

Initial Self-Assessment Performance Appraisal



Name of LPN: _____

Years of LPN Practice Experience: _____

Dates of Professional Growth Plan:

From: _____ To: _____
MM/DD/YYYY MM/DD/YYYY

Date of Initial Appraisal/Evaluation Completed: _____
MM/DD/YYYY

LPN Signature

Initial Self-Assessment Performance Appraisal

How would you characterize your performance based on the following competency descriptions?

Rate each of the following questions using the scale provided below:

Not at All/Slightly	Somewhat	Moderately	Mostly	Very
0	1	2	3	4

1. PROFESSIONAL ACCOUNTABILITY AND RESPONSIBILITY

Licensed Practical Nurses are accountable for their practice and responsible for ensuring that their practice and conduct meet both the standards of the profession and legislative requirements.					
1.1 I practice to my full range of competence within applicable legislation, regulations, by-laws and employer policies.					
	0	1	2	3	4
1.2 I engage in ongoing self-assessment of their professional practice and competence and seeks opportunities for continuous learning.					
	0	1	2	3	4
1.3 I share knowledge and expertise with others to meet client needs.					
	0	1	2	3	4
1.4 I recognize my own practice limitations and consult as necessary.					
	0	1	2	3	4
1.5 I identify and report any circumstances that potentially impede professional, ethical or legal practice.					
	0	1	2	3	4
1.6 I take action to avoid and/or minimize harm in situations in which client safety and well-being are compromised.					
	0	1	2	3	4
1.7 I incorporate established client safety principles and quality assurance/improvement activities into LPN practice.					
	0	1	2	3	4
1.8 I advocate for continuous improvements in licensed practical nursing practice and health care environments that promote client-centered care.					
	0	1	2	3	4

Initial Self-Assessment Performance Appraisal

1.9 I practice in a manner consistent with ethical values and obligations of the Code of Ethics for Licensed Practical Nurses.	0	1	2	3	4
1.10 I maintain documentation and reporting according to established legislation, regulations, laws, and employer policies.	0	1	2	3	4
1.11 I advocate for and participates in the development of policies and procedures that support informed LPN practice.	0	1	2	3	4

2. KNOWLEDGE-BASED PRACTICE

Licensed Practical Nurses possess knowledge obtained through practical nurse preparation and continuous learning relevant to their professional LPN practice.					
2.1 I possess current knowledge to support critical thinking and professional judgement.	0	1	2	3	4
2.2 I apply knowledge from nursing theory and science, other disciplines, evidence to inform decision-making and LPN practice.	0	1	2	3	4
2.3 I access and use relevant and credible information technology and other resources.	0	1	2	3	4
2.4 I review and integrate relevant nursing research findings into LPN practice.	0	1	2	3	4
2.5 I maintain awareness of current trends and issues in health care and society that impact client and nursing outcomes.	0	1	2	3	4
2.6. I evolve my own LPN practice in response to changes and new developments affecting the profession.	0	1	2	3	4
2.7 I demonstrate an understanding of my role and its interrelation with clients and other health care colleagues.	0	1	2	3	4
2.8 I collaborate in the development, review and revision of care plans to address client needs and preferences that establish clear, mutually agreed upon goals by the client and the health care team.	0	1	2	3	4

Initial Self-Assessment Performance Appraisal

2.9 I provide holistic licensed practical nursing care considering the whole person, the environment and the concepts of health promotion, illness prevention, health maintenance, restoration and protection.	0	1	2	3	4
2.10 I recognize how LPN practice environments and other environmental factors affect professional practice and client outcomes and develop/modify care plans to assure client safety and well-being.	0	1	2	3	4
2.11 I use critical inquiry to assess, plan and evaluate the implications of interventions that impact client outcomes.	0	1	2	3	4
2.12 I practice in a culturally competent manner.	0	1	2	3	4
2.13 I modify and communicate to appropriate person changes to specific interventions based on the client's responses.	0	1	2	3	4

3. SERVICE TO THE PUBLIC AND SELF-REGULATION

Licensed Practical Nurses practice nursing in collaboration with clients and other members of the health care team to provide and improve health care services in the best interests of the public.					
3.1 I engage clients in a therapeutic nurse-client relationship as active partners for mutual planning of and decisions about their care.	0	1	2	3	4
3.2 I collaborate with clients and co-workers in the analysis, development, implementation and evaluation of LPN practice and policy that guide client-focused care delivery.	0	1	2	3	4
3.3 I support and contribute to an environment that promotes and supports safe, effective and ethical practice.	0	1	2	3	4
3.4 I promote a culture of safety by using established occupational health and safety practices, infection control, and other safety measures to protect clients, self and colleagues from illness and injury.	0	1	2	3	4
3.5 I provide relevant and timely information to clients and co-workers.	0	1	2	3	4
3.6 I demonstrate an understanding of self-regulation by following the standards of practice, the code of ethics and other regulatory requirements.	0	1	2	3	4

Initial Self-Assessment Performance Appraisal

3.7 I attain and maintain professional registration/licensure with the SALPN	0	1	2	3	4
3.8 I practice with the relevant laws governing privacy and confidentiality of personal health information.	0	1	2	3	4

4. ETHICAL PRACTICE

Licensed Practical Nurses uphold, promote and adhere to the values and beliefs as described in the Canadian Council for Practical Nurse Regulators (CCPNR) Code of Ethics.					
4.1 I practice in a manner consistent with ethical values and obligations of the Code of Ethics for LPNs.	0	1	2	3	4
4.2 I recognize the impact of my own values and beliefs on nursing practice and nurse-client therapeutic relationships.	0	1	2	3	4
4.3 I identify ethical issues and communicate them to the health care team.	0	1	2	3	4
4.4 I develop ethical decision-making capacity and take responsible action toward resolution.	0	1	2	3	4
4.5 I advocate for the protection and promotion of clients' right to autonomy, respect, privacy, confidentiality, dignity and access to information.	0	1	2	3	4
4.6 I maintain professional boundaries in the nurse/client therapeutic relationship at all times.	0	1	2	3	4
4.7 I communicate in a respectful, timely, open and honest manner.	0	1	2	3	4
4.8 I collaborate with colleagues to promote safe, competent and ethical practice.	0	1	2	3	4
4.9 I support and contribute to healthy and positive practice environments.	0	1	2	3	4
4.10 I practice with honesty and integrity to maintain the values and reputation of the profession.	0	1	2	3	4

Initial Self-Assessment Performance Appraisal

Provide a brief summary of your overall level of competency and performance in each of the Standards of Practice categories.

Please ensure the following points are addressed in your summary:

- Level of Competence and performance.
- What are your strengths and weaknesses?
- What areas would you want to address within your Professional Growth Plan to enhance your professional development?

1. PROFESSIONAL ACCOUNTABILITY AND RESPONSIBILITY

Professional Accountability & Responsibility

Summarize Current Levels Competence and Performance:

Strengths:

Weaknesses:

Areas for enhancement:

Initial Self-Assessment Performance Appraisal

Overall Assessment of Your Current Level of Competence and Performance

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- b. What are your strengths and weaknesses?
- c. What areas would you want to address within your Professional Growth Plan to enhance your professional development?

2. KNOWLEDGE-BASED PRACTICE

Knowledge-Based Practice

Summarize Current Levels of Competence and Performance:

Strengths:

Weaknesses:

Areas for enhancement:

Overall Assessment of Your Current Level of Competence and Performance

Please provide a brief summary of your overall level of competency and performance in each of the Standards of Practice categories.

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3. SERVICE TO THE PUBLIC AND SELF-REGULATION

Service to the Public & Self-Regulation

Summarize Current Levels of Competence and Performance:

Strengths:

Weaknesses:

Areas for enhancement:

Overall Assessment of Your Current Level of Competence and Performance

Please provide a brief summary of your overall level of competency and performance in each of the Standards of Practice categories.

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- b. What are your strengths and weaknesses?
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4. ETHICAL PRACTICE

Ethical Practice

Summarize Current Levels of Competence and Performance:

Strengths:

Weaknesses:

Areas for enhancement: