes work and develops time management skills for meeting responsibilities			
3.11	Uses computer applications as required to support client care and further professional development			
3.12	Reports practice concerns according to organizational procedures			
3.13	Maintains physical, psychological, and emotional fitness to practice			
3.14	Engages in self-care activities to decrease the risks of secondary trauma and burnout			

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Specific examples from practice:

4.0 BCCNP RPN Professional Standard: Professional Ethics

		Date:		
4.1	Promotes and adheres to the professional Code of Ethics			
4.2	Preserves and protects client privacy, confidentiality, and dignity			
4.3	Supports the rights of clients to make informed decisions			
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	Clearly and accurately represents self with respect to name, title, and role			
4.10	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: