



# Dissemination Resource Package



A collaboration between the Community  
Health Nurses of Canada and SE Health



# Home Health Nursing Competencies

Version 2.0 November 2024



## Acknowledgements

We would like to acknowledge the funding and in-kind resources of many people and organizations from coast to coast to coast. A special thanks to SE Health Research Team for their leadership in the research workstream of the project and to our dedicated Project Steering Committee members for their leadership in managing our project workstream. Additional thanks to our Advisory Workgroup who brought relevant, meaningful and practical input from a grassroots perspective. This work could not be made possible without the collaborative efforts of all involved.

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## A Message from CHNC and SE Health

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The Community Health Nurses of Canada and SE Health are thrilled to present the updated Home Health Nursing Competencies (2024).

This revised set of competencies was built off the initial set of Home Health Nursing Competencies created in 2010. Over the last year, home health nurses from practice, leadership, education, policy and research from around the country came together with a commitment to share their knowledge, expertise and practice experience throughout the development process. Utilizing the CHNC Standards (2019) as a framework, the revised competencies are intended to be broad in scope to support application within diverse practice environments while reflecting the true practice scope and profile of the home health nurses today.

The Home Health Nursing Competency Project- Steering Committee has prepared this dissemination resource with a goal to support the work of dissemination in your practice setting. CHNC and the CHNC Standards and Competencies Committee remain committed to providing ongoing support to ensure these competencies remain current into the future.

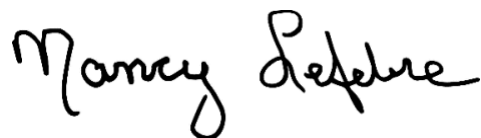
We are grateful for the dedication of our Project Lead, Cheryl Reid-Haughian, our Steering Committee, SE Health Research Center, an engaged Advisory Work Group and funding from SE Health that made this work possible.

You are invited to share this resource with your home health nursing colleagues, interprofessional teams and nursing educators as you begin your journey of dissemination.

Karen Curry, President of CHNC



Nancy Lefebvre, SVP and Chief Operating Officer, SE Health



# Overview of the Competency Development Process

In 2010, the first Canadian Home Health Nursing (HHN) Competencies were developed by the Community Health Nurses of Canada (CHNC, 2010). Since 2010, there has been many changes within the Canadian healthcare system, therefore updated competencies were needed so that home health nurses could deliver the best possible care to clients and their families.

**Goal of the Revised HHN Competencies**

To meet current and emerging needs of Canadian community health nurses working in the unique environment of home and community care.

Using a collaborative approach between CHNC and SE Health, a revised set of Canadian HHN Competencies were developed to equip nursing leaders and point-of-care providers with the evidence necessary to guide and support the practice of home health nurses to work with purpose and positively contribute to the health and social care of Canadians. The below figure shows the timeline of the 2024 HHN competencies revision process. The team is grateful to the Preconference Workshop attendees who participated in the research and provided valuable feedback on the tools and process they would like to see developed to support knowledge exchange and change management in home care nursing.

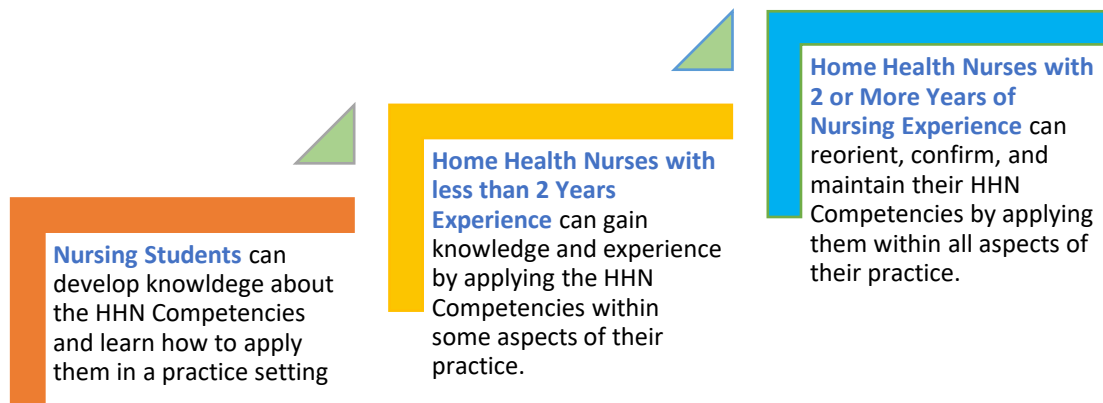


## What are Competencies?

Competencies are a set of practical action-oriented statements that encompass the essential knowledge, skills, attitudes, and qualities a home health nurse needs to deliver safe and ethical care (Mrayyan et al., 2023). In total, 79 competency statements were developed for the 2024 updated Canadian HHN Competencies to guide the practice of home health nurses in Canada. The statements outline exceptional professional practice for home health nurses and can be adapted to various roles and settings across Canada.

## Integrating the HHN Competencies for Nursing Students and Nurses in your Organization?

The below figure illustrates how nursing students, novice nurses and experienced nurses working in home health can use the revised HHN competencies. While the competency statements are intended to apply to nurses with a minimum of two years' experience in home health nursing, nursing students and novice nurses can also begin to develop knowledge and apply some of the competencies within their practice.



## Who should use the HHN Competencies?

1. **Point of Care Home Health Nurses** can use the HHN competencies to guide direct client care
2. **Professional Practice Leads** can use the competencies to guide staff orientation and ongoing training / professional development
3. **Home Health Nursing Managers** can use the competencies to meet accreditation standards for their organization

## Why are the HHN Competencies Important?

Home Health Nursing Organizations can use the revised 2024 HHN Competencies to support home health nursing:

- Recruitment
- Orientation programs
- Professional development
- Performance evaluation
- Retention activities

## What is Included in this Dissemination Resource Package?

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### 1. Competency Statements with Practice Interpretation

The Canadian HHN competency statements are categorized into overarching cross-cutting competencies as well as eight standards, which correspond to the Canadian Community Health Nursing Standards of Practice (CHNC, 2019). To facilitate accessible and meaningful interpretation of the revised competency statements into your organization, practical interpretation and application statements have been created for each competency. Please see [Appendix A](#) for the full list of the revised Canadian Home Health Nursing Competencies and Interpretation Statements.

**Cross-Cutting Competencies:** Cross-cutting competencies include statements which reflect knowledge, skills, attitudes, values, and judgements of nurses that are fundamental to the delivery of home health nursing care and should be applied across all Standards of Practice.

**Standard 1: Health Promotion:** Home health nurses integrate health promotion into their practice using assessment, teaching, and communication skills to promote self-managed care among clients, while acknowledging historical, sociopolitical and cultural contexts.

**Standard 2: Prevention and Health Protection:** Home health nurses conceptualize health broadly, considering the interaction between clients, their social circumstances, and their environment, and applying harm reduction principles when collaborating with clients, caregivers and other professionals to adopt appropriate prevention and health protection practices.

**Standard 3: Health Maintenance, Restoration and Palliation:** Home health nurses assess and evaluate clients' needs and environments to support clients to optimize their function, improve their health, enhance their quality of life, and navigate life and care transitions including acute, chronic, or terminal illness, and end-of-life.

**Standard 4: Professional Relationships:** Home health nurses work with others to establish, build and nurture professional and therapeutic relationships to optimize client participation and self-determination.

**Standard 5: Capacity Building:** Home health nurses partner with the client and their social support network to recognize barriers to health and build on available resources and existing strengths.

**Standard 6: Health Equity:** Home health nurses recognize the impacts of the determinants of health and incorporate actions into their practice to address these determinants, considering health equity at an individual and societal level.

**Standard 7: Evidence Informed Practice:** Home health nurses make use of the best available evidence and assessment data to guide nursing practice and support clients in making informed decisions.

**Standard 8: Professional Responsibility and Accountability:** Home health nurses demonstrate professional responsibility and accountability as a fundamental component of their practice to ensure the provision of safe, ethical, effective, and efficient care.

## 2. Infographic

An infographic was developed as a one-page, high level snapshot of the revised competencies. It can be used to educate both leaders and Home Health Nurses in your organization. Feel free to share the Infographic widely on your social media sites and within your organization. Please see [Appendix B](#) for the Infographic.

## 3. Slide Decks

Presentations slide decks were created as a tool to educate nurses in your organization about the changes and impact of the revised competencies. A separate slide deck has been prepared for Point of Care Home Health Nurses and Leadership roles in your organization. Please see Appendices C and D for the Slides Deck.

[Point of Care Slide Deck \(PDF Version\) – Appendix C](#)

[Leadership Slide Deck \(PDF Version\) – Appendix D](#)

## 4. Communication Calendar & Key Messages

In [Appendix E](#), you will find the key messages to support dissemination and implementation of the 2024 Home Health Care Nursing Competencies. Use this section as a resource. You are welcome to add to key messages, customize information with news from your organization (some of the messages are structured for you to customize) and to add images that may better capture what you are working towards. Team photos are encouraged where nursing are practicing in exemplary ways.

The tables below are divided by month and work to support your social media from December 2024 to April 2025. Each month has a total of 2 messages in a 4-week period. You will need to determine the dates for posting (the table includes a space to add a date for posting).

A total of 8 messages every month will keep you active with the social media and keep people internal and external to your organization informed and interested in the progress you are making. You may find that one month's messaging fits better with an initiative at your organization in a different month and it is okay to change the timeline accordingly. We have included the key messages that CHNC will be using to help build momentum in your implementation plan. Follow our social media channels to watch the anticipation unfold:

[CHNC Twitter](#)

[CHNC Instagram](#)

[CHNC LinkedIn](#)



Included after the tables, is an image bank that is been sourced from [Freepik.com](https://www.freepik.com) which includes AI Generated images. There is no royalty associated with use. You may choose to use the images we have collected for you, or you may have images that your organization has already approved. If the resource is available to you, connecting with a Communications Team at your organization is a good first step.

## 5. Self-Assessment Guides

Individual and Comprehensive Self-Assessment guides were created so that home health nurses could complete their own personal self-assessment of their current competencies compared to the new revised competencies. The Individual Guide is individually separated into the cross-cutting competencies and each of the 8 standards so that nurses can choose to complete the self-assessment on an individual standard as opposed to all of the standards. The Comprehensive Self-Assessment Guide has all cross-cutting competencies and the 8 standards in one file.

These guides can be used by organizations to tailor education for Home Health Nurses and can be integrated into human resource practices such as recruitment, selection, hiring, performance management and succession planning.

[Individual Self-Assessment Guide – See Appendix F](#)

[Comprehensive Self-Assessment Guide – see Appendix G](#)

## What's Next?

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### Information Sessions

CHNC will be providing an upcoming information session on November 14, 2024, as a launch to the revised Home Health Nursing Competencies.

### Implementation Toolkit

While the current Home Health Nursing Competency Project focused on dissemination resources and did not include the development of an implementation toolkit, participants in the project identified an Implementation Toolkit as a critical resource to successful uptake and integration of the revised competencies.

To facilitate the ongoing work of CHNC Standards and Competencies a “shell” for a proposed implementation toolkit has been developed. This “shell” is built on a foundation of change management, pacing that is appropriate to the context and continuous quality improvement principles. The implementation toolkit will be ready to release to Home Health Nursing organization in the Spring or Summer 2025. Please stay tuned!

## Conclusion

We hope that this dissemination resource provides you and your organization with the resources necessary to begin your own dissemination and implementation journey to integrate the revised competencies. With these competencies we can strengthen home health care, home health nursing practice and elevate the profile of home health nurses from coast to coast to coast. Feedback mechanisms are essential for maintaining current and relevant Home Health Nursing Competencies for the future. CHNC and Standards and Competencies workgroup is committed to establishing sustainable feedback mechanisms to support continuous evolution of competencies and home health practice contexts.

## References

Community Health Nurses of Canada [CHNC]. (2010). Home Health Nursing Competencies Version 1.0. <https://www.chnc.ca/en/competencies>

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Mrayyan, M. T., Abunab, H. Y., Abu Khait, A., Rababa, M. J., Al-Rawashdeh, S., Aljunmeeyn, A., & Abu Saraya, A. (2023). Competency in nursing practice: a concept analysis. *BMJ Open*, *13*(6), e067352–e067352. <https://doi.org/10.1136/bmjopen-2022-067352>

# Appendix A: Competency Statements with Practice Interpretation

# Cross-cutting Competencies

Cross-cutting competencies include statements which reflect knowledge, skills, attitudes, values, and judgements of nurses that are fundamental to the delivery of home health nursing care and should be applied across all Standards of Practice.

Part I: Competencies 1 to 4	
Competency Statement <i>"The home health nurse..."</i>	Interpretation Statement <i>In other words:</i>
1. Applies critical thinking skills and creative problem-solving analysis when making clinical decisions.	<b><u>Critical Thinking:</u></b> Uses critical thinking and creativity to make clinical decisions.
2. Provides age-appropriate and developmentally appropriate care, which includes cultural safety and cultural humility approaches in all interventions.	<b><u>Cultural Sensitivity:</u></b> Provides care suited to the client's age and development, while respecting cultural differences.
3. Understands and acknowledges the principles of trauma-informed care and promotes the integration of these principles into professional practice.	<b><u>Trauma-Informed Care:</u></b> Applies trauma-informed care principles in professional practice.
4. Leverages multi-disciplinary communication skills (e.g., negotiation, conflict management etc.) to support the co-creation of a common agenda to ensure the effective coordination of care, building consensus and/or resolving conflicts in the context of client care.	<b><u>Effective Communication:</u></b> Communicates effectively with other professionals to coordinate care, resolve conflicts, and build consensus.

# Cross-cutting Competencies

Cross-cutting competencies include statements which reflect knowledge, skills, attitudes, values, and judgements of nurses that are fundamental to the delivery of home health nursing care and should be applied across all Standards of Practice.

## Part II: Competencies 5 to 7

Competency Statement <i>"The home health nurse..."</i>	Interpretation Statement <i>In other words:</i>
<p>5. Identifies and uses a variety of strategies to overcome language and other communication barriers (e.g., psychosocial, cognitive, literacy, health literacy, financial, cultural) to facilitate client self-determination, shared decision-making, and engagement in care, sharing successful strategies with the interdisciplinary team.</p>	<p><b><u>Overcoming Barriers:</u></b> Overcomes communication barriers to support client decision-making and shares successful strategies with the team.</p>
<p>6. Documents and conveys information to clients, caregivers, the interprofessional team, and the client's social support network in communication formats that promote accuracy and accommodate client privacy and confidentiality within legal and regulatory parameters.</p>	<p><b><u>Privacy and Documentation:</u></b> Accurately documents and shares information with clients, caregivers, and the team while protecting privacy.</p>
<p>7. Uses technology (e.g., virtual platforms, electronic health records, etc.) to measure, record, and retrieve client data; access available resources, implement the nursing process; and enhance home health nursing practice while adhering to privacy laws/legislation and maintaining client confidentiality.</p>	<p><b><u>Tech Integration:</u></b> Utilizes technology to manage client data and improve care while ensuring privacy and confidentiality.</p>

# Standard 1: Health Promotion

Health promotion is “the process of enabling people to increase control over, and to improve their health.” Home health nurses integrate health promotion into their practice using the five Ottawa Charter health promotion strategies (build healthy public policy, create supportive environments, strengthen community actions, develop personal skills, and reorient health services).

## Part I: Competencies 1 to 4

Competency Statement <i>“The home health nurse...”</i>	Interpretation Statement <i>In other words:</i>
<p><b>1.</b> Assesses the readiness and capacity of the client, caregiver, and their social support network to make changes to promote their health.</p>	<p><b><u>Readiness Check:</u></b> Assesses if clients, caregivers, and their support network are ready and able to make health changes.</p>
<p><b>2.</b> Collaboratively and autonomously conducts comprehensive and holistic care assessments using a systematic, evidence-based process to support clients, caregivers, their social support network, and communities in identifying and prioritizing assets, strengths, needs, inequities, and resources.</p>	<p><b><u>Holistic Assessment:</u></b> Conducts thorough, evidence-based assessments to identify strengths, needs, and resources.</p>
<p><b>3.</b> Acknowledges and evaluates the impact of the sociopolitical and cultural context, determinants of health, and systemic structures when facilitating health promotion methods in collaboration with the client, caregiver(s), and their social support network.</p>	<p><b><u>Context Matters:</u></b> Considers sociopolitical, cultural, and systemic factors in health promotion.</p>
<p><b>4.</b> Seeks to identify and assess the root causes of illness, disease, and inequities in health, acknowledges diversity and the adverse effects of colonialism on Indigenous people, and when appropriate, incorporates Indigenous ways of knowing including connectedness and reciprocity to the land and all life in health promotion.</p>	<p><b><u>Address Root Causes:</u></b> Identifies and assesses root causes of health issues, incorporating Indigenous knowledge when appropriate.</p>

# Standard 1: Health Promotion

Health promotion is “the process of enabling people to increase control over, and to improve their health.” Home health nurses integrate health promotion into their practice using the five Ottawa Charter health promotion strategies (build healthy public policy, create supportive environments, strengthen community actions, develop personal skills, and reorient health services).

## Part II: Competencies 5 to 8

Competency Statement <i>“The home health nurse...”</i>	Interpretation Statement <i>In other words:</i>
<p>5. Facilitates change using motivational, empowering, and co-creation approaches with clients, caregivers, their social support network, and communities by integrating health promotion theories and models, primary health care principles, change theories, and social and ecological determinants of health.</p>	<p><b><u>Empower Change:</u></b> The nurse uses various teaching methods and technologies to share health promotion information.</p>
<p>6. Actively works to shift health care culture to promote self-managed care in clients using education, appropriate tools, and resources.</p>	<p><b><u>Promote Self-Management:</u></b> Encourages clients to manage their own care with the right tools and education.</p>
<p>7. Applies appropriate learning principles, teaching methods, and educational theories to disseminate health promotion information using multiple approaches such as information technologies and social marketing.</p>	<p><b><u>Effective Teaching:</u></b> Uses the best teaching methods to share health information.</p>
<p>8. Develops and uses effective communication techniques that promote behaviour change in clients, such as the use of motivational interviewing, counselling, health coaching and other strategies, to engage in constructive dialogue with clients and their social support networks.</p>	<p><b><u>Engaging Communication:</u></b> Uses effective techniques to promote behavior change in clients.</p>



## Standard 2: Prevention and Health Protection

Home health nurses conceptualize health broadly, considering the interaction between clients, their social circumstances, and their environment, and applying harm reduction principles when collaborating with clients, caregivers and other professionals to adopt appropriate prevention and health protection practices.

<b>Competency Statement</b> <i>"The home health nurse..."</i>	<b>Interpretation Statement</b> <i>In other words:</i>
<p>1. Uses harm reduction principles grounded in social justice and health equity perspectives to identify and reduce risks and increase protective factors.</p>	<p><b><u>Reduce Harm:</u></b> Uses harm reduction principles to identify risks and increase protective factors with a focus on social justice and health equity.</p>
<p>2. Informs clients, caregivers and families about risks and barriers to health and safety and takes action to ensure appropriate prevention and protection approaches are presented to support informed choices about protective and preventative health measures.</p>	<p><b><u>Inform and Protect:</u></b> Informs clients, caregivers, and families about health risks and safety barriers, and takes action to support informed choices.</p>
<p>3. Obtains and maintains an accurate medication history and identifies medication discrepancies, allergies, potential drug-drug and drug-food interactions.</p>	<p><b><u>Track Medications:</u></b> Keeps an accurate medication history and identifies discrepancies and potential interactions.</p>
<p>4. Acts proactively in collaboration with clients, caregiver(s), their social support network and professional partnerships to identify the need for alternative ways of providing services and use creative problem-solving skills to overcome obstacles in the delivery of client care.</p>	<p><b><u>Solve Problems:</u></b> Collaborates with clients and caregivers to find alternative ways to provide services and overcome care obstacles.</p>

# Standard 3: Health Maintenance, Restoration and Palliation

Home health nurses assess and evaluate clients' needs and environments to support clients to optimize their function, improve their health, enhance their quality of life, and navigate life and care transitions including acute, chronic, or terminal illness, and end-of-life.

## Part I: Competencies 1 to 4

Competency Statement <i>"The home health nurse..."</i>	Interpretation Statement <i>In other words:</i>
<p>1. Conducts comprehensive, standardized and/or targeted assessments to guide nursing practice and contribute to interdisciplinary team assessments to identify client medical, functional, and psychosocial needs within the context of their environment and social supports.</p>	<p><b><u>Thorough Assessments:</u></b> Conducts detailed assessments to understand clients' medical, functional, and psychosocial needs within their environment and social supports.</p>
<p>2. Prioritizes assessment and data collection based on the client's immediate condition and the anticipated needs of the client, family, and other caregivers in the home.</p>	<p><b><u>Prioritize Needs:</u></b> Prioritizes assessment and data collection based on the client's immediate condition and anticipated needs.</p>
<p>3. Assesses the dynamics, coping, caregiving skills, and knowledge of the client's caregivers and broader social support network, considering the impact on client health and wellness.</p>	<p><b><u>Check Support:</u></b> Assesses the dynamics, coping skills, and knowledge of the client's caregivers and social support network.</p>
<p>4. Assists clients and families to maintain and/or restore health by using a range of intervention strategies to address their health needs across the life span and illness continuum, including promoting disease self-management, maximizing function, and enhancing quality of life.</p>	<p><b><u>Support Health:</u></b> Helps clients and families maintain or restore health using various intervention strategies across the lifespan and illness continuum.</p>

# Standard 3: Health Maintenance, Restoration and Palliation

Home health nurses assess and evaluate clients' needs and environments to support clients to optimize their function, improve their health, enhance their quality of life, and navigate life and care transitions including acute, chronic, or terminal illness, and end-of-life.

## Part II: Competencies 5 to 9

Competency Statement <i>"The home health nurse..."</i>	Interpretation Statement <i>In other words:</i>
<p>5. Supports informed decision-making and self-determination by co-creating, with the client, their caregiver(s) and social support network, a mutually agreed upon plan of care with goals, interventions, and priorities for care, including discharge planning and end-of-life care when appropriate.</p>	<p><b><u>Plan Together:</u></b> Supports informed decision-making by co-creating a care plan with clients, caregivers, and their support network.</p>
<p>6. Facilitates maintenance of health and the healing process with the client in response to adverse health events.</p>	<p><b><u>Aid Healing:</u></b> Helps clients maintain health and facilitate healing after adverse health events.</p>
<p>7. Collaborates with the client and family to evaluate and respond to evolving health care needs by strategically revising interventions and therapies.</p>	<p><b><u>Adapt Care:</u></b> Collaborates with clients and families to evaluate and adjust care as needs change.</p>
<p>8. Understands, and educates clients, their caregiver(s) and social support network and colleagues in, the safe and appropriate use and maintenance of various types of equipment, technology, and treatments to maintain health and assist clients and families in integrating them into their everyday life/routine.</p>	<p><b><u>Teach Tools:</u></b> Educates clients, caregivers, and colleagues on the safe use and maintenance of health equipment and technology.</p>
<p>9. Uses basic and advanced nursing skills to perform and adapt complex procedures in the home health setting.</p>	<p><b><u>Use Skills:</u></b> Uses nursing skills to perform and adjust complex procedures at home.</p>

# Standard 4: Professional Relationships

Home health nurses work with others to establish, build and nurture professional and therapeutic relationships to optimize client participation and self-determination.

## Part I: Competencies 1 to 4

Competency Statement <i>"The home health nurse..."</i>	Interpretation Statement <i>In other words:</i>
<p>1. Recognizes and understands that their attitudes, beliefs, feelings, and values, including unconscious bias, racism, and stereotypes, have an impact on professional relationships and nursing practice.</p>	<p><b><u>Know Yourself:</u></b> Understands that their own attitudes, beliefs, and values, including unconscious bias and stereotypes, impact their work and relationships.</p>
<p>2. Assesses the health experience knowledge, attitudes, level of motivation, values, beliefs, behaviours, practices, stage of change, and skills of the client, caregivers, and their social support network, and identifies the influence of these factors on interventions and professional relationships.</p>	<p><b><u>Understand Clients:</u></b> Assesses the client's and caregivers' knowledge, attitudes, and skills to understand how these factors affect health interventions and relationships.</p>
<p>3. "Acknowledges that the current state of Aboriginal health in Canada is a direct result of previous Canadian government policies" when working with Indigenous people as stated in the Truth and Reconciliation Commission of Canada: Calls to Action.</p>	<p><b><u>Recognize History:</u></b> Acknowledges that the current state of Indigenous health is a result of past Canadian government policies.</p>
<p>4. Recognizes the client as the authority on their own health by supporting them in identifying their health priorities and respecting their decisions on how to address them while being responsive to power dynamics.</p>	<p><b><u>Respect Choices:</u></b> Supports clients in identifying their health priorities and respects their decisions while being aware of power dynamics.</p>

# Standard 4: Professional Relationships

Home health nurses work with others to establish, build and nurture professional and therapeutic relationships to optimize client participation and self-determination.

## Part II: Competencies 5 to 9

Competency Statement <i>"The home health nurse..."</i>	Interpretation Statement <i>In other words:</i>
<p>5. Leads communication and cooperative efforts in creating an interprofessional plan of care focused on outcomes, while engaging clients, families, caregivers, and others in the care and delivery of services.</p>	<p><b><u>Team Coordination:</u></b> Guides team communication and collaboration to create a care plan focused on outcomes, involving clients, families, and caregivers in the process.</p>
<p>6. Uses culturally safe and trauma-informed communication strategies in professional relationships, recognizing communication may be verbal or non-verbal, written, or graphic and can occur via various media.</p>	<p><b><u>Sensitive Communication:</u></b> Uses respectful communication in all forms and media.</p>
<p>7. Acknowledges the contributions of the client's social support network to client health and promotes the maintenance and development of this network to support client care.</p>	<p><b><u>Value Support:</u></b> Acknowledges and promotes the client's social support network to enhance care.</p>
<p>8. Demonstrates caring behaviours towards clients, their caregiver(s) and social support network.</p>	<p><b><u>Show Care:</u></b> Demonstrates caring behaviors towards clients, caregivers, and their social support network.</p>
<p>9. Proactively establishes and maintains a therapeutic nurse-client relationship based on mutual trust, respect, caring, and listening, within the context of being 'a guest in the house'.</p>	<p><b><u>Build Trust:</u></b> Establishes and maintains a therapeutic relationship based on trust, respect, and listening.</p>

# Standard 5: Capacity Building

Home health nurses partner with the client and their social support network to recognize barriers to health and build on available resources and existing strengths.

<b>Competency Statement</b> <i>“The home health nurse...”</i>	<b>Interpretation Statement</b> <i>In other words:</i>
<p>1. Uses a strengths-based approach to assist the client, their caregiver(s) and social support network in recognizing their strengths, available resources, and capacity to determine their health goals, priorities for action and manage their health needs.</p>	<p><b><u>Empowerment:</u></b> Helps clients and their support network identify their strengths and resources to set and manage health goals.</p>
<p>2. Supports the development of an environment that enables the client to make healthy lifestyle choices, recognizing relevant cultural factors and Indigenous ways of knowing.</p>	<p><b><u>Support Healthy Choices:</u></b> Creates a setting for clients to make healthy choices, considering cultural and Indigenous factors.</p>
<p>3. Uses capacity-building strategies such as mutual goal setting, visioning and facilitation with clients, their caregiver(s) and social support networks when co-creating care plans and goals, to support engagement in shared decision-making and self-determination.</p>	<p><b><u>Build Capacity:</u></b> Works with clients and their support network to set goals and make decisions together.</p>
<p>4. Evaluates the impact of capacity building efforts, including both process and outcomes, in partnership with the client.</p>	<p><b><u>Assessment:</u></b> Assesses the effectiveness of capacity-building efforts with the client.</p>
<p>5. Adapts and is flexible and responsive to the changing health needs of the client, their caregiver(s) and social support network.</p>	<p><b><u>Flexibility:</u></b> Adjusts to the changing health needs of clients and their support network.</p>
<p>6. Uses effective communication skills to engage, connect, appreciate, respond, empathize, and support the empowerment of others.</p>	<p><b><u>Engagement:</u></b> Uses communication skills to connect, understand, and empower others.</p>

# Standard 6: Health Equity

Home health nurses recognize the impacts of the determinants of health and incorporate actions into their practice to address these determinants, considering health equity at an individual and societal level.

Part I: Competencies 1 to 5	
Competency Statement <i>"The home health nurse..."</i>	Interpretation Statement <i>In other words:</i>
<p>1. Assesses how the social determinants of health influence the client's health status with particular attention to equity-deserving groups such as racialized persons, persons with disabilities, and those with diverse gender identities and/or sexual orientation(s).</p>	<p><b><u>Social Determinants:</u></b> Looks at how factors like income, education, and social environment affect the health of clients, especially those from marginalized groups.</p>
<p>2. Understands how power structures, unique perspectives and expectations may contribute to the client's engagement with health and social services.</p>	<p><b><u>Power Dynamics:</u></b> Recognizes how different power dynamics and personal viewpoints affect how clients interact with health services.</p>
<p>3. Advocates in collaboration with or on behalf of clients where requested, to support self-determination and equitable access to health care, services, and programs.</p>	<p><b><u>Client Advocacy:</u></b> Supports clients in making their own choices and ensures they have fair access to health services.</p>
<p>4. Facilitates and coordinates equitable access to other members of the interdisciplinary team that are acceptable and responsive to address health and social care needs.</p>	<p><b><u>Care Coordination:</u></b> Helps clients access the right healthcare professionals who can meet their needs effectively.</p>
<p>5. Co-creates a unified care and treatment plan, based on an integrated and comprehensive assessment, that is collaboratively carried out by team members to maximize continuity of care, reducing service gaps and fragmentation within a client-centred approach.</p>	<p><b><u>Unified Care Plan:</u></b> Works with the team to create and follow a complete care plan that ensures consistent and effective care for the client.</p>

# Standard 6: Health Equity

Home health nurses recognize the impacts of the determinants of health and incorporate actions into their practice to address these determinants, considering health equity at an individual and societal level.

## Part II: Competencies 6 to 10

Competency Statement <i>“The home health nurse...”</i>	Interpretation Statement <i>In other words:</i>
<p>6. Understands historical injustices, inequitable power relations, institutionalized and interpersonal racism and their impacts on health and health care, to provide culturally safe care.</p>	<p><b><u>Cultural Safety:</u></b> Recognizes the effects of past injustices and racism on health and uses this understanding to offer respectful and safe care.</p>
<p>7. Supports the client’s right to choose alternate health care options, including “to recognize the value of Aboriginal healing practices and use them in the treatment of Aboriginal clients in collaboration with Aboriginal healers and Elders where requested by Aboriginal clients” as stated in the Truth and Reconciliation Commission of Canada: Calls for Action.</p>	<p><b><u>Alternative Care:</u></b> Respects and supports clients' choices for different healthcare options, including traditional practices, when they prefer them.</p>
<p>8. Using a social justice lens, advocates for allocation of human, financial, and infrastructure resources to provide a safe and accessible health delivery system.</p>	<p><b><u>Resource Allocation:</u></b> Promotes fair distribution of resources to ensure that healthcare systems are safe and accessible for everyone.</p>
<p>9. Uses strategies such as home visits, outreach, technology, virtual care and case finding to facilitate equitable access to care and services for equity-deserving groups such as racialized persons, persons with disabilities, and those with diverse gender identities and/or sexual orientation(s).</p>	<p><b><u>Access:</u></b> Employs various methods to ensure equity deserving groups can access the care and services they need.</p>
<p>10. Evaluates and modifies efforts to increase accessibility to health and community services, and advance health equity.</p>	<p><b><u>Accessibility:</u></b> Assesses and adjusts strategies to improve access to services and promote fairness in healthcare.</p>



# Standard 7: Evidence Informed Practice

Home health nurses make use of the best available evidence and assessment data to guide nursing practice and support clients in making informed decisions.

<b>Competency Statement</b> <i>"The home health nurse..."</i>	<b>Interpretation Statement</b> <i>In other words:</i>
<p>1. Uses professional expertise when considering best available research evidence, and other factors such as client context, preferences, and available resources, to determine nursing actions.</p>	<p><b><u>Informed Decisions:</u></b> Uses their skills and knowledge along with the best research, client preferences, and available resources to decide the best nursing actions.</p>
<p>2. Appropriately selects, uses, and interprets evidence-based assessment techniques, instruments, and tools, such as falls risk assessments, nutritional assessment, pain scales, depression scales, and cognitive level measures.</p>	<p><b><u>Assessment:</u></b> Chooses and uses the right tools and methods to assess things like fall risks, nutrition, pain, depression, and cognitive abilities based on evidence.</p>
<p>3. Uses assessment data to identify priority health needs, leveraging standardized classification systems and clinical decision support tools when available.</p>	<p><b><u>Prioritizing:</u></b> Uses assessment results to figure out the most important health needs, using standard systems and decision-support tools if available.</p>
<p>4. Evaluates nursing and community interventions in a systematic and continuous manner by measuring client and caregiver outcomes in accordance with standards and the collaborative plan of care.</p>	<p><b><u>Outcome Evaluation:</u></b> Regularly checks how well nursing and community care are working by measuring the results for clients and caregivers, following established standards and care plans.</p>

# Standard 8: Professional Responsibility and Accountability

Home health nurses demonstrate professional responsibility and accountability as a fundamental component of their practice to ensure the provision of safe, ethical, effective, and efficient care.

## Part I: Competencies 1 to 5

Competency Statement <i>"The home health nurse..."</i>	Interpretation Statement <i>In other words:</i>
<p><b>1.</b> Demonstrates professionalism, leadership, judgement, and accountability in independent practice.</p>	<p><b><u>Excellence:</u></b> Shows professionalism, leads well, makes good decisions, and takes responsibility while working independently.</p>
<p><b>2.</b> Maintains a focused approach amidst multiple distractions within the home environment.</p>	<p><b><u>Focus:</u></b> Stays focused despite distractions in the home.</p>
<p><b>3.</b> Assesses and identifies unsafe, unethical, and/or socially unacceptable circumstances and takes preventative or corrective action with the goal of optimizing client safety and the protection of communities, groups, and all members of the health care team.</p>	<p><b><u>Safety:</u></b> Identifies and addresses unsafe or unethical situations to ensure client safety and protect the team.</p>
<p><b>4.</b> Recognizes and applies occupational health and safety principles when encountering unsafe, hazardous conditions that may result in exposure to health and safety risks.</p>	<p><b><u>Safety practices:</u></b> Recognizes and uses safety practices to handle risky conditions and prevent health hazards.</p>
<p><b>5.</b> Works collaboratively to identify and respond to unsafe or unethical circumstances as per provincial, territorial, and/or federal legislation to protect clients, caregivers, their social support network, and communities.</p>	<p><b><u>Collaboration:</u></b> Works together to address unsafe or unethical situations according to the law, protecting clients, caregivers, their support network, and communities.</p>

# Standard 8: Professional Responsibility and Accountability

Home health nurses demonstrate professional responsibility and accountability as a fundamental component of their practice to ensure the provision of safe, ethical, effective, and efficient care.

## Part II: Competencies 6 to 10

Competency Statement <i>"The home health nurse..."</i>	Interpretation Statement <i>In other words:</i>
<p>6. Applies nursing ethics, ethical principles, and self-awareness to manage self, ethical dilemmas, and practice in accordance with all relevant legislation, regulatory body standards, codes, and organizational policies.</p>	<p><b><u>Integrity:</u></b> Uses nursing ethics and self-awareness to handle personal and professional challenges while following all laws, standards, and policies.</p>
<p>7. Contributes to the development of quality of work environments by identifying relevant needs and issues, and actively participating in team and organizational quality improvement processes to co-create solutions.</p>	<p><b><u>Improvement:</u></b> Helps improve work environments by spotting needs and problems, and working with the team to find solutions.</p>
<p>8. Upholds professional relationships and provides constructive feedback to peers as needed, to reinforce professional standards and enhance home health nursing practice.</p>	<p><b><u>Mentorship:</u></b> Maintains professional relationships and gives helpful feedback to improve nursing practice.</p>
<p>9. Maintains accountability, quality of care, and ethical standards by comprehensively and systematically documenting home health nursing activities in a timely manner.</p>	<p><b><u>Documentation:</u></b> Keeps track of nursing activities thoroughly and on time to ensure accountability, quality care, and ethical standards.</p>
<p>10. Assesses the urgency of communicating information to clients, caregivers, their social support network, and other healthcare team members.</p>	<p><b><u>Prioritization:</u></b> Decides how urgently to share information with clients, caregivers, their support network, and the healthcare team.</p>

# Standard 8: Professional Responsibility and Accountability

Home health nurses demonstrate professional responsibility and accountability as a fundamental component of their practice to ensure the provision of safe, ethical, effective, and efficient care.

## Part III: Competencies 11 to 14

Competency Statement <i>"The home health nurse..."</i>	Interpretation Statement <i>In other words:</i>
<p><b>11.</b> Implements the plan of care in a timely manner, and in accordance with governmental and organizational rules and regulations, to ensure client safety goals.</p>	<p><b><u>Compliance:</u></b> Carries out the care plan on time and follows rules to ensure client safety.</p>
<p><b>12.</b> Understands the financial aspects of care and is accountable for effective, efficient, and responsible use of time and resources when delivering care to clients and families.</p>	<p><b><u>Efficiency:</u></b> Manages time and resources wisely while providing care, and understands the financial aspects involved.</p>
<p><b>13.</b> Delegates and/or assigns elements of care to appropriate clinical team members to achieve excellent care at the least cost in accordance with any applicable legal or policy parameters or principles.</p>	<p><b><u>Delegation:</u></b> Assigns care tasks to the right team members to ensure high-quality care at minimal cost, following legal and policy guidelines.</p>
<p><b>14.</b> Uses reflective practice to self-identify the need for assistance with client care requirements, seeking appropriate clinical supports or facilitating referral(s) to assure provision of quality care.</p>	<p><b><u>Self-Awareness:</u></b> Recognizes when help is needed with client care and seeks support or referrals to ensure quality care.</p>

# Standard 8: Professional Responsibility and Accountability

Home health nurses demonstrate professional responsibility and accountability as a fundamental component of their practice to ensure the provision of safe, ethical, effective, and efficient care.

## Part IV: Competencies 15 to 18

Competency Statement <i>"The home health nurse..."</i>	Interpretation Statement <i>In other words:</i>
<p><b>15.</b> Demonstrates a commitment to lifelong learning through reflective practice to continually assess and improve personal learning and professional growth needs.</p>	<p><b><u>Documentation:</u></b> Keeps track of nursing activities thoroughly and on time to ensure accountability, quality care, and ethical standards.</p>
<p><b>16.</b> Pursues relevant educational experiences and professional development opportunities that address current practice issues, to develop knowledge and skills necessary to provide high-quality, evidence-based care.</p>	<p><b><u>Prioritization:</u></b> Decides how urgently to share information with clients, caregivers, their support network, and the healthcare team.</p>
<p><b>17.</b> Contributes to the advancement of home health nursing by mentoring students and new practitioners and creating a work environment conducive to the education of health professionals.</p>	<p><b><u>Compliance:</u></b> Carries out the care plan on time and follows rules to ensure client safety.</p>
<p><b>18.</b> Advocates for nursing care delivery models that promote appropriate staffing levels and staff mix, considering client acuity and needs.</p>	<p><b><u>Efficiency:</u></b> Manages time and resources wisely while providing care, and understands the financial aspects involved.</p>

# Appendix B: Infographic





November 2024

# Canadian Home Health Nursing Competencies

A collaboration between the Community Health Nurses of Canada and SE Health



Health



**WHAT?**

**79**

EVIDENCE-BASED COMPETENCY STATEMENTS

## What are they?

- A set of practical action-oriented statements that encompass the essential knowledge, skills, attitudes, and qualities a home health nurse needs to deliver safe and ethical care.
- Intended for nurses who have a minimum of **two years experience** in home health nursing



Aligned with the 2019 Canadian Community Health Nursing Standards of Practice



**WHO?**

## Who are they for?

- **Point of Care Home Health Nurses:** to guide direct client care
- **Professional Practice Leads:** to guide staff orientation and ongoing training / professional development
- **Managers:** to meet accreditation standards

**WHY?**

## Why are they important?

- To support home health nursing:
- Recruitment
  - Orientation programs
  - Professional development
  - Performance evaluation
  - Retention activities



Click on the QR Code to access the HHN Competencies and Dissemination Resource Package

# Appendix C: Point of Care Nurses Presentation Slide Deck

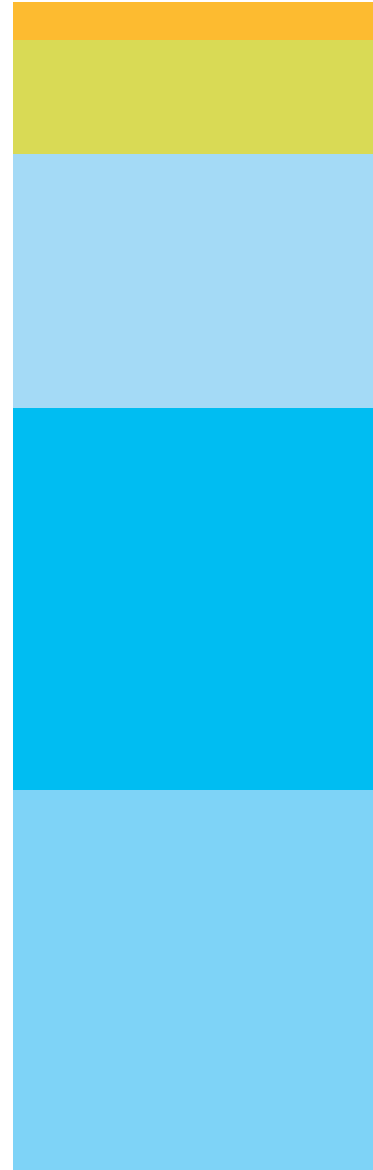


# Community Health Nurses of Canada (CHNC) Home Health Nursing Competencies Education

## Point of Care

Developed by: CHNC HHN Competencies Steering Committee

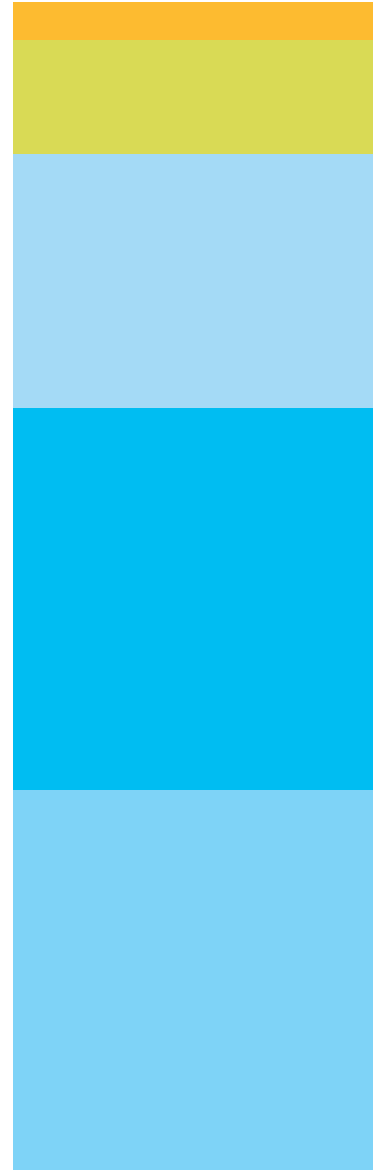
Date: November 2024



# Collaboration



- CHNC would like to express gratitude to SE Health, Nancy Lefebvre Chief Operating Officer, and the SE Research Team for their commitment to support the work of CHNC and the development of the updated Home Health Nursing Competencies.



# Who is CHNC ?

## CHNC Leaders for a Healthy Canada

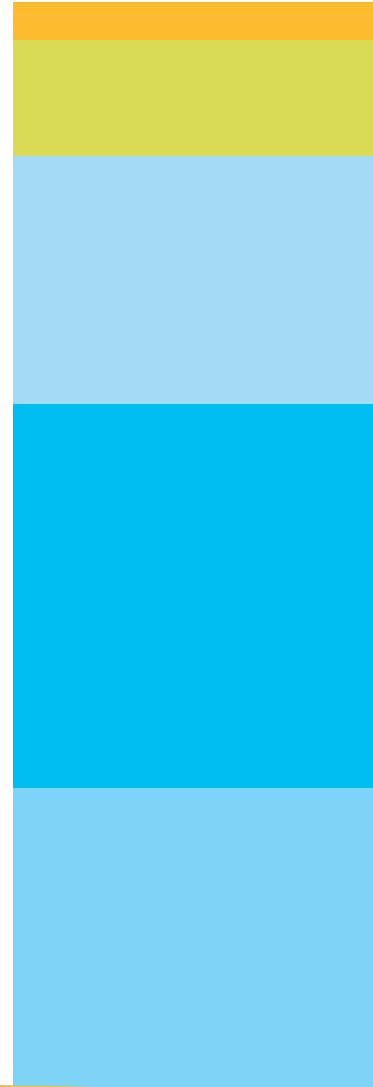


- An affiliate nursing network member of Canadian Nursing Association (CNA) that represents the wide variety of roles of community health nursing in Canada.
- Community Health Nurses of Canada
  - 300 members in Canada!
- 7 active Standing Committees
- Consider joining CHNC
  - Membership January – December
  - See CHNC Website
- Biannual National Conference
- CNA Certification in Community Health Nursing



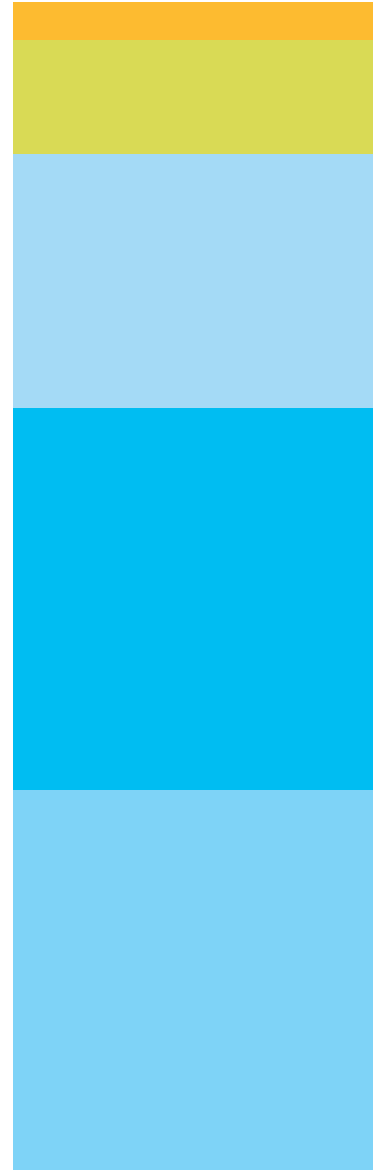
# Objectives

- ▶ To increase understanding of the CHNC Standards of Practice(2019) and Home Health Nursing Competencies HHNC (2024)
- ▶ To explore the relationship between competency and professional nursing practice
- ▶ To build awareness / understanding of the benefits of integrating the competencies:
  - ▶ individual and organizational levels
- ▶ To explore the Why? of HHNC
- ▶ To share stories



# Home Health Practice

- Home health nursing practice is varied and unique in each province and territory.
- Nurses are accountable to practice according to their provincial/ territory regulatory body scope of practice and organizational policies.
- Home health nursing practice is highly independent and autonomous.



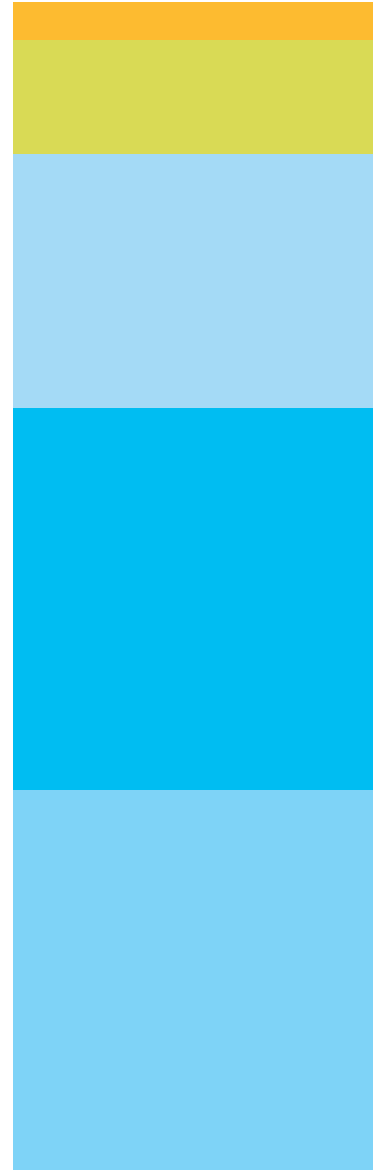
# Background

- CHNC developed Home Health Nursing Competencies(HHNC) in 2010 to engage and support home health nurses as members of the association.
- Home Health Nursing is growing, practice is expanding in Canada. CHNC Standards and Competencies Committee workplan to update 2010 competencies to reflect current state.
- A collaboration with SE Health and CHNC initiated the work to update the HHNC 2010, in 2023.

# Why Update Competencies ?

## **Competencies should reflect current home care practice**

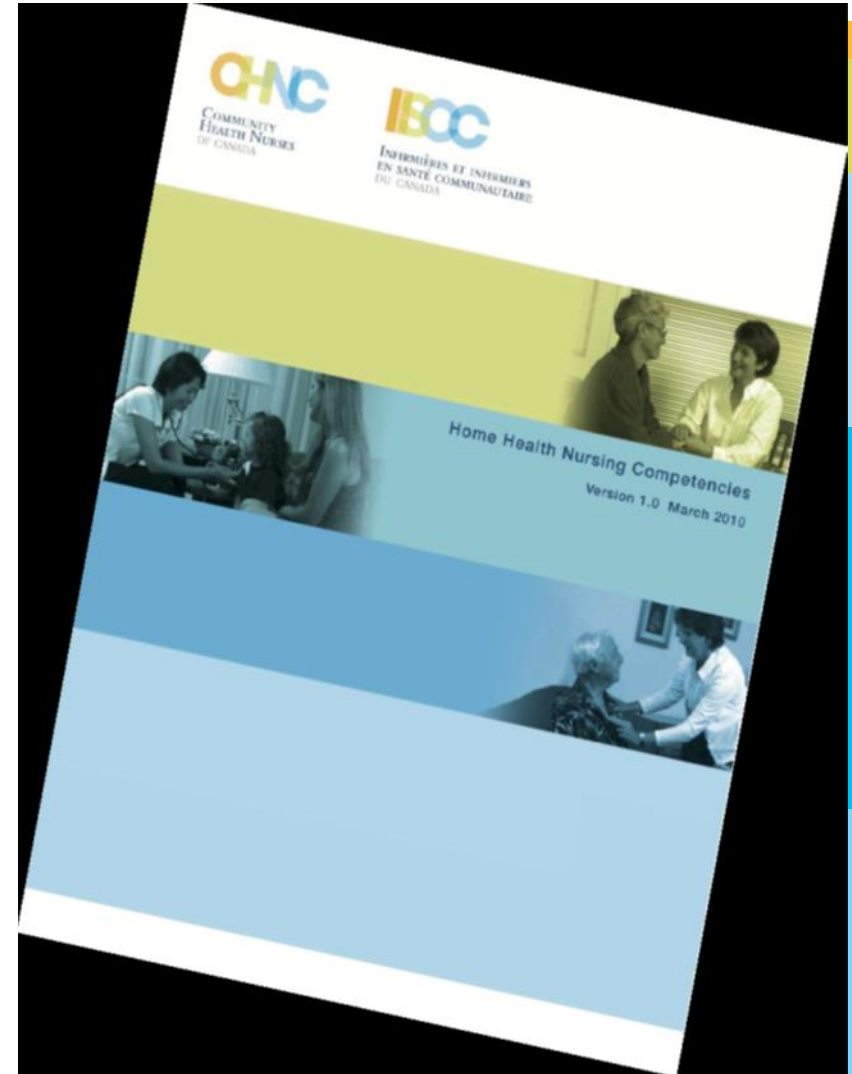
- Home care context changes since 2010
- COVID-19 pandemic and increased use of digital health
- Growth in transitional care and complexity of home care client needs
- Increased understanding of the influence of cultural factors on health



**“Home health nurses are committed to the provision of accessible, responsive and timely care which allows people to stay in their homes with safety and dignity.”**

As you review this presentation, please have a copy of the updated HHNC 2024 document

<https://www.chnc.ca/en/competencies>





# CHNC Standards of Practice (2019)



**THE PRACTICE MODEL:**

**STANDARDS OF PRACTICE**

Community Health Nurses of Canada **CHNC** **ISCC**

**1. Health promotion**

Community health nurses integrate health promotion into practice using the five **Ottawa charter** health promotion strategies:

- build healthy public policy
- create supportive environments
- strengthen community actions
- develop personal skills
- reorient health services

**ADVOCATE**

**2. Prevention and health protection**

Community health nurses use the **socio-ecological model** to integrate prevention and health protection activities into practice.

*think upstream...*

**3. Health maintenance**

Community health nurses integrate health maintenance, restoration and palliation into their practice to maintain maximum function, improve health, and support life transitions including acute, chronic, or terminal illness, and end of life.

**4. Professional relationships**

Community health nurses work with others to **establish, build and nurture** professional and therapeutic relationships. These relationships include optimizing participation, and self-determination of the client.

**self determination**

**5. Capacity building**

Community health nurses partner with the client to promote capacity.

The focus is to recognize barriers to health and to mobilize and build on existing strengths.

**6. Health Equity**

Community health nurses recognize the impacts of the determinants of health, and incorporate actions into their practice such as advocating for healthy public policy. The focus is to advance health equity at an **individual and societal level**.

**social justice**

**7. Evidence-informed practice**

Community health nurses use **best evidence** to guide nursing practice and support clients in making informed decisions.

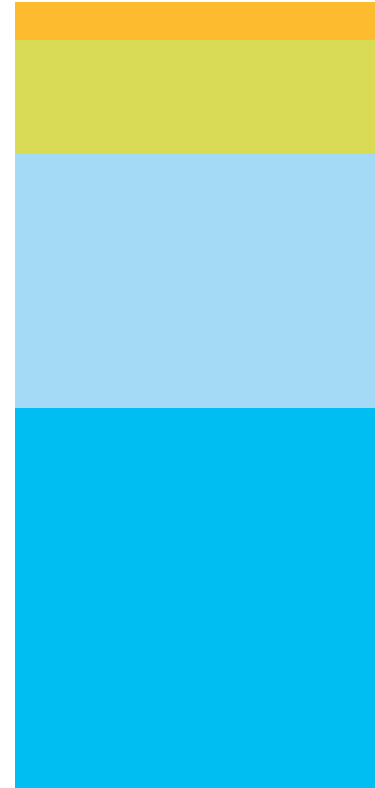
**8. Professional responsibility & accountability**

Community health nurses demonstrate professional responsibility and accountability as a fundamental component of their autonomous practice.

**ethics**

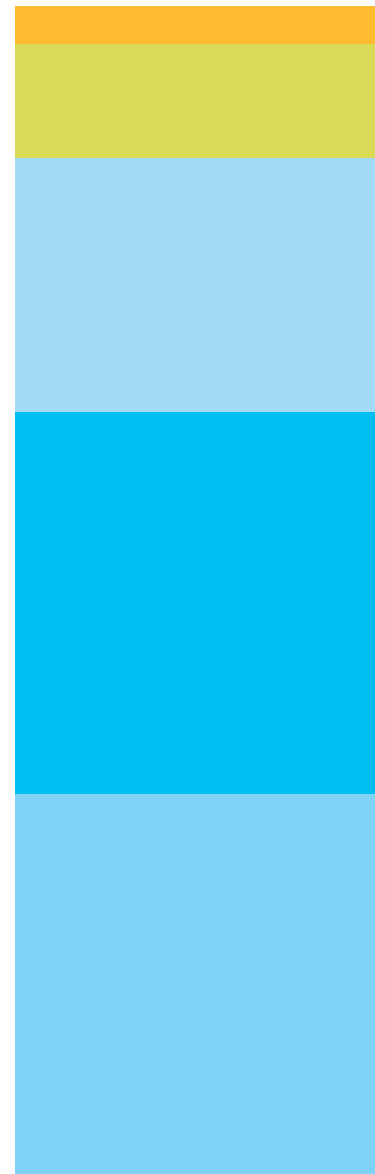
**References:**  
 Community Health Nurses of Canada. (2019). Canadian community health nursing professional practice model & standards of practice.  
 Illustrating equity in equity. Interaction Institute for Social Change. (2021). November 24. Retrieved June 26, 2022. Visit <https://www.interactioninstitute.org/illustrating-equity-in-equity/>

1. Health Promotion
2. Prevention and Health Protection
3. Health Maintenance, Restoration and Palliation
4. Professional Relationships
5. Capacity Building
6. Health Equity
7. Evidence Informed Practice
8. Professional Responsibility and Accountability



## Were we landed ....

- **79 competencies** mapped to the 8 CHNC Standards of Practice and 7 Cross Cutting themes
- Cross-Cutting Competencies Cross-cutting competencies include statements which reflect knowledge, skills, attitudes, values, and judgements of nurses that are fundamental to the delivery of home health nursing care and should be applied across all Standards Practice.



# Standards and Competencies

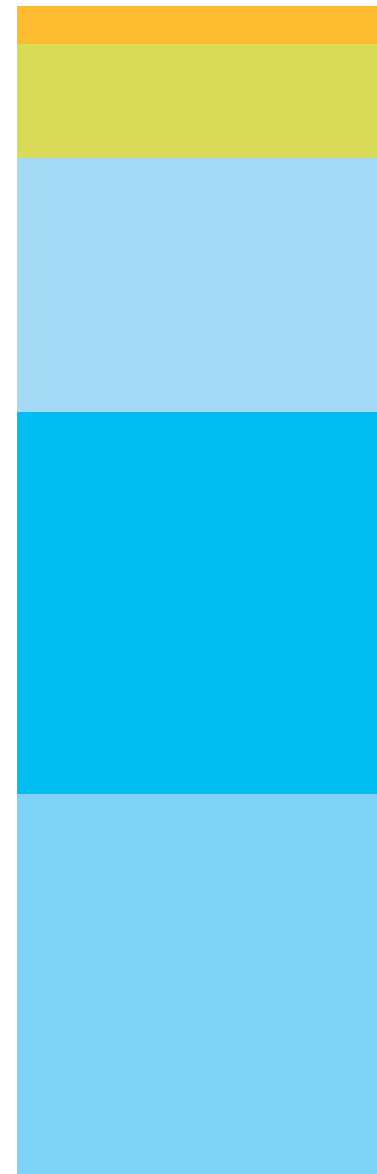


## Standards:

Standards define the **scope and depth of practice** by establishing criteria for acceptable nursing practice. (Adapted from CNA and CHNC Standards of Practice)

## Competencies:

Competencies define the integrated knowledge, skills, and attributes of the practitioner required **to achieve the standards** and inform the roles and activities of individual practitioners and organizations.



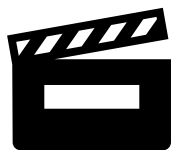
# Benefits of HHNC to Individual Nursing Practice

## Benefits ...

- Helps to link a nurse's role to the mission of the organization
- Supports nurses to plan and manage their career paths
- Provides a tool to guide practice change and continuing education planning.
- Allows both managers and employees to identify gaps in professional development learning needs.
- Identifies staff development and education needs

# Reflection

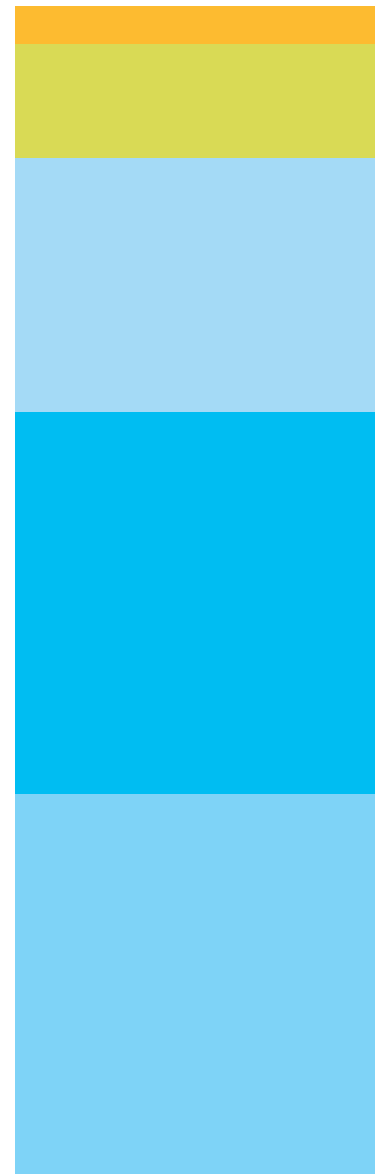
As you review each CHNC Standard and the updated HHNC 2024, reflect on the following:



How do I demonstrate these competencies in my home care nursing practice ?



Do I identify areas of practice I need to do more learning, reflection ?



# Infographic

- <https://www.chnc.ca/en/competencies>



**November 2024**

## Canadian Home Health Nursing Competencies

A collaboration between the Community Health Nurses of Canada and SE Health



**79** EVIDENCE-BASED COMPETENCY STATEMENTS

### What are they?

- A set of practical action-oriented statements that encompass the essential knowledge, skills, attitudes, and qualities a home health nurse needs to deliver safe and ethical care.
- Intended for nurses who have a minimum of **two years experience** in home health nursing

Aligned with the 2019 Canadian Community Health Nursing Standards of Practice

Health Promotion      Prevention & Health Protection

Professional Responsibility      Health Maintenance

*cutting Competencies*

# Practice Support Tools

- The HHNC 2024 package has a set of tools to help educators and teams interpret and work through a self – assessment of the competencies.

## **Interpretation Tool**

## **Self -Assessment Tool**

- Teams are encouraged to use the interpretation and self-assessment tools as part of individual or team professional development evaluations.

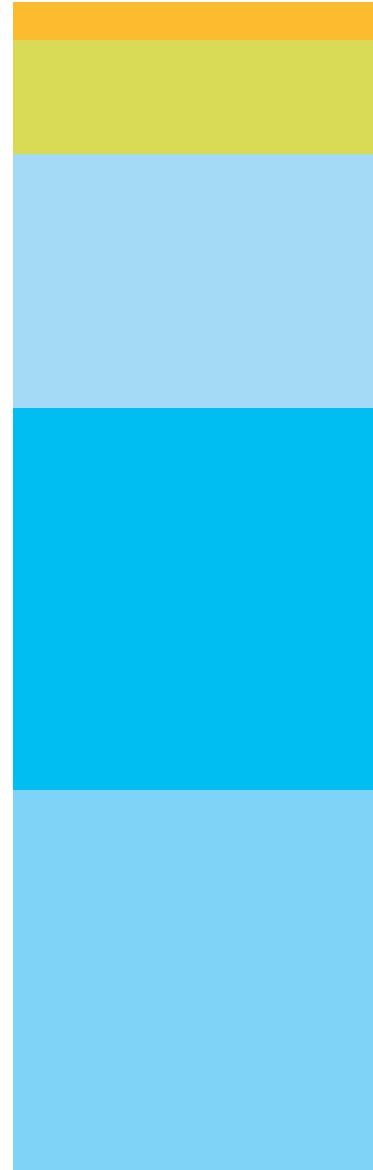
<https://www.chnc.ca/en/competencies>

# Cross Cutting Competencies

## The 7 cross cutting competencies

### The home health nurse...

- Applies critical thinking skills and creative problem-solving analysis when making clinical decisions.
- Provides age-appropriate and developmentally appropriate care, which includes cultural safety and cultural humility approaches in all interventions.
- Understands and acknowledges the principles of trauma-informed care and promotes the integration of these principles into professional practice. •



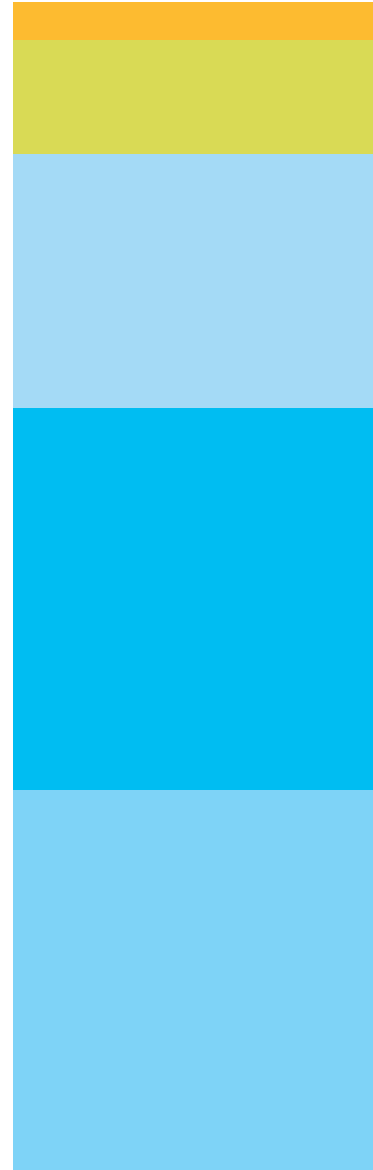


# Cross Cutting Competencies

- Leverages multi-disciplinary communication skills (e.g., negotiation, conflict management etc.) to support the co-creation of a common agenda to ensure the effective coordination of care, building consensus and/or resolving conflicts in the context of client care.
- Identifies and uses a variety of strategies to overcome language and other communication barriers (e.g., psychosocial, cognitive, literacy, health literacy, financial, cultural) to facilitate client self-determination, shared decision-making, and engagement in care, sharing successful strategies with the interdisciplinary team.

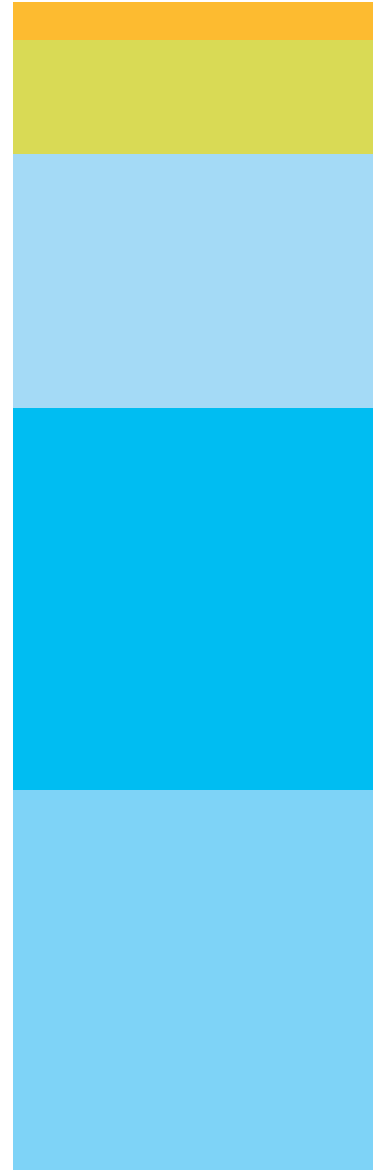
# Cross Cutting Competencies

- Documents and conveys information to clients, caregivers, the interprofessional team, and the client's social support network in communication formats that promote accuracy and accommodate client privacy and confidentiality within legal and regulatory parameters.
- Uses technology (e.g., virtual platforms, electronic health records, etc.) to measure, record, and retrieve client data; access available resources, implement the nursing process; and enhance home health nursing practice while adhering to privacy laws/legislation and maintaining client confidentiality.



# Standard 1: Health Promotion

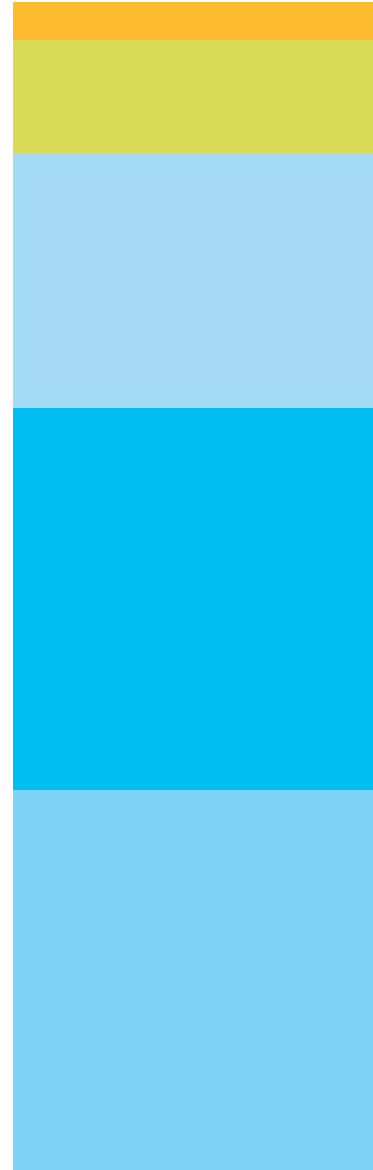
- Health promotion is “the process of enabling people to increase control over, and to improve their health.”  
***Home health nurses integrate health promotion into their practice using the five Ottawa Charter health promotion strategies*** (build healthy public policy, create supportive environments, strengthen community actions, develop personal skills, and reorient health services).



# Standard 1: Competencies

## 8 competencies

- Read the competencies
- Reflect on the competencies
- Share a story of how you demonstrate these competencies



# Standard 2: Prevention and Health Protection

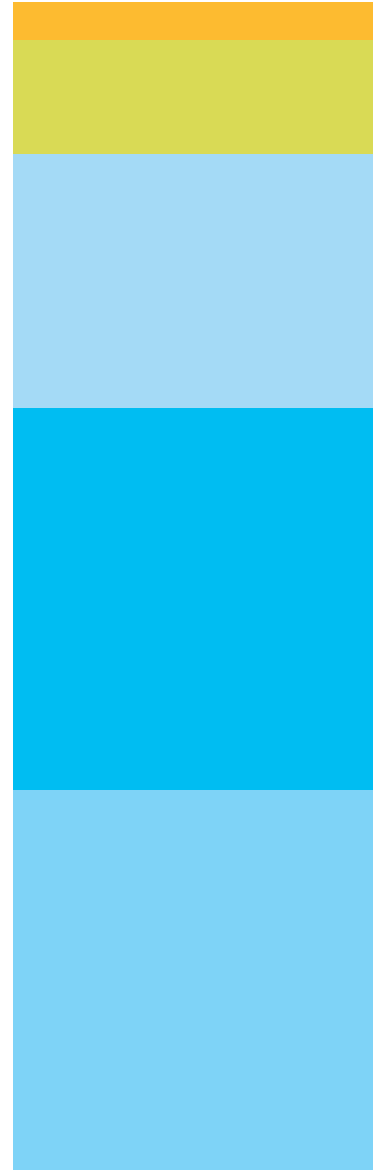


- Home health nurses use **the socio-ecological model** to understand the relationships between clients, their social circumstances, and their environment in order to integrate prevention and health protection activities into practice. These actions are implemented in accordance with government legislation and nursing standards to minimize the occurrence of disease or injuries and their consequences.

# Standard 2: Competencies

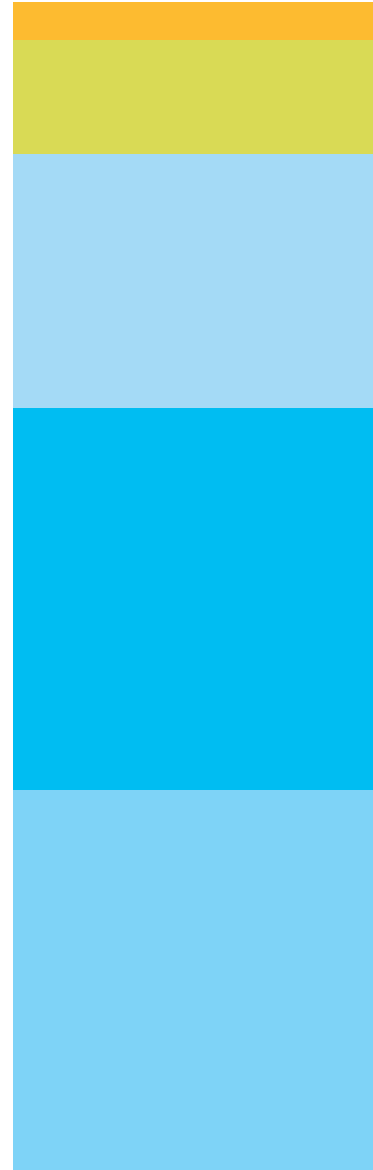
## 4 Competencies

- Read the competencies
- Reflect on the competencies
- Share a story of how you demonstrate these competencies



# Standard 3: Health Maintenance Restoration and Palliation

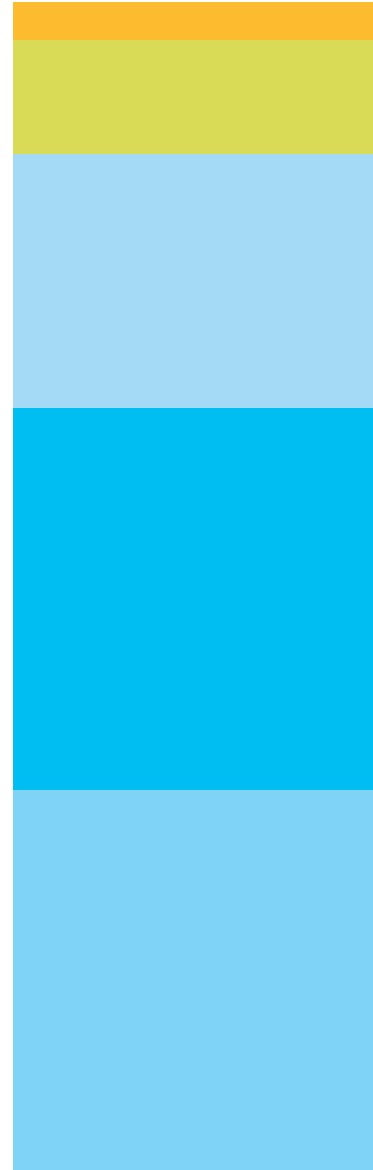
- Home health nurses integrate health maintenance, restoration, and palliation into their practice to support clients to optimize their function, improve their health, and support life transitions including acute, chronic, or terminal illness, and end-of-life.



# Standard 3: Competencies

## 9 Competencies

- Read the competencies
- Reflect on the competencies
- Share a story of how you demonstrate these competencies





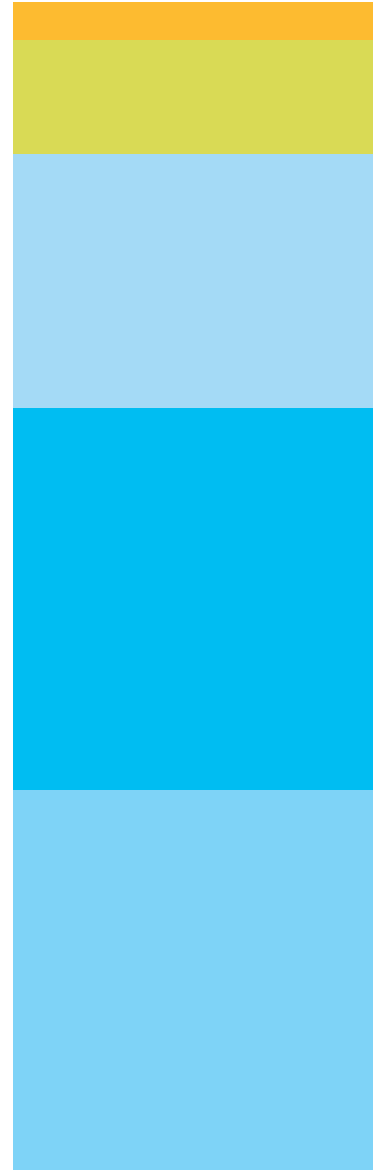
# Standard 4: Professional Relationships

- Home health nurses work with others to establish, build and nurture professional and therapeutic relationships. These relationships include optimizing participation and self-determination of the client.

# Standard 4: Competencies

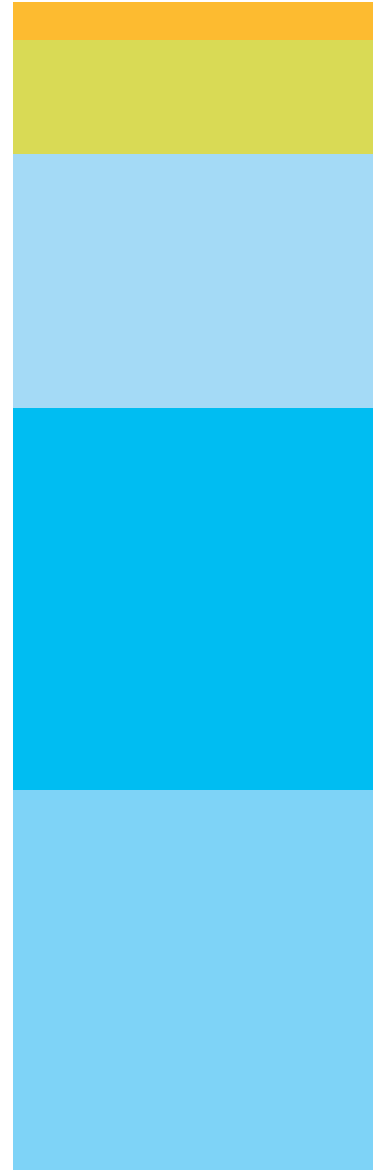
## 13 Competencies

- Read the competencies
- Reflect on the competencies
- Share a story of how you demonstrate these competencies



# Standard 5: Capacity Building

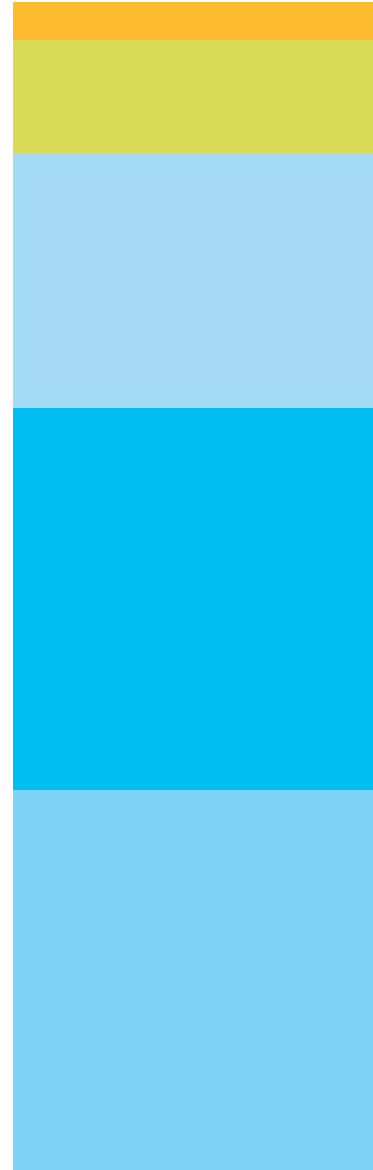
Home health nurses' **partner with the client** and their social support network to promote capacity. The focus is to recognize barriers to health and to **mobilize** and build on existing **strengths**.



# Standard 5: Competencies

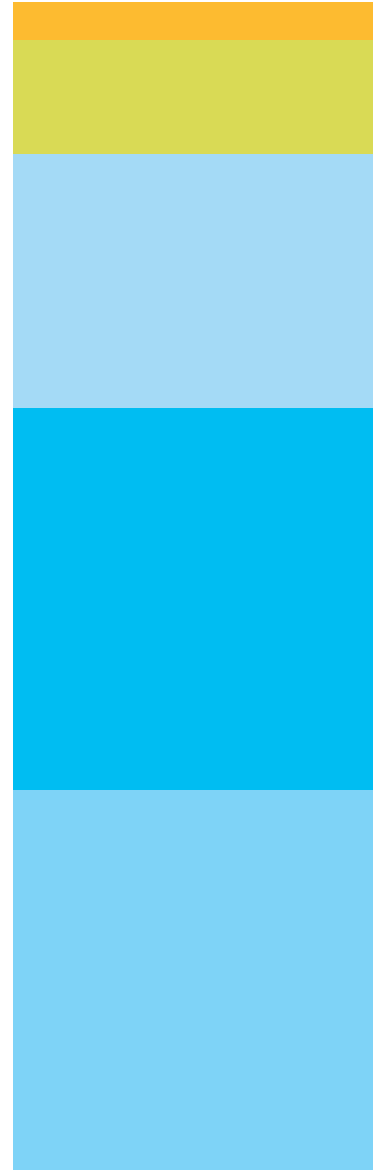
## 6 Competencies

- Read the competencies
- Reflect on the competencies
- Share a story of how you demonstrate these competencies



# Standard 6: Health Equity

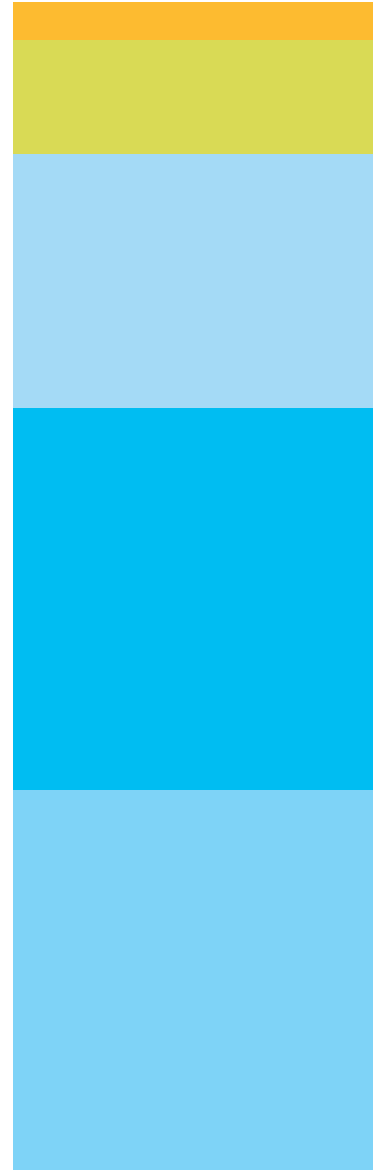
Home health nurses recognize the impacts of the **determinants of health** and incorporate actions into their practice to address these determinants. The focus is to **advance health equity** at an individual and societal level.



# Standard 6: Competencies

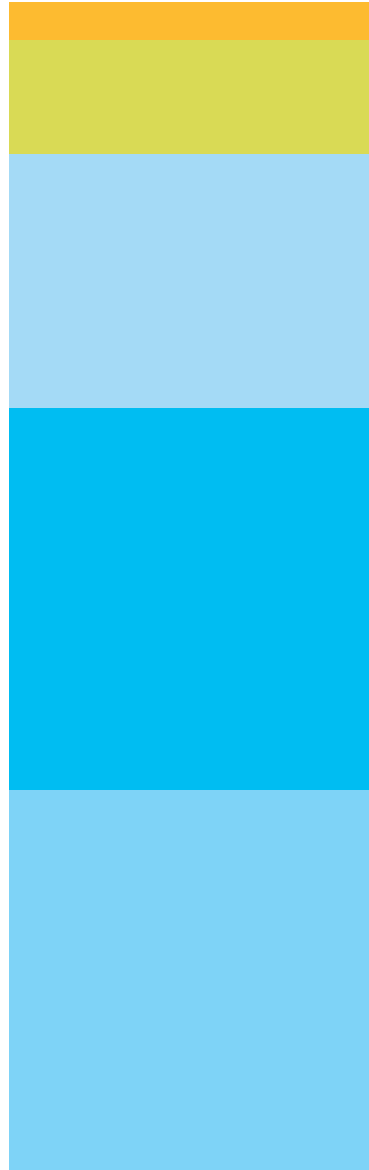
## 10 Competencies

- Read the competencies
- Reflect on the competencies
- Share a story of how you demonstrate these competencies



# Standard 7: Evidence Informed Practice

Home health nurses use best evidence to guide nursing practice and support clients in making informed decisions.



# Standard 7: Competencies

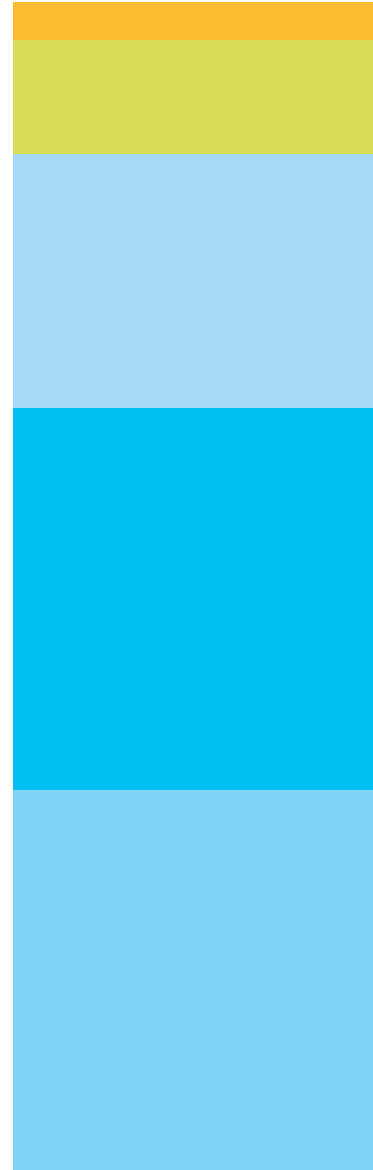
## 4 Competencies

- Read the competencies
- Reflect on the competencies
- Share a story of how you demonstrate these competencies



# Standard 8: Professional Responsibility and Accountability

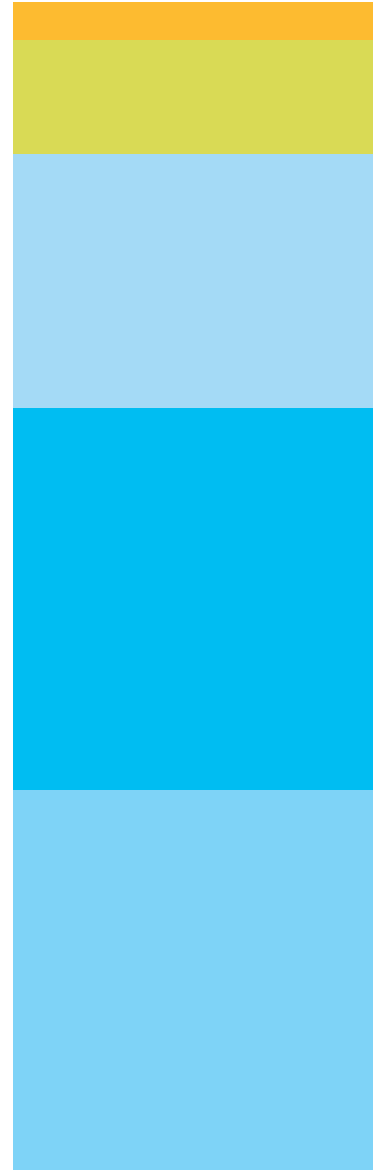
Home health nurses demonstrate professional responsibility and accountability as a fundamental component of their autonomous practice.



# Standard 8: Competencies

## 16 Competencies

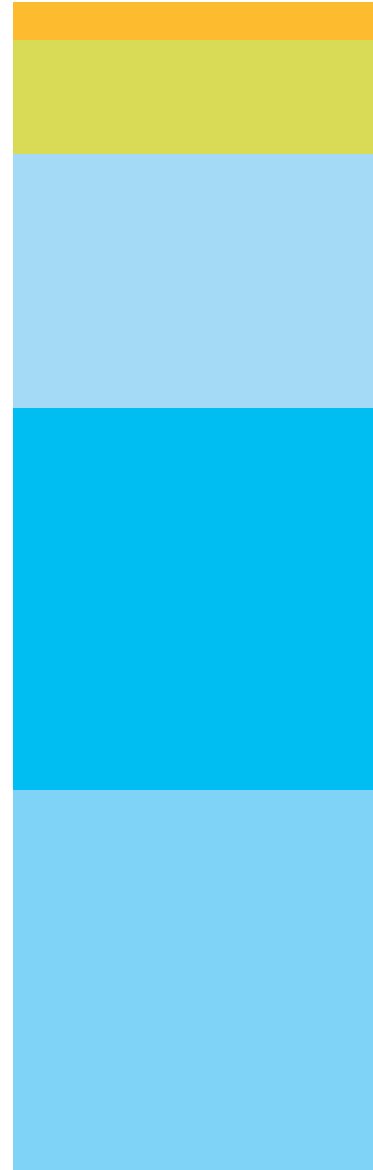
- Read the competencies
- Reflect on the competencies
- Share a story of how you demonstrate these competencies



# Demonstrating the Competencies

Nursing teams are encouraged to support the implementation and evaluation of the updated HHNC(2024)

How will you and your team work together to keep a focus on the HHNC (2024) in your workplace ?



# Find out more about CHNC



- [CHNC Website](#)
- CHNC HHNC( 2024)  
<https://www.chnc.ca/en/competencies>
- [Join CHNC](#)
- Follow us!! [Twitter](#) | [Facebook](#) | [Instagram](#) | [LinkedIn](#)

# Questions & Comments

To provide feedback or ask questions please contact

***CHNC Standards and  
Competencies Committee***

**c/o**

**[info@chnc.ca](mailto:info@chnc.ca)**

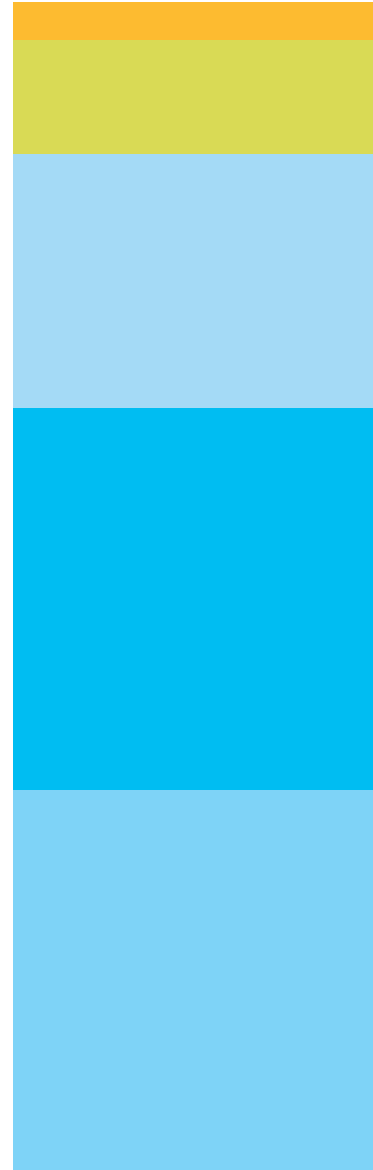
# Appendix D: Leadership Presentation Slide Deck

# Community Health Nurses of Canada (CHNC) Home Health Nursing Competencies Education

## Leadership Focus

Developed by: CHNC HHN Competencies Steering Committee

Date: November 2024



# Who is CHNC ?

## CHNC Leaders for a Healthy Canada



- An affiliate nursing network member of Canadian Nursing Association (CNA) that represents the wide variety of roles of community health nursing in Canada.
- Community Health Nurses of Canada
  - 300 members in Canada!
- 7 active Standing Committees
- Consider joining CHNC
  - Membership January – December
  - See CHNC Website
- Biannual National Conference
- CNA Certification in Community Health Nursing

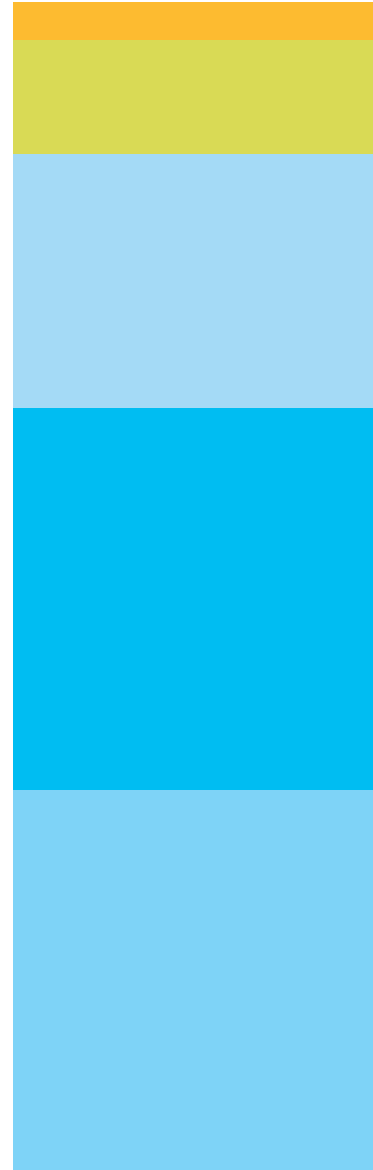




# Collaboration

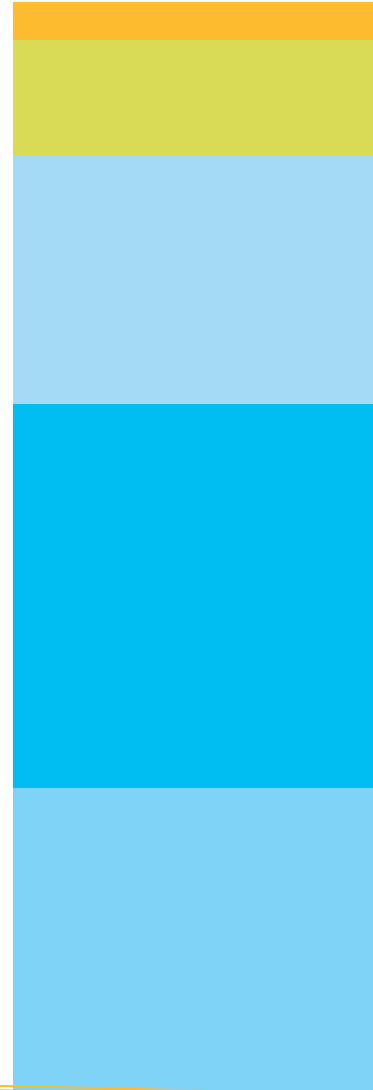


- CHNC would like to express gratitude to SE Health, Nancy Lefebvre Chief Operating Officer, and the SE Research Team for their commitment to support the work of CHNC and the development of the updated Home Health Nursing Competencies.



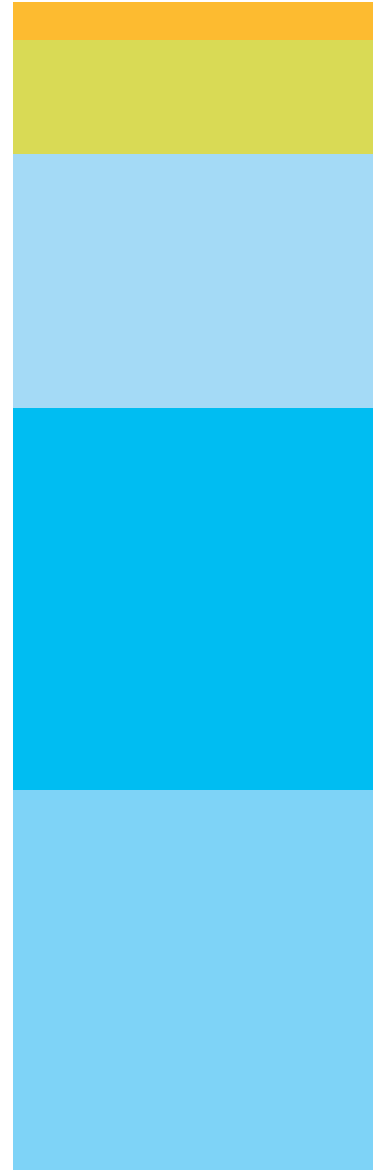
# Objectives

- ▶ To increase understanding of the CHNC Standards of Practice(2019) and Home Health Nursing Competencies HHNC (2024)
- ▶ To explore the Why? of HHNC (2024)
- ▶ To build awareness / understanding of the benefits of integrating the competencies:
  - ▶ individual and organizational levels
- ▶ To provide information on implementation of the HHNC 2024



# Home Health Practice

- Home health nursing practice is varied and unique in each province and territory.
- Nurses are accountable to practice according to their provincial/ territory regulatory body scope of practice and organizational policies.
- Home health nursing practice is highly independent and autonomous.



**“Home health nurses are committed to the provision of accessible, responsive and timely care which allows people to stay in their homes with safety and dignity.”**

As you review this presentation, please have a copy of the updated HHNC 2024 document

<https://www.chnc.ca/en/competencies>



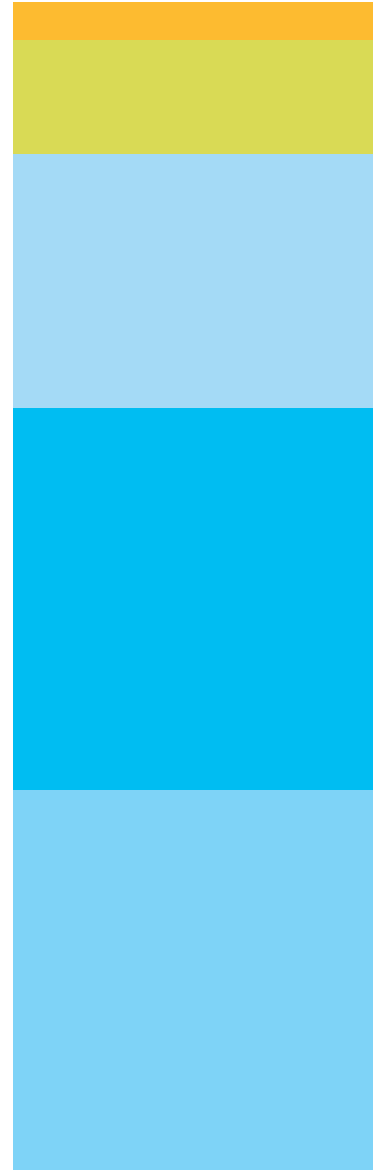
# Background

- CHNC developed Home Health Nursing Competencies(HHNC) in 2010 to engage and support home health nurses as members of the association.
- CHNC Standards and Competencies Committee has promoted the use and integration of the HHNC 2010.
- Home Health Nursing is growing, practice is expanding in Canada.
- A collaboration with SE Health and CHNC initiated the work to update the HHNC 2010, in 2023.

# Why Update Competencies?

## **Competencies should reflect current home care practice**

- Home care context changes since 2010
- COVID-19 pandemic and increased use of digital health
- Growth in transitional care and complexity of home care client needs
- Increased understanding of the influence of cultural factors on health



# CHNC Standards of Practice (2019)



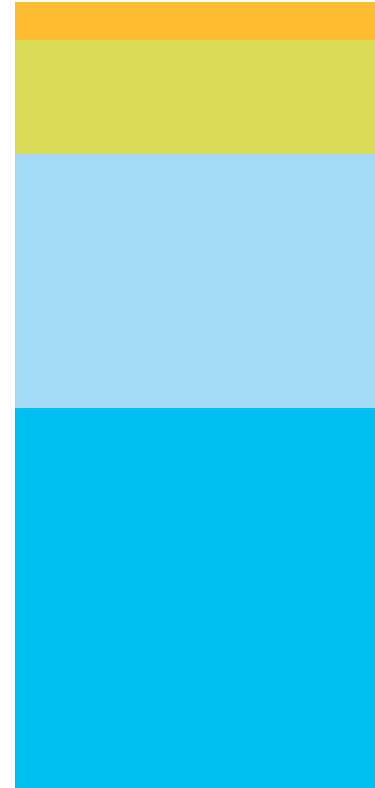
**THE PRACTICE MODEL:**

**STANDARDS OF PRACTICE**  
Community Health Nurses of Canada **CHNC** **ISCC**  
FEDERATION OF NURSES IN ONTARIO  
UNION DES INFERMIÈRES ET INFERMIERS EN ONTARIO

- 1. Health promotion**  
Community health nurses integrate health promotion into practice using the five **Ottawa charter** health promotion strategies:
  - build healthy public policy
  - create supportive environments
  - strengthen community actions
  - develop personal skills
  - reorient health services
- 2. Prevention and health protection**  
Community health nurses use the **socio-ecological model** to integrate prevention and health protection activities into practice.  
*think upstream...*
- 3. Health maintenance**  
Community health nurses integrate health maintenance, restoration and palliation into their practice to maintain maximum function, improve health, and support life transitions including acute, chronic, or terminal illness, and end of life.
- 4. Professional relationships**  
Community health nurses work with others to **establish, build and nurture** professional and therapeutic relationships. These relationships include optimizing participation, and self-determination of the client.  
*self determination*
- 5. Capacity building**  
Community health nurses partner with the client to promote capacity.  
The focus is to recognize barriers to health and to mobilize and build on existing strengths.  
*asset-based approach, cultural humility, facilitate, nurse-as-partner, social determinants of health, community-as-experts, knowledge translation*
- 6. Health Equity**  
Community health nurses recognize the impacts of the determinants of health, and incorporate actions into their practice such as advocating for healthy public policy. The focus is to advance health equity at an **individual and societal level**.  
*social justice*
- 7. Evidence-informed practice**  
Community health nurses use **best evidence** to guide nursing practice and support clients in making informed decisions.  
*Public Health Expertise*
- 8. Professional responsibility & accountability**  
Community health nurses demonstrate professional responsibility and accountability as a fundamental component of their autonomous practice.  
*ethics*

**References:**  
Community Health Nurses of Canada. (2019). Canadian community health nursing professional practice model & standards of practice.  
Illustrating equity in equity. Interaction Institute for Social Change. (2021). November 24th. Retrieved June 26, 2022. Visit <https://www.interactioninstitute.org/illustrating-equity-in-equity/>

1. Health Promotion
2. Prevention and Health Protection
3. Health Maintenance, Restoration and Palliation
4. Professional Relationships
5. Capacity Building
6. Health Equity
7. Evidence Informed Practice
8. Professional Responsibility and Accountability



# Standards and Competencies

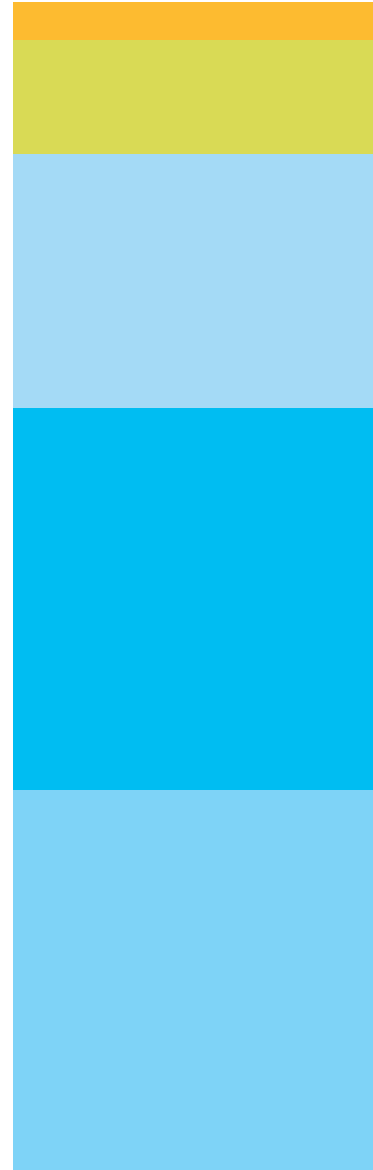


## Standards:

Standards define the **scope and depth of practice** by establishing criteria for acceptable nursing practice. (Adapted from CNA and CHNC Standards of Practice)

## Competencies:

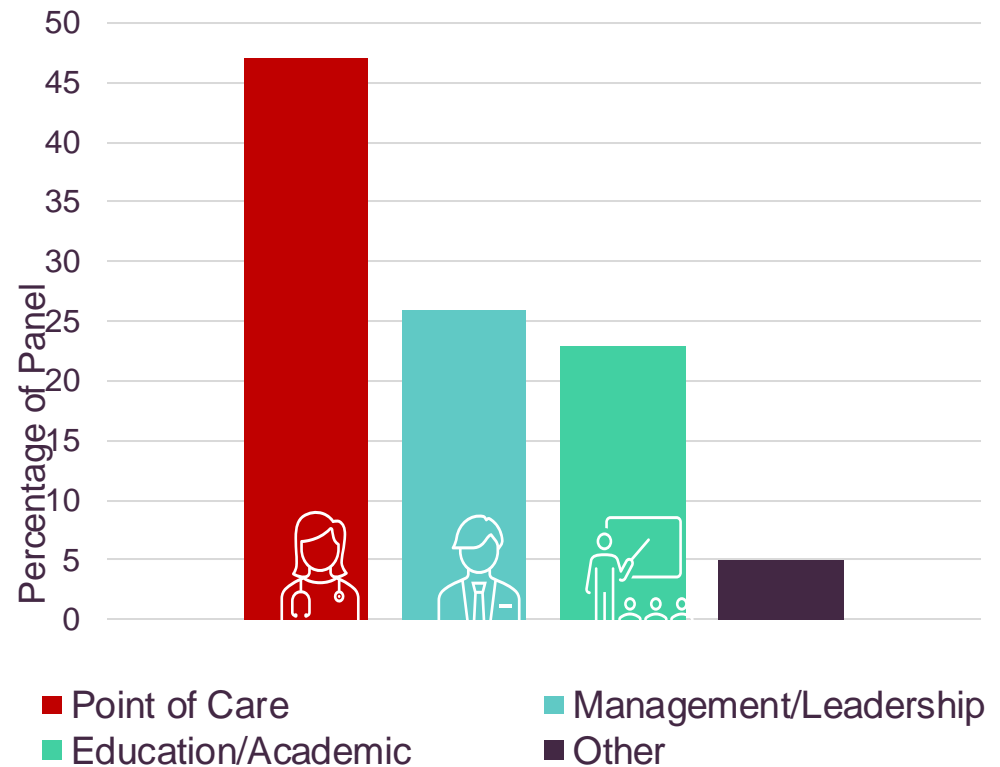
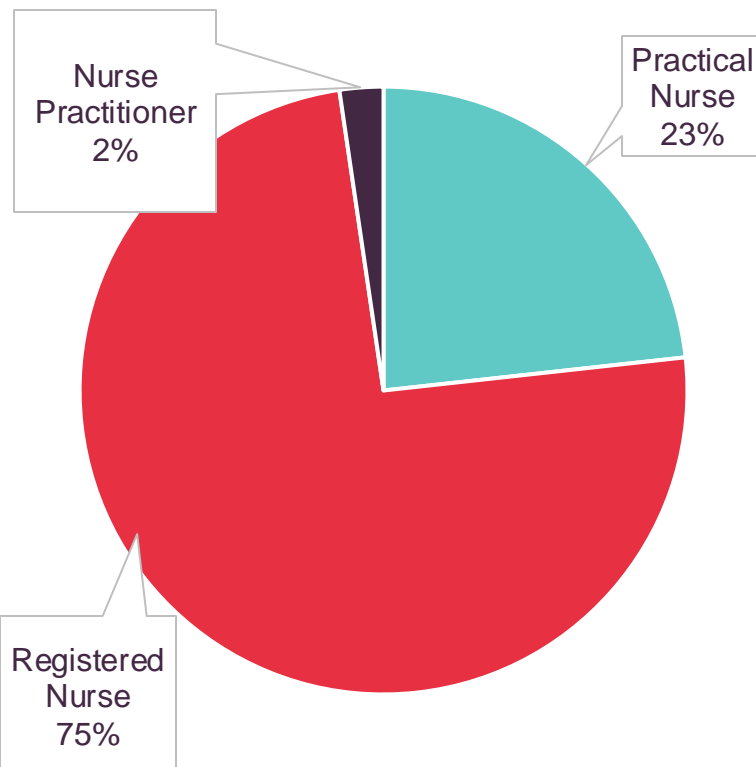
Competencies define the integrated knowledge, skills, and attributes of the practitioner required **to achieve the standards** and inform the roles and activities of individual practitioners and organizations.





# Who provided feedback to develop the final competencies?

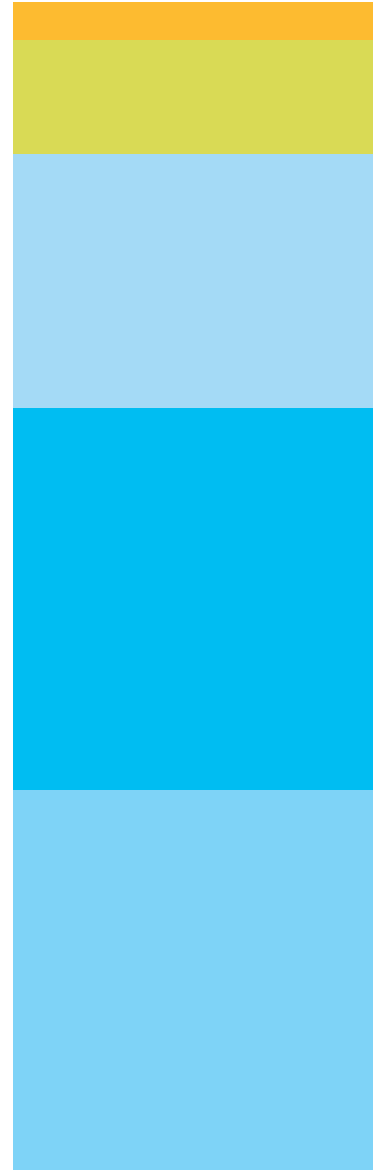
**43 nurses from 10 provinces and territories took part**



Were we landed ....

**79 competencies** mapped to the 8  
**CHNC Standards of Practice** and 7  
**cross cutting themes**

<https://www.chnc.ca/en/competencies>



# How were the competencies revised ?



- CHNC collaborated with SE Health and the SE Health Research Team
- Project Steering Committee provided direction and support
- Project Advisory Working Group with representation from provinces territories and home health organizations
- Home Health Nurse targeted engagement in e delhpi surveys ( 3 surveys and 1 survey with interprofessional team )
- CHNC Preconference Workshop April 2024

# Pre-Conference 2024 Consultation



## **41 participants provided feedback**

- Validate the draft competencies
- Provide feedback on dissemination and feedback to CHNC
- Participants represented frontline, practice consultants and home care leadership from across the country.

# Benefits of HHNC to Individual Nursing Practice

## Benefits ...

- Helps to link a nurse's role to the mission of the organization
- Supports nurses to plan and manage their career paths
- Provides a tool to guide practice change and continuing education planning.
- Allows both managers and employees to identify gaps in professional development learning needs.
- Identifies staff development and education needs

# Benefits to the Organization

## Benefits ...

- Can be used to identify the appropriate number and mix of practitioners in each setting/program.
- Support the development and implementation of frameworks for evaluation and quality assurance
- Provide rationale for securing funds to support workforce development
- Improve organizational performance

# Dissemination Tools

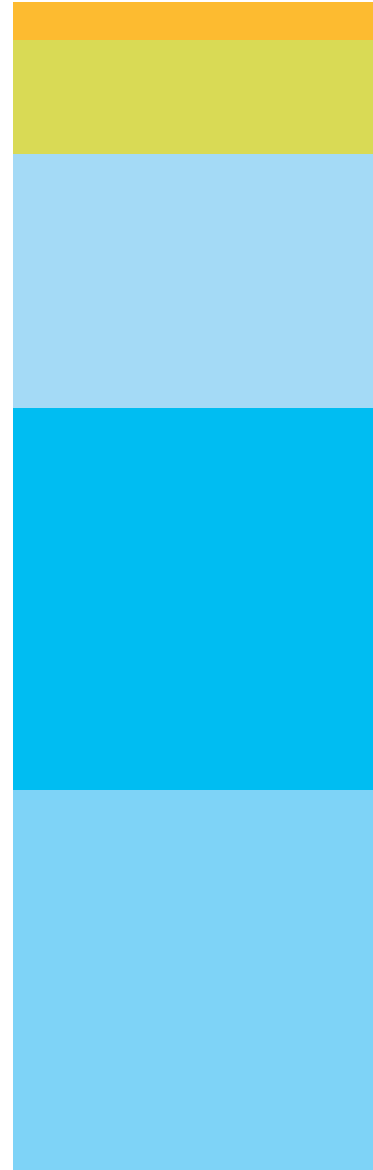
- Infographic
- Interpretation Tool
- Self- Assessment Tool
- Communication Plan with Key Messages
- Education PowerPoints for Point of Care
- CHNC Standards and Competencies  
Committee will be working with HHN to  
develop an implementation toolkit (Winter  
2025)

**The tools are available on the CHNC Website**

<https://www.chnc.ca/en/competencies>

# Feedback Mechanisms

- CHNC Standards and Competencies Committee wants to support sharing of implementation.
- Organizations and teams are encouraged to share with CHNC implementation success and challenges.
- CHNC is exploring offering a Home Health Community of Practice space

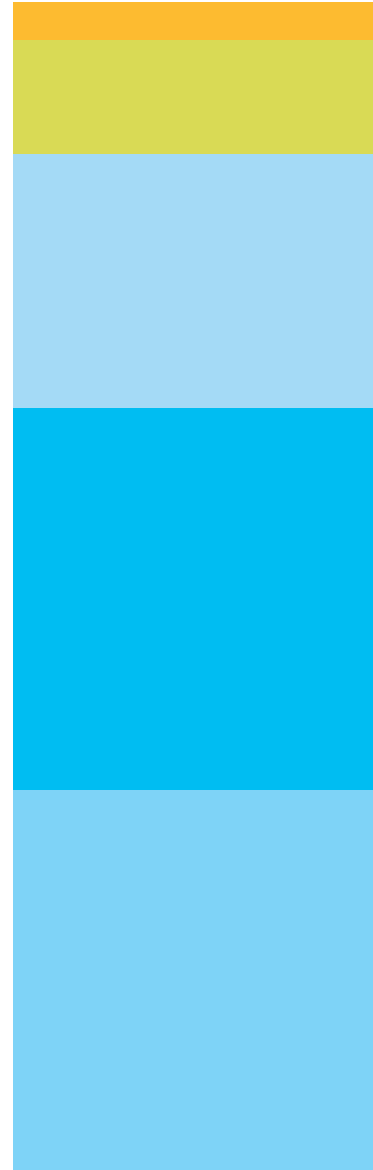




# Demonstrating the Competencies

Nursing teams are encouraged to support the implementation and evaluation of the updated HHNC(2024)

How will you and your team work together to keep a focus on the HHNC(2024) in your workplace ?



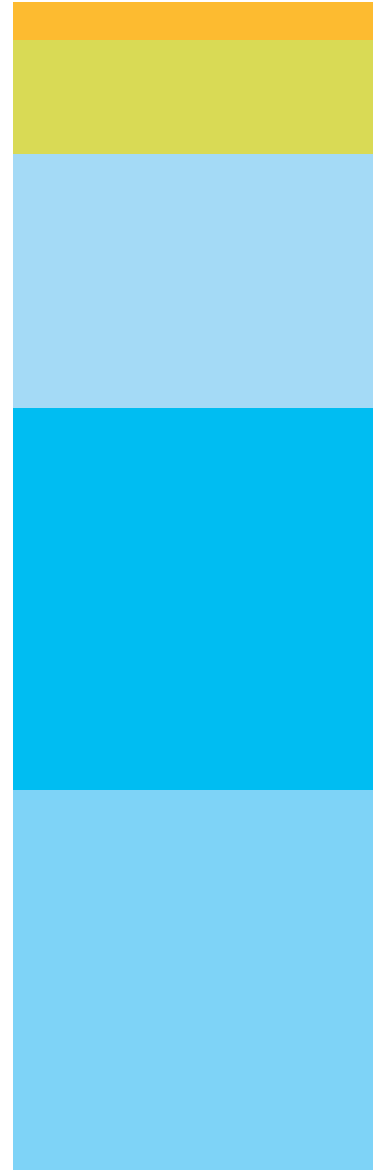
# Sharing the Stories

- CHNC is committed to support organizations in sharing this work.
- Please share your stories and teams use of the HHNC ( 2024 )
- There will be a document to connect with CHNC Standards and Competencies Committee on the CHNC Website.

# Next Steps by CHNC



- Implementation Toolkit
- CHNC Standards and Competencies Committee will be working with Home Health nurses to develop an implementation toolkit.
- CHNC will be promoting the use of the updated competencies and encouraging teams to share stories
- Biannual CHNC Conference will have space dedicated to touching base with home health providers



# Information Sessions



- CHNC Standards and Competencies Committee is open to providing service provider individual information sessions.
- Contact CHNC Standards and Competencies Committee c/o [info@chnc.ca](mailto:info@chnc.ca)

# Find out more about CHNC



- [CHNC Website](#)
- [Join CHNC](#)
- Follow us!! [Twitter](#) | [Facebook](#) | [Instagram](#) | [LinkedIn](#)

# Questions & Comments

To provide feedback or ask questions please contact

***CHNC Standards and  
Competencies Committee***

**c/o**

**[info@chnc.ca](mailto:info@chnc.ca)**

# Appendix E: Communication Calendar & Key Messages

## Calendar & Message Suggestions

In September and October 2024, CHNC sent the below messages on our social media accounts.

	DATE	TIME	MESSAGE	LINK	CHARACTER COUNT
<b>September 2024</b>					
CHNC	9th		We have exciting news! The Home Health Nursing Competencies are finalized. It has been a long time with many voices contributing to the new competencies. We will be sharing more over the coming months, so stay tuned!		218
	23rd		The Home Health Nursing Competencies are coming soon! We are fine tuning the set of resources to help you with implementation. A toolkit and webinars are planned for release this November!		192
<b>October 2024</b>					
CHNC	8th		With only a few weeks left before the Home Health Nursing Competencies webinars and toolkit are available, now is a great time to start planning how implementation will look for your organization. Start considering the resources and people that would be instrumental in your project plan.		289
	17th		Have you got your calendar handy? Start drafting a timeline for 2025 for implementation. What initiatives are already in progress? Which ones would align well with refreshed competency training? How would the leadership team be kept informed? Taking some time to outline the steps before November will give you a head-start.		327
	28th		Review your plan! We are counting down the days to the CHNC release of the Home Health Nursing Competencies. Time to double check you have a solid framework for implementation in place.		194



Starting in November 2024, organizations can use or modify the below messages to share with your nurses and your social media accounts.

November 2024					
CHNC	6th		The competencies will be released this month! Webinar dates can be found on the CHNC website. Register today and learn more!		121
	14th		Today's the day! We are very pleased to give you the refreshed Home Health Nursing Competencies.		3
	25th	Sequel Date	In case you missed it, we just released the Home Health Nursing Competencies. We have a whole set of resources to help you with dissemination at your organization.		184
December 2024					
Toolkit	10th		Exciting news prior to the holidays! We have become familiar with the new Home Health Nursing Competencies from CHNC. Look forward to hearing more about how we plan to use these in the New Year. Happy holidays everyone!		221
January 2025					
Toolkit		Week 1 - msg 1	Standard 1: Health Promotion - Home health nurses integrate health promotion into their practice using assessment, teaching, and communication skills to promote self-managed care among clients, while acknowledging historical, sociopolitical and culture contexts.		262
		Week 1 - msg 2	Health Promotion fits into the work of frontline nurses in the community. Through the use of determinants of health and cultural contexts, nurses help clients co-create a vision of health that suits them best.		209
		Week 2 - msg 1	We have been working hard to assess our organizational strengths to incorporate the new standards. We are meeting Health Promotion by {insert current or future initiatives}		172
Custom Team Photo		Week 2 - msg 2	Spotlight: We are proud of the work {name of team} is doing in {name of region} to integrate health promotion into their practice.		Use the Word Count feature

					in MS Word found in editing & review tabs
		Week 3 - msg 1	Standard 2: Prevention and Health Protection - Home health nurses conceptualize health broadly considering the interaction between clients, their social circumstances, and their environment, and applying harm reduction principles when collaborating with clients, caregivers and other professionals to adopt appropriate prevention and health protection practices		360
		Week 3 - msg 2	Did you know? Home health nurses focus on prevention and health promotion by providing information on risks and informing patients and families of choices while collaborating to find alternative ways of providing services. Tell us how we do that really well!	[ensure there is a way to provide a comment back)	260
<b>Custom</b>		Week 4 - msg 1	Our organization is <b>{pick one - working towards/implementing a change to /already succeeding in}</b> ensuring our nurses are comfortable with incorporating prevention and health protection by <b>{name the policy, procedure, practice, approach etc}</b>		Use the Word Count feature in MS Word found in editing & review tabs
<b>Custom Team Photo</b>		Week 4 - msg 2	Kudos!: Well done <b>[team]</b> in <b>{area or region or department}</b> for how you consider health protection when you practice <b>[name it specifically here]</b>		Use the Word Count feature in MS Word found

					in editing & review tabs
--	--	--	--	--	--------------------------

February 2025					
Toolkit		Week 1 - msg 1	Standard 3: Health Maintenance, Restoration and Palliation - Home health nurses assess and evaluate clients' needs and environments to support clients to optimize their function, improve their health, enhance their quality of life, and navigate life and care transitions including acute, chronic, or terminal illness, and end-of-life.		333
		Week 1 - msg 2	Palliative care at home is a common practice area for Home Health nurses who meet the standard by conducting comprehensive assessments with an interdisciplinary team to meet a wholistic range of needs of patients and social supports.		233
<b>Custom</b>		Week 2 -msg 1	As a dedicated leadership team, we are committed to staying current with our use of standardized assessments in palliative care. We will be looking <b>(pick one: at incorporating/refreshing knowledge/making it easier to use) {name tool}</b> in our work with palliative and end-of-life clients		Use the Word Count feature in MS Word found in editing & review tabs
<b>Custom Team Photo</b>		Week 2 - msg 2	Spotlight: We are proud of the work <b>{name of team}</b> is doing in <b>{name of region}</b> to provide excellent service and end-of-life care. Tell us what keeps you passionate and fulfilled about the work that you do!		Use the Word Count feature in MS Word found in

					editing & review tabs
		Week 3 - msg 1	Standard 4: Professional Relationships - Home health nurses work with others to establish, build and nurture professional and therapeutic relationships to optimize client participation and self-determination.		208
		Week 3 - msg 2	Did you know? Nurses nurture professional relationships by being responsive to power dynamics, using trauma-informed communication strategies and by acknowledging the contributions made by a client's support network. Tell us how you build relationships in the community!		271
<b>Custom</b>		Week 4 - msg 1	Our organization is <b>(pick one: assessing/launching/revising/reinforcing)</b> our approach towards communities that may have experienced intergenerational trauma by <b>(pick one: using a tool/establishing a communication pathway/ gathering voices/ partnering with)</b>	(if appropriate provide a link to a community website that represents this effort)	Use the Word Count feature in MS Word found in editing & review tabs
<b>Custom Team Photo</b>		Week 4 - msg 2	Kudos!: Well done <b>[team]</b> in <b>{area or region or department}</b> for how you nurture professional relationships when you practice <b>[name it specifically here]</b>		151

March 2025					
Toolkit		Week 1 - msg 1	Standard 5: Capacity Building - Home health nurses' partner with the client and their social support network to recognize barriers to health and build on available resources and existing strengths.		196
		Week 1 - msg 2	When home care nurses see a client in terms of strengths and approach care planning with mutual goal setting and visioning, the client is better equipped to manage their health needs.		184
Custom Team Photo		Week 2 - msg 1	Spotlight: Our front-line nurses in <b>(add region/area)</b> are experts at capacity building by <b>(add what they do to see the strengths in their clients to facilitate better care and/or health)</b> .		Use the Word Count feature in MS Word found in editing & review tabs
Custom		Week 2 - msg 2	We are implementing the Capacity Building competencies by <b>(pick one: assessing/adjusting/refining/reinforcing)</b> care planning from a strength-based perspective	(link to any tools or newsletter)	Use the Word Count feature in MS Word found in editing & review tabs
		Week 3 - msg 1	Standard 6: Health Equity – Home health nurses recognize the impacts of the determinants of health and incorporate actions into their practice to address these determinants, considering health equity at an individual and society level.		234
		Week 3 - msg 2	Modifying efforts to increase the accessibility of services, using a social justice lens to advocate for equitable resource distribution		247

			and understanding historical injustices that impact care are ways to achieve Health Equity in your community.		
<b>Custom</b> Team photo		Week 4 - msg 1	Spotlight: We are proud of the work <b>{name of team}</b> is doing in <b>{name of region}</b> to integrate culturally safe into our everyday nursing practice.		Use the Word Count feature in MS Word found in editing & review tabs
<b>Custom</b>		Week 4 msg 2	Our organization has <b>(pick one: a long history with / a new vision/ launched a new initiative/ focused on)</b> understanding how people with disabilities experience Home Care. We have found <b>(expand/explain here )</b> .		Use the Word Count feature in MS Word found in editing & review tabs
<b>April 2025</b>					
Toolkit		Week 1 - msg 1	Standard 7: Evidence Informed Practice – Home health nurses make use of the best available evidence and assessment data to guide nursing practice and supports clients in making informed decisions.		196
		Week 1 – msg 2	Home Health Nurses select and use evidence-based assessment such as falls risks assessments, nutritional assessment, pain scales, wound care tools, depression scales and more to ensure health needs are prioritized.		214
		Week 2 – msg 1	Did you know? Nurses in the community evaluate interventions in a systematic and continuous manner by measuring client and caregiver outcomes. Tell us how you know the care you provide is making a difference!	(ensure there is a place to add comments)	209
<b>Custom</b>		Week 2	Kudos! Well done <b>[team]</b> in <b>{area or region or department}</b> for your use of <b>(name the tool or</b>		Use the

Team photo		- msg 2	<b>scale). We have seen a real change in (falls risks/mental health crisis calls/ less complaints?)</b>		Word Count feature in MS Word found in editing & review tabs
		Week 3 – msg 1	Standard 8: Professional Responsibility and Accountability – Home health nurses demonstrate professional responsibility and accountability as a fundamental component of their practice to ensure the provision of safe, ethical, effective and efficient care.		255
		Week 3 – msg 2	When nurses demonstrate a commitment to life-long learning, advocate for safe and quality work environments, applies ethic principles in care, communicates timely and documents appropriately, they are exemplifying professionalism.		230
<b>Custom</b>		Week 4 – msg 1	Our organization is <b>(pick one: assessing/launching/revising/reinforcing)</b> how we support nurses to engage in professional accountability activities. We have recently focused on <b>(name the tool/process/technology/policy)</b> .	(maybe add a link to your organization's external website about this topic)	Use the Word Count feature in MS Word found in editing & review tabs
<b>Custom Team Photo</b>		Week 4 -msg 2	Spotlight: We are so proud of the team in <b>(region or area)</b> for their professionalism. We have seen your team do <b>(what? Expand here)</b> so well and look forward to spreading that success across nursing.		As above

## Image Bank

Please find here a collection of images that are royalty-free and do not need a license to be used. Social media image sizes are not uniform. You will have to adjust images to fit your needs based on the social media platform you are using.

Instagram IMAGE size: 1080x 1080 pixels

Twitter (now X) IMAGE size: 1024 x 512 pixels

LinkedIn IMAGE size: 1584 x 396 pixels

Facebook IMAGE size: 1200 x 628 pixels

Please remember to attribute the image. The images here are from Freepik and they have asked for attribution in the following paragraphs:

### **“Attribution: How, when and where?”**

If you think that the least you can do is thank the authors for the resources they’ve created, this is one way of doing it: you can include an attribution line, such as “Designed by Freepik” on the final product or design, whether it’s a digital or a physical product.

Below you can find some examples about how to add the attribution line:

### **Websites, blogs, e-books, newsletters**

Usually, the best place to add the attribution line is next to the asset downloaded from Freepik and a link to our website ([www.freepik.com](http://www.freepik.com)). There are other alternatives, such as placing it in the footer of your website, blog or newsletter.”











# Appendix F: Individual Self-Assessment Guide

# Cross-cutting Competencies

## Competency Guide and Self-Assessment – Part I

Consider each statement and whether you feel confident or unsure about your understanding, how it applies to your work and how you practice it. There is no right or wrong this is simply a starting point for you to reflect on your own learning needs.

<b>1</b>	<b>Expert</b>	I fully understand the message and apply in my practice all the time
<b>2</b>	<b>Experienced</b>	I fully understand the message and could improve how I apply it in my practice
<b>3</b>	<b>Novice/Beginner</b>	I am progressing in my understanding of the message and probably do not apply it in my practice
<b>4</b>	<b>Contemplating</b>	I am struggling understanding the message or seeing its relevance to my practice

Point of Care Nurses		Nurses in Leadership Roles	
<i>The criteria and suggestions on how to apply the competency in this column are specifically designed to support Point of Care Nurses, take a look at in your practice and score yourself accordingly.</i>		<i>The criteria and suggestions on how to apply the competency in this column are specifically designed to support Nurses in Leadership Roles, take a look at in your practice and score yourself accordingly.</i>	
<b>1. <u>Critical Thinking</u></b> <b>How you:</b>	<ul style="list-style-type: none"> <li>quickly adapt care plans based on patient responses or new information</li> </ul> <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>1. <u>Critical Thinking</u></b> <b>How you:</b>	<ul style="list-style-type: none"> <li>mentor staff in analyzing complex cases and making evidence-based decisions</li> </ul> <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
<b>2. <u>Cultural Sensitivity</u></b> <b>How you:</b>	<ul style="list-style-type: none"> <li>customize patient care by considering cultural preferences and needs</li> </ul> <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>2. <u>Cultural Sensitivity</u></b> <b>How you:</b>	<ul style="list-style-type: none"> <li>develop training programs on cultural competence for the nursing team</li> </ul> <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
<b>3. <u>Trauma-Informed Care</u></b> <b>How you:</b>	<ul style="list-style-type: none"> <li>approach patients with empathy and provide a safe, supportive environment</li> </ul> <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>3. <u>Trauma-Informed Care</u></b> <b>How you:</b>	<ul style="list-style-type: none"> <li>create and enforce protocols that incorporate trauma-informed care principles</li> </ul> <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
<b>4. <u>Effective Communication</u></b> <b>How you:</b>	<ul style="list-style-type: none"> <li>collaborate with other healthcare professionals to ensure cohesive patient care</li> </ul> <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>4. <u>Effective Communication</u></b> <b>How you:</b>	<ul style="list-style-type: none"> <li>facilitate regular team meetings to address issues and align on patient care goals</li> </ul> <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4

# Cross-cutting Competencies

## Competency Guide and Self-Assessment – Part II

Consider each statement and whether you feel confident or unsure about your understanding, how it applies to your work and how you practice it. There is no right or wrong this is simply a starting point for you to reflect on your own learning needs.

<b>1</b>	<b>Expert</b>	I fully understand the message and apply in my practice all the time
<b>2</b>	<b>Experienced</b>	I fully understand the message and could improve how I apply it in my practice
<b>3</b>	<b>Novice/Beginner</b>	I am progressing in my understanding of the message and probably do not apply it in my practice
<b>4</b>	<b>Contemplating</b>	I am struggling understanding the message or seeing its relevance to my practice

Point of Care Nurses	Nurses in Leadership Roles
<i>The criteria and suggestions on how to apply the competency in this column are specifically designed to support Point of Care Nurses, take a look at in your practice and score yourself accordingly.</i>	
<p><b>5. <u>Overcoming Barriers</u></b>   ▪ use translation services or visual aids to communicate effectively with non-English-speaking patients</p> <p><b>How you:</b></p>	<p><b>5. <u>Overcoming Barriers</u></b>   ▪ implement tools and strategies to help the team address and overcome communication challenges</p> <p><b>How you:</b></p>
<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
<p><b>6. <u>Privacy and Documentation</u></b>   ▪ ensure all patient interactions and data are accurately recorded and securely stored</p> <p><b>How you:</b></p>	<p><b>6. <u>Privacy and Documentation</u></b>   ▪ oversee documentation practices to ensure compliance with privacy laws and quality standards</p> <p><b>How you:</b></p>
<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
<p><b>7. <u>Tech Integration</u></b>   ▪ use electronic health records to efficiently track and update patient information</p> <p><b>How you:</b></p>	<p><b>7. <u>Tech Integration</u></b>   ▪ promote the adoption of new technologies and ensure staff are trained to use them effectively</p> <p><b>How you:</b></p>
<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4

# Standard 1: Health Promotion

## Competency Guide and Self-Assessment – Part I

Consider each statement and whether you feel confident or unsure about your understanding, how it applies to your work and how you practice it. There is no right or wrong this is simply a starting point for you to reflect on your own learning needs.

<b>1</b>	<b>Expert</b>	I fully understand the message and apply in my practice all the time
<b>2</b>	<b>Experienced</b>	I fully understand the message and could improve how I apply it in my practice
<b>3</b>	<b>Novice/Beginner</b>	I am progressing in my understanding of the message and probably do not apply it in my practice
<b>4</b>	<b>Contemplating</b>	I am struggling understanding the message or seeing its relevance to my practice

<b>Point of Care Nurses</b>	<b>Nurses in Leadership Roles</b>
<p><i>The criteria and suggestions on how to apply the competency in this column are specifically designed to support Point of Care Nurses, take a look at in your practice and score yourself accordingly.</i></p>	
<p><b>1. <u>Readiness Check</u></b> <i>How you:</i></p> <ul style="list-style-type: none"> <li>▪ use tools and techniques to gauge the readiness and capacity of clients and caregivers</li> <li>▪ engage in conversations that explore the willingness and ability of clients to make health-related changes</li> </ul> <p style="text-align: right;"><input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4</p>	<p><b>1. <u>Readiness Check</u></b> <i>How you:</i></p> <ul style="list-style-type: none"> <li>▪ provide training on assessing readiness and capacity</li> <li>▪ implement protocols for regular readiness assessments</li> </ul> <p style="text-align: right;"><input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4</p>
<p><b>2. <u>Holistic Assessment</u></b> <i>How you:</i></p> <ul style="list-style-type: none"> <li>▪ use systematic, evidence-based processes for assessments</li> <li>▪ collaborate with clients and their support networks to identify and prioritize health needs and resources</li> </ul> <p style="text-align: right;"><input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4</p>	<p><b>2. <u>Holistic Assessment</u></b> <i>How you:</i></p> <ul style="list-style-type: none"> <li>▪ ensure access to evidence-based assessment tools and training</li> <li>▪ promote a collaborative culture for holistic assessments</li> </ul> <p style="text-align: right;"><input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4</p>
<p><b>3. <u>Context Matters</u></b> <i>How you:</i></p> <ul style="list-style-type: none"> <li>▪ evaluate the impact of sociopolitical and cultural contexts on health</li> <li>▪ integrate this understanding into health promotion strategies</li> </ul> <p style="text-align: right;"><input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4</p>	<p><b>3. <u>Context Matters</u></b> <i>How you:</i></p> <ul style="list-style-type: none"> <li>▪ offer training on the influence of sociopolitical and cultural contexts</li> <li>▪ advocate for policies that consider these factors in health promotion</li> </ul> <p style="text-align: right;"><input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4</p>
<p><b>4. <u>Address Root Causes</u></b> <i>How you:</i></p> <ul style="list-style-type: none"> <li>▪ identify root causes of illness and health inequities</li> <li>▪ incorporate Indigenous ways of knowing and cultural practices in care</li> </ul> <p style="text-align: right;"><input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4</p>	<p><b>4. <u>Address Root Causes</u></b> <i>How you:</i></p> <ul style="list-style-type: none"> <li>▪ provide education on recognizing and addressing root causes.</li> <li>▪ promote the integration of Indigenous knowledge and practices.</li> </ul> <p style="text-align: right;"><input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4</p>

# Standard 1: Health Promotion

## Competency Guide and Self-Assessment – Part II

Consider each statement and whether you feel confident or unsure about your understanding, how it applies to your work and how you practice it. There is no right or wrong this is simply a starting point for you to reflect on your own learning needs.

<b>1</b>	<b>Expert</b>	I fully understand the message and apply in my practice all the time
<b>2</b>	<b>Experienced</b>	I fully understand the message and could improve how I apply it in my practice
<b>3</b>	<b>Novice/Beginner</b>	I am progressing in my understanding of the message and probably do not apply it in my practice
<b>4</b>	<b>Contemplating</b>	I am struggling understanding the message or seeing its relevance to my practice

<b>Point of Care Nurses</b>	<b>Nurses in Leadership Roles</b>
<p><i>The criteria and suggestions on how to apply the competency in this column are specifically designed to support Point of Care Nurses, take a look at in your practice and score yourself accordingly.</i></p>	
<p><b>5. <u>Empower Change</u></b> <i>How you:</i></p> <ul style="list-style-type: none"> <li>▪ apply motivational and co-creation approaches in health promotion</li> <li>▪ use health promotion theories and models to empower clients</li> </ul>	<p><b>5. <u>Empower Change</u></b> <i>How you:</i></p> <ul style="list-style-type: none"> <li>▪ ensure training on motivational and co-creation approaches</li> <li>▪ support the integration of health promotion theories in practice</li> </ul>
<p><b>6. <u>Promote Self-Management</u></b> <i>How you:</i></p> <ul style="list-style-type: none"> <li>▪ educate clients on self-management techniques</li> <li>▪ provide tools and resources to support self-care</li> </ul>	<p><b>6. <u>Promote Self-Management</u></b> <i>How you:</i></p> <ul style="list-style-type: none"> <li>▪ implement programs that promote self-managed care</li> <li>▪ ensure the availability of educational resources and tools</li> </ul>
<p><b>7. <u>Effective Teaching</u></b> <i>How you:</i></p> <ul style="list-style-type: none"> <li>▪ apply appropriate teaching methods and learning principles</li> <li>▪ use various approaches to disseminate health information</li> </ul>	<p><b>7. <u>Effective Teaching</u></b> <i>How you:</i></p> <ul style="list-style-type: none"> <li>▪ provide training on effective teaching and educational theories</li> <li>▪ encourage the use of innovative teaching methods</li> </ul>
<p><b>8. <u>Engaging Communication</u></b> <i>How you:</i></p> <ul style="list-style-type: none"> <li>▪ use motivational interviewing, counseling, and health coaching</li> <li>▪ engage in constructive dialogue with clients and their support networks</li> </ul>	<p><b>8. <u>Engaging Communication</u></b> <i>How you:</i></p> <ul style="list-style-type: none"> <li>▪ ensure access to training on effective communication techniques</li> <li>▪ promote the use of strategies that encourage behavior change</li> </ul>



# Standard 2: Prevention and Health Protection Competency Guide and Self-Assessment

Consider each statement and whether you feel confident or unsure about your understanding, how it applies to your work and how you practice it. There is no right or wrong this is simply a starting point for you to reflect on your own learning needs.

1	<b>Expert</b>	I fully understand the message and apply in my practice all the time
2	<b>Experienced</b>	I fully understand the message and could improve how I apply it in my practice
3	<b>Novice/Beginner</b>	I am progressing in my understanding of the message and probably do not apply it in my practice
4	<b>Contemplating</b>	I am struggling understanding the message or seeing its relevance to my practice

Point of Care Nurses		Nurses in Leadership Roles	
<i>The criteria and suggestions on how to apply the competency in this column are specifically designed to support Point of Care Nurses, take a look at in your practice and score yourself accordingly.</i>		<i>The criteria and suggestions on how to apply the competency in this column are specifically designed to support Nurses in Leadership Roles, take a look at in your practice and score yourself accordingly.</i>	
<b>1. <u>Reduce Harm</u></b> <b>How you:</b> <ul style="list-style-type: none"> <li>incorporate harm reduction strategies into routine practice</li> <li>stay informed about the latest harm reduction techniques and principles</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>1. <u>Reduce Harm</u></b> <b>How you:</b> <ul style="list-style-type: none"> <li>provide ongoing education and resources on harm reduction</li> <li>advocate for policies and programs that support harm reduction efforts</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
<b>2. <u>Inform and Protect</u></b> <b>How you:</b> <ul style="list-style-type: none"> <li>communicate clearly and effectively about health risks and preventive measures</li> <li>empower clients and families to make informed health decisions</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>2. <u>Inform and Protect</u></b> <b>How you:</b> <ul style="list-style-type: none"> <li>develop comprehensive training programs on risk communication and health education</li> <li>ensure that educational materials are accessible and culturally appropriate</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
<b>3. <u>Track Medications</u></b> <b>How you:</b> <ul style="list-style-type: none"> <li>use systematic approaches to gather and maintain accurate medication histories</li> <li>regularly review and update medication records to prevent discrepancies</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>3. <u>Track Medications</u></b> <b>How you:</b> <ul style="list-style-type: none"> <li>implement robust medication management system</li> <li>provide training on accurate medication history documentation and reconciliation</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
<b>4. <u>Solve Problems</u></b> <b>How you:</b> <ul style="list-style-type: none"> <li>engage in proactive problem-solving with clients and caregivers.</li> <li>use innovative approaches to overcome care delivery obstacles</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>4. <u>Solve Problems</u></b> <b>How you:</b> <ul style="list-style-type: none"> <li>create an environment that encourages and supports innovative thinking</li> <li>provide resources and support for developing and implementing alternative care solutions</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4

# Standard 3: Health Maintenance, Restoration and Palliation

## Competency Guide and Self-Assessment – Part I

Consider each statement and whether you feel confident or unsure about your understanding, how it applies to your work and how you practice it. There is no right or wrong this is simply a starting point for you to reflect on your own learning needs.

<b>1</b>	<b>Expert</b>	I fully understand the message and apply in my practice all the time
<b>2</b>	<b>Experienced</b>	I fully understand the message and could improve how I apply it in my practice
<b>3</b>	<b>Novice/Beginner</b>	I am progressing in my understanding of the message and probably do not apply it in my practice
<b>4</b>	<b>Contemplating</b>	I am struggling understanding the message or seeing its relevance to my practice

Point of Care Nurses		Nurses in Leadership Roles	
<i>The criteria and suggestions on how to apply the competency in this column are specifically designed to support Point of Care Nurses, take a look at in your practice and score yourself accordingly.</i>		<i>The criteria and suggestions on how to apply the competency in this column are specifically designed to support Nurses in Leadership Roles, take a look at in your practice and score yourself accordingly.</i>	
<b>1. <u>Thorough Assessments</u></b> <b>How you:</b> <ul style="list-style-type: none"> <li>▪ use standardized and targeted assessments to gather comprehensive data</li> <li>▪ contribute to interdisciplinary team assessments for a holistic view of client needs</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>1. <u>Thorough Assessments</u></b> <b>How you:</b> <ul style="list-style-type: none"> <li>▪ provide access to standardized assessment tools and training</li> <li>▪ promote collaboration among interdisciplinary teams</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
<b>2. <u>Prioritize Needs</u></b> <b>How you:</b> <ul style="list-style-type: none"> <li>▪ focus assessments on the most pressing needs of the client</li> <li>▪ consider the immediate and anticipated needs of the client and caregivers</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>2. <u>Prioritize Needs</u></b> <b>How you:</b> <ul style="list-style-type: none"> <li>▪ develop protocols for prioritizing assessments</li> <li>▪ ensure training on rapid assessment techniques</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
<b>3. <u>Check Support</u></b> <b>How you:</b> <ul style="list-style-type: none"> <li>▪ evaluate the skills and coping mechanisms of caregivers</li> <li>▪ consider the impact of the support network on the client's health</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>3. <u>Check Support</u></b> <b>How you:</b> <ul style="list-style-type: none"> <li>▪ provide tools and training for assessing caregiver dynamics</li> <li>▪ develop support programs for caregivers</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
<b>4. <u>Support Health</u></b> <b>How you:</b> <ul style="list-style-type: none"> <li>▪ use a range of interventions to address health needs</li> <li>▪ promote disease self-management and quality of life</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>4. <u>Support Health</u></b> <b>How you:</b> <ul style="list-style-type: none"> <li>▪ ensure access to diverse intervention strategies</li> <li>▪ support continuous education on effective interventions</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4

# Standard 3: Health Maintenance, Restoration and Palliation

## Competency Guide and Self-Assessment – Part II

Consider each statement and whether you feel confident or unsure about your understanding, how it applies to your work and how you practice it. There is no right or wrong this is simply a starting point for you to reflect on your own learning needs.

<b>1</b>	<b>Expert</b>	I fully understand the message and apply in my practice all the time
<b>2</b>	<b>Experienced</b>	I fully understand the message and could improve how I apply it in my practice
<b>3</b>	<b>Novice/Beginner</b>	I am progressing in my understanding of the message and probably do not apply it in my practice
<b>4</b>	<b>Contemplating</b>	I am struggling understanding the message or seeing its relevance to my practice

Point of Care Nurses		Nurses in Leadership Roles	
<i>The criteria and suggestions on how to apply the competency in this column are specifically designed to support Point of Care Nurses, take a look at in your practice and score yourself accordingly.</i>		<i>The criteria and suggestions on how to apply the competency in this column are specifically designed to support Nurses in Leadership Roles, take a look at in your practice and score yourself accordingly.</i>	
<b>5. <u>Plan Together</u></b> <b>How you:</b> <ul style="list-style-type: none"> <li>▪ collaborate with clients and caregivers to create care plans</li> <li>▪ ensure plans are mutually agreed upon and reflect client goals</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>5. <u>Plan Together</u></b> <b>How you:</b> <ul style="list-style-type: none"> <li>▪ promote a culture of shared decision-making</li> <li>▪ provide resources and training on care planning</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
<b>6. <u>Aid Healing</u></b> <b>How you:</b> <ul style="list-style-type: none"> <li>▪ support clients through the healing process</li> <li>▪ respond effectively to adverse health events</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>6. <u>Aid Healing</u></b> <b>How you:</b> <ul style="list-style-type: none"> <li>▪ ensure access to resources for healing and recovery</li> <li>▪ provide training on post-adverse event care</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
<b>7. <u>Adapt Care</u></b> <b>How you:</b> <ul style="list-style-type: none"> <li>▪ regularly evaluate and adapt care plans</li> <li>▪ collaborate with clients and families to meet changing needs</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>7. <u>Adapt Care</u></b> <b>How you:</b> <ul style="list-style-type: none"> <li>▪ support flexible care planning</li> <li>▪ provide training on adaptive care strategies</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
<b>8. <u>Teach Tools</u></b> <b>How you:</b> <ul style="list-style-type: none"> <li>▪ evaluate the skills and coping mechanisms of caregivers</li> <li>▪ consider the impact of the support network on the client's health</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>8. <u>Teach Tools</u></b> <b>How you:</b> <ul style="list-style-type: none"> <li>▪ provide educational resources on equipment use</li> <li>▪ ensure training on new technologies and equipment</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
<b>9. <u>Use Skills</u></b> <b>How you:</b> <ul style="list-style-type: none"> <li>▪ apply advanced nursing skills in home health care</li> <li>▪ adapt complex procedures for the home setting</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>9. <u>Use Skills</u></b> <b>How you:</b> <ul style="list-style-type: none"> <li>▪ ensure access to training on advanced nursing skills.</li> <li>▪ support nurses in performing complex home health procedures</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4

# Standard 4: Professional Relationships

## Competency Guide and Self-Assessment – Part I

Consider each statement and whether you feel confident or unsure about your understanding, how it applies to your work and how you practice it. There is no right or wrong this is simply a starting point for you to reflect on your own learning needs.

1	<b>Expert</b>	I fully understand the message and apply in my practice all the time
2	<b>Experienced</b>	I fully understand the message and could improve how I apply it in my practice
3	<b>Novice/Beginner</b>	I am progressing in my understanding of the message and probably do not apply it in my practice
4	<b>Contemplating</b>	I am struggling understanding the message or seeing its relevance to my practice

Point of Care Nurses		Nurses in Leadership Roles	
<i>The criteria and suggestions on how to apply the competency in this column are specifically designed to support Point of Care Nurses, take a look at in your practice and score yourself accordingly.</i>		<i>The criteria and suggestions on how to apply the competency in this column are specifically designed to support Nurses in Leadership Roles, take a look at in your practice and score yourself accordingly.</i>	
<b>1. <u>Know Yourself</u></b> <b>How you:</b> <ul style="list-style-type: none"> <li>▪ reflect on personal attitudes and beliefs regularly</li> <li>▪ address and mitigate unconscious biases in practice</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>1. <u>Know Yourself</u></b> <b>How you:</b> <ul style="list-style-type: none"> <li>▪ provide training on self-awareness and unconscious biases</li> <li>▪ promote a culture of reflection and continuous improvement</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
<b>2. <u>Understand Clients</u></b> <b>How you:</b> <ul style="list-style-type: none"> <li>▪ assess clients' and caregivers' health knowledge and attitudes</li> <li>▪ use this information to tailor interventions and build professional relationships</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>2. <u>Understand Clients</u></b> <b>How you:</b> <ul style="list-style-type: none"> <li>▪ ensure access to assessment tools and training</li> <li>▪ promote the use of client-centered assessment practices</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
<b>3. <u>Recognize History</u></b> <b>How you:</b> <ul style="list-style-type: none"> <li>▪ integrate knowledge of historical impacts into care practices</li> <li>▪ show sensitivity and respect for Indigenous clients' experiences</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>3. <u>Recognize History</u></b> <b>How you:</b> <ul style="list-style-type: none"> <li>▪ provide education on the history of Indigenous health</li> <li>▪ promote practices that acknowledge and address historical impacts</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
<b>4. <u>Respect Choices</u></b> <b>How you:</b> <ul style="list-style-type: none"> <li>▪ empower clients to make informed health decisions</li> <li>▪ respect clients' autonomy and health priorities</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>4. <u>Respect Choices</u></b> <b>How you:</b> <ul style="list-style-type: none"> <li>▪ promote a culture of client-centered care</li> <li>▪ ensure policies support client autonomy and informed decision-making</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4

# Standard 4: Professional Relationships

## Competency Guide and Self-Assessment – Part II

Consider each statement and whether you feel confident or unsure about your understanding, how it applies to your work and how you practice it. There is no right or wrong this is simply a starting point for you to reflect on your own learning needs.

<b>1</b>	<b>Expert</b>	I fully understand the message and apply in my practice all the time
<b>2</b>	<b>Experienced</b>	I fully understand the message and could improve how I apply it in my practice
<b>3</b>	<b>Novice/Beginner</b>	I am progressing in my understanding of the message and probably do not apply it in my practice
<b>4</b>	<b>Contemplating</b>	I am struggling understanding the message or seeing its relevance to my practice

Point of Care Nurses			Nurses in Leadership Roles		
<i>The criteria and suggestions on how to apply the competency in this column are specifically designed to support Point of Care Nurses, take a look at in your practice and score yourself accordingly.</i>			<i>The criteria and suggestions on how to apply the competency in this column are specifically designed to support Nurses in Leadership Roles, take a look at in your practice and score yourself accordingly.</i>		
<b>5. <u>Team Coordination</u></b> <b>How you:</b> <ul style="list-style-type: none"> <li>▪ lead the development of collaborative care plans</li> <li>▪ engage all relevant parties in the planning process</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4		<b>5. <u>Team Coordination</u></b> <b>How you:</b> <ul style="list-style-type: none"> <li>▪ foster an environment that supports interprofessional collaboration</li> <li>▪ provide resources and training for effective care planning</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	
<b>6. <u>Sensitive Communication</u></b> <b>How you:</b> <ul style="list-style-type: none"> <li>▪ practice culturally safe and trauma-informed communication</li> <li>▪ adapt communication methods to meet clients' needs</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4		<b>6. <u>Sensitive Communication</u></b> <b>How you:</b> <ul style="list-style-type: none"> <li>▪ provide training on culturally safe and trauma-informed communication</li> <li>▪ encourage the use of diverse communication strategies</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	
<b>7. <u>Value Support</u></b> <b>How you:</b> <ul style="list-style-type: none"> <li>▪ involve clients' social support networks in care planning</li> <li>▪ encourage the maintenance and development of support networks</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4		<b>7. <u>Value Support</u></b> <b>How you:</b> <ul style="list-style-type: none"> <li>▪ promote policies that support client social networks</li> <li>▪ provide resources for involving support networks in care</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	
<b>8. <u>Show Care</u></b> <b>How you:</b> <ul style="list-style-type: none"> <li>▪ exhibit caring behaviors in all interactions</li> <li>▪ provide emotional support to clients and caregivers</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4		<b>8. <u>Show Care</u></b> <b>How you:</b> <ul style="list-style-type: none"> <li>▪ promote a culture of empathy and caring</li> <li>▪ recognize and reward caring behaviors among staff</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	
<b>9. <u>Build Trust</u></b> <b>How you:</b> <ul style="list-style-type: none"> <li>▪ build and maintain trust with clients</li> <li>▪ show respect and actively listen to clients' needs</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4		<b>9. <u>Build Trust</u></b> <b>How you:</b> <ul style="list-style-type: none"> <li>▪ support training on building therapeutic relationships</li> <li>▪ promote practices that enhance trust and respect</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	

# Standard 4: Professional Relationships

## Competency Guide and Self-Assessment – Part III

Consider each statement and whether you feel confident or unsure about your understanding, how it applies to your work and how you practice it. There is no right or wrong this is simply a starting point for you to reflect on your own learning needs.

<b>1</b>	<b>Expert</b>	I fully understand the message and apply in my practice all the time
<b>2</b>	<b>Experienced</b>	I fully understand the message and could improve how I apply it in my practice
<b>3</b>	<b>Novice/Beginner</b>	I am progressing in my understanding of the message and probably do not apply it in my practice
<b>4</b>	<b>Contemplating</b>	I am struggling understanding the message or seeing its relevance to my practice

<b>Point of Care Nurses</b>		<b>Nurses in Leadership Roles</b>	
<i>The criteria and suggestions on how to apply the competency in this column are specifically designed to support Point of Care Nurses, take a look at in your practice and score yourself accordingly.</i>		<i>The criteria and suggestions on how to apply the competency in this column are specifically designed to support Nurses in Leadership Roles, take a look at in your practice and score yourself accordingly.</i>	
<b>10. <u>Promote Positivity</u></b> <b>How you:</b> <ul style="list-style-type: none"> <li>▪ adapt practices to promote positive interactions</li> <li>▪ use technology to enhance client and caregiver engagement</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>10. <u>Promote Positivity</u></b> <b>How you:</b> <ul style="list-style-type: none"> <li>▪ provide resources for integrating technology in care</li> <li>▪ promote practices that enhance positive interactions</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
<b>11. <u>Work Together</u></b> <b>How you:</b> <ul style="list-style-type: none"> <li>▪ use interprofessional skills to build partnerships</li> <li>▪ collaborate effectively with the care team and clients</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>11. <u>Work Together</u></b> <b>How you:</b> <ul style="list-style-type: none"> <li>▪ promote interprofessional education and collaboration</li> <li>▪ support team-building activities and conflict resolution training</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
<b>12. <u>Reflect and Improve</u></b> <b>How you:</b> <ul style="list-style-type: none"> <li>▪ regularly reflect on and evaluate relationships</li> <li>▪ seek feedback to improve practice</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>12. <u>Reflect and Improve</u></b> <b>How you:</b> <ul style="list-style-type: none"> <li>▪ promote a culture of continuous improvement</li> <li>▪ provide opportunities for reflection and feedback</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
<b>13. <u>Lead Quality</u></b> <b>How you:</b> <ul style="list-style-type: none"> <li>▪ lead by example to inspire quality care</li> <li>▪ coordinate effectively with the care team</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>13. <u>Lead Quality</u></b> <b>How you:</b> <ul style="list-style-type: none"> <li>▪ promote a culture of quality improvement</li> <li>▪ support leadership development among staff</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4

# Standard 5: Capacity Building Competency Guide and Self-Assessment

Consider each statement and whether you feel confident or unsure about your understanding, how it applies to your work and how you practice it. There is no right or wrong this is simply a starting point for you to reflect on your own learning needs.

1	<b>Expert</b>	I fully understand the message and apply in my practice all the time
2	<b>Experienced</b>	I fully understand the message and could improve how I apply it in my practice
3	<b>Novice/Beginner</b>	I am progressing in my understanding of the message and probably do not apply it in my practice
4	<b>Contemplating</b>	I am struggling understanding the message or seeing its relevance to my practice

Point of Care Nurses		Nurses in Leadership Roles	
<i>The criteria and suggestions on how to apply the competency in this column are specifically designed to support Point of Care Nurses, take a look at in your practice and score yourself accordingly.</i>		<i>The criteria and suggestions on how to apply the competency in this column are specifically designed to support Nurses in Leadership Roles, take a look at in your practice and score yourself accordingly.</i>	
<b>1. Empowerment</b> <b>How you:</b> <ul style="list-style-type: none"> <li>identify and affirm the strengths of clients and caregivers</li> <li>encourage clients to use their strengths to achieve health goals</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>1. Empowerment</b> <b>How you:</b> <ul style="list-style-type: none"> <li>promote strengths-based training and frameworks</li> <li>create a culture that recognizes and builds on individual strength</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
<b>2. Support Healthy Choices</b> <b>How you:</b> <ul style="list-style-type: none"> <li>create a supportive environment for healthy lifestyle choices</li> <li>integrate cultural factors and Indigenous knowledge into care plans</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>2. Support Healthy Choices</b> <b>How you:</b> <ul style="list-style-type: none"> <li>ensure access to culturally appropriate resources</li> <li>promote policies that support healthy lifestyle choices</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
<b>3. Build Capacity</b> <b>How you:</b> <ul style="list-style-type: none"> <li>use mutual goal setting and visioning techniques with clients</li> <li>engage clients and caregivers in shared decision-making</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>3. Build Capacity</b> <b>How you:</b> <ul style="list-style-type: none"> <li>provide training on capacity-building strategies</li> <li>foster a culture that supports self-determination and engagement</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
<b>4. Assessment</b> <b>How you:</b> <ul style="list-style-type: none"> <li>regularly evaluate the effectiveness of capacity-building efforts</li> <li>adjust strategies based on client feedback and outcomes</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>4. Assessment</b> <b>How you:</b> <ul style="list-style-type: none"> <li>promote the use of evaluation tools and frameworks</li> <li>support continuous improvement based on evaluation findings</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
<b>5. Flexibility</b> <b>How you:</b> <ul style="list-style-type: none"> <li>stay flexible and responsive to changes in client health</li> <li>adjust care plans as needed to meet evolving needs</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>5. Flexibility</b> <b>How you:</b> <ul style="list-style-type: none"> <li>encourage a culture of flexibility and responsiveness</li> <li>provide resources to support adaptive care practices</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
<b>6. Engagement</b> <b>How you:</b> <ul style="list-style-type: none"> <li>practice active listening and empathetic communication</li> <li>use communication to empower and support clients and caregivers</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>6. Engagement</b> <b>How you:</b> <ul style="list-style-type: none"> <li>provide training on effective communication skills</li> <li>promote a culture of open and supportive communication</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4

# Standard 6: Health Equity

## Competency Guide and Self-Assessment – Part I

Consider each statement and whether you feel confident or unsure about your understanding, how it applies to your work and how you practice it. There is no right or wrong this is simply a starting point for you to reflect on your own learning needs.

<b>1</b>	<b>Expert</b>	I fully understand the message and apply in my practice all the time
<b>2</b>	<b>Experienced</b>	I fully understand the message and could improve how I apply it in my practice
<b>3</b>	<b>Novice/Beginner</b>	I am progressing in my understanding of the message and probably do not apply it in my practice
<b>4</b>	<b>Contemplating</b>	I am struggling understanding the message or seeing its relevance to my practice

Point of Care Nurses	Nurses in Leadership Roles
<p><i>The criteria and suggestions on how to apply the competency in this column are specifically designed to support Point of Care Nurses, take a look at in your practice and score yourself accordingly.</i></p>	
<p><b>1. <u>Social Determinants</u></b> <b>How you:</b></p> <ul style="list-style-type: none"> <li>▪ consider how the income, mobility, and access to transportation can affect health management</li> <li>▪ evaluate how racialized individuals experience higher rates of chronic illnesses</li> </ul>	<p><b>1. <u>Social Determinants</u></b> <b>How you:</b></p> <ul style="list-style-type: none"> <li>▪ promote education on LGBTQ+ individuals and mental health issues</li> <li>▪ assess how systemic barriers may impact healthcare access for people with disabilities</li> </ul>
<p><b>2. <u>Power Dynamics</u></b> <b>How you:</b></p> <ul style="list-style-type: none"> <li>▪ approach clients with cultural sensitivity and work to build trust</li> <li>▪ support clients in engaging in discussion about their health</li> </ul>	<p><b>2. <u>Power Dynamics</u></b> <b>How you:</b></p> <ul style="list-style-type: none"> <li>▪ share the impact of power structures and systemic biases in healthcare</li> <li>▪ promote training to better engage with clients from diverse backgrounds and address their unique needs</li> </ul>
<p><b>3. <u>Advocacy</u></b> <b>How you:</b></p> <ul style="list-style-type: none"> <li>▪ advocate for client's needs and preferences</li> <li>▪ arrange for language support services to ensure that all clients understand their treatment options and rights</li> </ul>	<p><b>3. <u>Advocacy</u></b> <b>How you:</b></p> <ul style="list-style-type: none"> <li>▪ collaborate with local organizations to serve underserved communities</li> <li>▪ champion the inclusion of transgender individuals within your program</li> </ul>
<p><b>4. <u>Care Coordination</u></b> <b>How you:</b></p> <ul style="list-style-type: none"> <li>▪ coordinate referrals to multidisciplinary team members when you identify the need</li> <li>▪ arrange multidisciplinary team meetings to better support clients</li> </ul>	<p><b>4. <u>Care Coordination</u></b> <b>How you:</b></p> <ul style="list-style-type: none"> <li>▪ partner with community partners to enhance access to holistic care for clients</li> <li>▪ promote training on accessing various healthcare professionals</li> </ul>
<p><b>5. <u>Unified Care Plan</u></b> <b>How you:</b></p> <ul style="list-style-type: none"> <li>▪ collaborate with external specialists to create a comprehensive care plan</li> <li>▪ lead care coordination meeting with multidisciplinary team members for clients with complex health issues</li> </ul>	<p><b>5. <u>Unified Care Plan</u></b> <b>How you:</b></p> <ul style="list-style-type: none"> <li>▪ coordinate with community health partners to create an integrated care plan</li> <li>▪ ensure the care plan reduces service gaps across settings</li> </ul>



# Standard 6: Health Equity

## Competency Guide and Self-Assessment – Part II

Consider each statement and whether you feel confident or unsure about your understanding, how it applies to your work and how you practice it. There is no right or wrong this is simply a starting point for you to reflect on your own learning needs.

<b>1</b>	<b>Expert</b>	I fully understand the message and apply in my practice all the time
<b>2</b>	<b>Experienced</b>	I fully understand the message and could improve how I apply it in my practice
<b>3</b>	<b>Novice/Beginner</b>	I am progressing in my understanding of the message and probably do not apply it in my practice
<b>4</b>	<b>Contemplating</b>	I am struggling understanding the message or seeing its relevance to my practice

<b>Point of Care Nurses</b>	<b>Nurses in Leadership Roles</b>
<i>The criteria and suggestions on how to apply the competency in this column are specifically designed to support Point of Care Nurses, take a look at in your practice and score yourself accordingly.</i>	
<p><b>6. <u>Cultural Safety</u></b> <i>How you:</i></p> <ul style="list-style-type: none"> <li>▪ provide empathetic and respectful care, address any concerns related to past healthcare experiences, and</li> <li>▪ ensure that clients feel heard and valued</li> </ul> <p style="text-align: right;"> <input type="checkbox"/> 1 <input type="checkbox"/> 2  <input type="checkbox"/> 3 <input type="checkbox"/> 4         </p>	<p><b>6. <u>Cultural Safety</u></b> <i>How you:</i></p> <ul style="list-style-type: none"> <li>▪ provide training about historical and systemic racism in healthcare</li> <li>▪ implement policies that address the impact of historical injustices on patient care</li> </ul> <p style="text-align: right;"> <input type="checkbox"/> 1 <input type="checkbox"/> 2  <input type="checkbox"/> 3 <input type="checkbox"/> 4         </p>
<p><b>7. <u>Alternative Care</u></b> <i>How you:</i></p> <ul style="list-style-type: none"> <li>▪ Incorporate traditional healing practices into client treatment plan</li> <li>▪ facilitate connections between clients and local Indigenous healers</li> </ul> <p style="text-align: right;"> <input type="checkbox"/> 1 <input type="checkbox"/> 2  <input type="checkbox"/> 3 <input type="checkbox"/> 4         </p>	<p><b>7. <u>Alternative Care</u></b> <i>How you:</i></p> <ul style="list-style-type: none"> <li>▪ support integration of traditional Indigenous healing practices</li> <li>▪ promote education on culturally appropriate care and value of traditional Indigenous practices</li> </ul> <p style="text-align: right;"> <input type="checkbox"/> 1 <input type="checkbox"/> 2  <input type="checkbox"/> 3 <input type="checkbox"/> 4         </p>
<p><b>8. <u>Resource Allocation</u></b> <i>How you:</i></p> <ul style="list-style-type: none"> <li>▪ advocate for resources to be allocated to improve service delivery and safety in equity deserving communities</li> <li>▪ advocate for infrastructure improvements to ensure all facilities are accessible and safe for everyone</li> </ul> <p style="text-align: right;"> <input type="checkbox"/> 1 <input type="checkbox"/> 2  <input type="checkbox"/> 3 <input type="checkbox"/> 4         </p>	<p><b>8. <u>Resource Allocation</u></b> <i>How you:</i></p> <ul style="list-style-type: none"> <li>▪ advocate for enhanced mental health services in underserved communities</li> <li>▪ allocate resources to support expanding facilities, enhancing technology, and increasing staffing</li> </ul> <p style="text-align: right;"> <input type="checkbox"/> 1 <input type="checkbox"/> 2  <input type="checkbox"/> 3 <input type="checkbox"/> 4         </p>
<p><b>9. <u>Access</u></b> <i>How you:</i></p> <ul style="list-style-type: none"> <li>▪ leverage virtual services to support clients who cannot easily access healthcare facilities</li> <li>▪ use outreach programs to connect with equity deserving individuals in the community</li> </ul> <p style="text-align: right;"> <input type="checkbox"/> 1 <input type="checkbox"/> 2  <input type="checkbox"/> 3 <input type="checkbox"/> 4         </p>	<p><b>9. <u>Access</u></b> <i>How you:</i></p> <ul style="list-style-type: none"> <li>▪ increase access to care for individuals in remote areas through virtual technology</li> <li>▪ address health disparities and improve access to essential services</li> </ul> <p style="text-align: right;"> <input type="checkbox"/> 1 <input type="checkbox"/> 2  <input type="checkbox"/> 3 <input type="checkbox"/> 4         </p>
<p><b>10. <u>Accessibility</u></b> <i>How you:</i></p> <ul style="list-style-type: none"> <li>▪ improve service delivery by suggesting leveraging clinics settings or adding translation services</li> <li>▪ assess service utilization rates among equity-deserving groups</li> </ul> <p style="text-align: right;"> <input type="checkbox"/> 1 <input type="checkbox"/> 2  <input type="checkbox"/> 3 <input type="checkbox"/> 4         </p>	<p><b>10. <u>Accessibility</u></b> <i>How you:</i></p> <ul style="list-style-type: none"> <li>▪ support health initiatives aiming to improve access to care</li> <li>▪ review resource allocation and strategies to promote greater health equity</li> </ul> <p style="text-align: right;"> <input type="checkbox"/> 1 <input type="checkbox"/> 2  <input type="checkbox"/> 3 <input type="checkbox"/> 4         </p>

# Standard 7: Evidence Informed Practice Competency Guide and Self-Assessment

Consider each statement and whether you feel confident or unsure about your understanding, how it applies to your work and how you practice it. There is no right or wrong this is simply a starting point for you to reflect on your own learning needs.

1	<b>Expert</b>	I fully understand the message and apply in my practice all the time
2	<b>Experienced</b>	I fully understand the message and could improve how I apply it in my practice
3	<b>Novice/Beginner</b>	I am progressing in my understanding of the message and probably do not apply it in my practice
4	<b>Contemplating</b>	I am struggling understanding the message or seeing its relevance to my practice

Point of Care Nurses		Nurses in Leadership Roles	
<i>The criteria and suggestions on how to apply the competency in this column are specifically designed to support Point of Care Nurses, take a look at in your practice and score yourself accordingly.</i>		<i>The criteria and suggestions on how to apply the competency in this column are specifically designed to support Nurses in Leadership Roles, take a look at in your practice and score yourself accordingly.</i>	
<b>1. <u>Informed Decisions</u></b> <b>How you:</b> <ul style="list-style-type: none"> <li>use up-to-date research and client preferences to tailor care plans</li> <li>adjust treatment based on the latest guidelines</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>1. <u>Informed Decisions</u></b> <b>How you:</b> <ul style="list-style-type: none"> <li>offer training on current best practices</li> <li>provide easy access to research for informed decision-making</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
<b>2. <u>Assessment</u></b> <b>How you:</b> <ul style="list-style-type: none"> <li>use standardized falls risk assessment tools to determine client's risk of falling</li> <li>implement appropriate preventive measures</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>2. <u>Assessment</u></b> <b>How you:</b> <ul style="list-style-type: none"> <li>standardize assessment tools across the team</li> <li>ensure all staff are trained in assessment tools use</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
<b>3. <u>Prioritizing</u></b> <b>How you:</b> <ul style="list-style-type: none"> <li>identify and address the most urgent health issues first</li> <li>use standardized classification system to recognize clients at high risk for cardiovascular issues</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>3. <u>Prioritizing</u></b> <b>How you:</b> <ul style="list-style-type: none"> <li>develop decision-support tool for the team to use in clinical settings</li> <li>implement system to categorize and prioritize clients based on urgency and impact</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
<b>4. <u>Outcome Evaluation</u></b> <b>How you:</b> <ul style="list-style-type: none"> <li>regularly reviews client's outcomes using standardized tools to determine the effectiveness of care plan interventions</li> <li>ensure that the outcomes align with the established client specific care goals</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>4. <u>Outcome Evaluation</u></b> <b>How you:</b> <ul style="list-style-type: none"> <li>implement quality initiative where client's outcomes are regularly reviewed</li> <li>conduct regular evaluations and use results to adjust strategies and improve programs</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4

# Standard 8: Professional Responsibility and Accountability

## Competency Guide and Self-Assessment – Part I

Consider each statement and whether you feel confident or unsure about your understanding, how it applies to your work and how you practice it. There is no right or wrong this is simply a starting point for you to reflect on your own learning needs.

<b>1</b>	<b>Expert</b>	I fully understand the message and apply it in my practice all the time
<b>2</b>	<b>Experienced</b>	I fully understand the message and could improve how I apply it in my practice
<b>3</b>	<b>Novice/Beginner</b>	I am progressing in my understanding of the message and probably do not apply it in my practice
<b>4</b>	<b>Contemplating</b>	I am struggling understanding the message or seeing its relevance to my practice

Point of Care Nurses	Nurses in Leadership Roles
<i>The criteria and suggestions on how to apply the competency in this column are specifically designed to support Point of Care Nurses, take a look at in your practice and score yourself accordingly.</i>	
<p><b>1. Excellence</b> <i>How you:</i></p> <ul style="list-style-type: none"> <li>▪ independently handle a busy shift</li> <li>▪ make quick, informed decisions</li> <li>▪ remain professional</li> </ul> <p style="text-align: right;"><input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4</p>	<p><b>1. Excellence</b> <i>How you:</i></p> <ul style="list-style-type: none"> <li>▪ effectively manage the team</li> <li>▪ make strategic decisions</li> <li>▪ guide the team</li> </ul> <p style="text-align: right;"><input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4</p>
<p><b>2. Focus</b> <i>How you:</i></p> <ul style="list-style-type: none"> <li>▪ manage interruptions from a client's family</li> </ul> <p style="text-align: right;"><input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4</p>	<p><b>2. Focus</b> <i>How you:</i></p> <ul style="list-style-type: none"> <li>▪ help a point-of-care nurse handle family interruption</li> </ul> <p style="text-align: right;"><input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4</p>
<p><b>3. Safety</b> <i>How you:</i></p> <ul style="list-style-type: none"> <li>▪ recognize inappropriate behavior toward a patient</li> <li>▪ intervene to ensure the patient's dignity is maintained</li> </ul> <p style="text-align: right;"><input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4</p>	<p><b>3. Safety:</b> <i>How you:</i></p> <ul style="list-style-type: none"> <li>▪ recognize inappropriate interactions in the workplace and promptly address the behavior</li> </ul> <p style="text-align: right;"><input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4</p>
<p><b>4. Safety practices</b> <i>How you:</i></p> <ul style="list-style-type: none"> <li>▪ identify a lack of personal protective equipment (PPE)</li> <li>▪ use proper lifting techniques</li> </ul> <p style="text-align: right;"><input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4</p>	<p><b>4. Safety practices:</b> <i>How you:</i></p> <ul style="list-style-type: none"> <li>▪ oversee the regular maintenance of medical equipment</li> <li>▪ implement and monitor adherence to infection control policies</li> </ul> <p style="text-align: right;"><input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4</p>
<p><b>5. Collaboration</b> <i>How you:</i></p> <ul style="list-style-type: none"> <li>▪ work with others to update safety protocols</li> <li>▪ follow regulations to protect clients</li> </ul> <p style="text-align: right;"><input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4</p>	<p><b>5. Collaboration</b> <i>How you:</i></p> <ul style="list-style-type: none"> <li>▪ address staffing issues by reallocating resources</li> <li>▪ lead investigations into unethical behavior</li> </ul> <p style="text-align: right;"><input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4</p>

# Standard 8: Professional Responsibility and Accountability

## Competency Guide and Self-Assessment – Part II

Consider each statement and whether you feel confident or unsure about your understanding, how it applies to your work and how you practice it. There is no right or wrong this is simply a starting point for you to reflect on your own learning needs.

<b>1</b>	<b>Expert</b>	I fully understand the message and apply it in my practice all the time
<b>2</b>	<b>Experienced</b>	I fully understand the message and could improve how I apply it in my practice
<b>3</b>	<b>Novice/Beginner</b>	I am progressing in my understanding of the message and probably do not apply it in my practice
<b>4</b>	<b>Contemplating</b>	I am struggling understanding the message or seeing its relevance to my practice

<b>Point of Care Nurses</b>		<b>Nurses in Leadership Roles</b>	
<i>The criteria and suggestions on how to apply the competency in this column are specifically designed to support Point of Care Nurses, take a look at in your practice and score yourself accordingly.</i>		<i>The criteria and suggestions on how to apply the competency in this column are specifically designed to support Nurses in Leadership Roles, take a look at in your practice and score yourself accordingly.</i>	
<b>6. Integrity</b> <b>How you:</b> <ul style="list-style-type: none"> <li>▪ maintain high standards of personal well-being and professional performance</li> <li>▪ follow all protocols for patient confidentiality</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>6. Integrity</b> <b>How you:</b> <ul style="list-style-type: none"> <li>▪ model effective stress management and self-care</li> <li>▪ oversee training and compliance with healthcare regulations and organizational policies</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
<b>7. Improvement</b> <b>How you:</b> <ul style="list-style-type: none"> <li>▪ actively participates in training sessions on new patient care techniques to enhance service quality</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>7. Improvement</b> <b>How you:</b> <ul style="list-style-type: none"> <li>▪ organize and lead regular meetings to address workflow inefficiencies and implement solutions</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
<b>8. Mentorship</b> <b>How you:</b> <ul style="list-style-type: none"> <li>▪ communicate with colleagues to offer support</li> <li>▪ share best practices</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>8. Mentorship</b> <b>How you:</b> <ul style="list-style-type: none"> <li>▪ lead workshops on best practices</li> <li>▪ address performance issues</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
<b>9. Documentation</b> <b>How you:</b> <ul style="list-style-type: none"> <li>▪ promptly record patient observations and interventions</li> <li>▪ systematically documents all aspects of care</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>9. Documentation</b> <b>How you:</b> <ul style="list-style-type: none"> <li>▪ regularly audit records for timeliness</li> <li>▪ monitors documentation practices across the team</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
<b>10. Prioritization</b> <b>How you:</b> <ul style="list-style-type: none"> <li>▪ identify critical change in a patient's condition and communicate with the patient's healthcare team for a timely response</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>10. Prioritization</b> <b>How you:</b> <ul style="list-style-type: none"> <li>▪ quickly coordinate a response to a community outbreaks with local health departments, and community leaders</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4

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## Competency Guide and Self-Assessment – Part III

Consider each statement and whether you feel confident or unsure about your understanding, how it applies to your work and how you practice it. There is no right or wrong this is simply a starting point for you to reflect on your own learning needs.

<b>1</b>	<b>Expert</b>	I fully understand the message and apply it in my practice all the time
<b>2</b>	<b>Experienced</b>	I fully understand the message and could improve how I apply it in my practice
<b>3</b>	<b>Novice/Beginner</b>	I am progressing in my understanding of the message and probably do not apply it in my practice
<b>4</b>	<b>Contemplating</b>	I am struggling understanding the message or seeing its relevance to my practice

Point of Care Nurses	Nurses in Leadership Roles
<i>The criteria and suggestions on how to apply the competency in this column are specifically designed to support Point of Care Nurses, take a look at in your practice and score yourself accordingly.</i>	
<p><b>11. Compliance</b></p> <p><i>How you:</i></p> <ul style="list-style-type: none"> <li>▪ Implement and follow a patient's care plan</li> <li>▪ follow all safety protocols and guidelines to ensure the patient's well-being</li> </ul> <p style="text-align: right;"> <input type="checkbox"/> 1 <input type="checkbox"/> 2  <input type="checkbox"/> 3 <input type="checkbox"/> 4         </p>	<p><b>11. Compliance</b></p> <p><i>How you:</i></p> <ul style="list-style-type: none"> <li>▪ make sure that all team members are trained and compliant with the organizational policies and procedures</li> </ul> <p style="text-align: right;"> <input type="checkbox"/> 1 <input type="checkbox"/> 2  <input type="checkbox"/> 3 <input type="checkbox"/> 4         </p>
<p><b>12. Efficiency</b></p> <p><i>How you:</i></p> <ul style="list-style-type: none"> <li>▪ carefully manage travel time and resources by planning efficient routes</li> <li>▪ use available resources judiciously to prevent waste</li> </ul> <p style="text-align: right;"> <input type="checkbox"/> 1 <input type="checkbox"/> 2  <input type="checkbox"/> 3 <input type="checkbox"/> 4         </p>	<p><b>12. Efficiency</b></p> <p><i>How you:</i></p> <ul style="list-style-type: none"> <li>▪ ensure a local project remains within budget while achieving its goals</li> <li>▪ ensuring that resources are used effectively and efficiently</li> </ul> <p style="text-align: right;"> <input type="checkbox"/> 1 <input type="checkbox"/> 2  <input type="checkbox"/> 3 <input type="checkbox"/> 4         </p>
<p><b>13. Delegation</b></p> <p><i>How you:</i></p> <ul style="list-style-type: none"> <li>▪ ensure the right healthcare provider is assign to the patient based on the complexity, predictability and the environment</li> </ul> <p style="text-align: right;"> <input type="checkbox"/> 1 <input type="checkbox"/> 2  <input type="checkbox"/> 3 <input type="checkbox"/> 4         </p>	<p><b>13. Delegation</b></p> <p><i>How you:</i></p> <ul style="list-style-type: none"> <li>▪ develop strategies to delegate tasks based on team members' expertise</li> <li>▪ balance workloads</li> </ul> <p style="text-align: right;"> <input type="checkbox"/> 1 <input type="checkbox"/> 2  <input type="checkbox"/> 3 <input type="checkbox"/> 4         </p>
<p><b>14. Self-Awareness</b></p> <p><i>How you:</i></p> <ul style="list-style-type: none"> <li>▪ reflect on your own practice after encounter with complex case or situation</li> <li>▪ acknowledge when you lack specific expertise or knowledge</li> </ul> <p style="text-align: right;"> <input type="checkbox"/> 1 <input type="checkbox"/> 2  <input type="checkbox"/> 3 <input type="checkbox"/> 4         </p>	<p><b>14. Self-Awareness</b></p> <p><i>How you:</i></p> <ul style="list-style-type: none"> <li>▪ seek support from specialists or consultants for complex situation</li> <li>▪ enhance the team's capability in providing quality care</li> </ul> <p style="text-align: right;"> <input type="checkbox"/> 1 <input type="checkbox"/> 2  <input type="checkbox"/> 3 <input type="checkbox"/> 4         </p>

# Standard 8: Professional Responsibility and Accountability

## Competency Guide and Self-Assessment – Part IV

Consider each statement and whether you feel confident or unsure about your understanding, how it applies to your work and how you practice it. There is no right or wrong this is simply a starting point for you to reflect on your own learning needs.

<b>1</b>	<b>Expert</b>	I fully understand the message and apply it in my practice all the time
<b>2</b>	<b>Experienced</b>	I fully understand the message and could improve how I apply it in my practice
<b>3</b>	<b>Novice/Beginner</b>	I am progressing in my understanding of the message and probably do not apply it in my practice
<b>4</b>	<b>Contemplating</b>	I am struggling understanding the message or seeing its relevance to my practice

<b>Point of Care Nurses</b>		<b>Nurses in Leadership Roles</b>			
<i>The criteria and suggestions on how to apply the competency in this column are specifically designed to support Point of Care Nurses, take a look at in your practice and score yourself accordingly.</i>		<i>The criteria and suggestions on how to apply the competency in this column are specifically designed to support Nurses in Leadership Roles, take a look at in your practice and score yourself accordingly.</i>			
<b>15. <u>Documentation</u></b> <b>How you:</b>	<ul style="list-style-type: none"> <li>▪ promptly record patient observations and interventions</li> <li>▪ systematically documents all aspects of care</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>15. <u>Documentation</u></b> <b>How you:</b>	<ul style="list-style-type: none"> <li>▪ regularly audit records for timeliness</li> <li>▪ monitors documentation practices across the team</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
<b>16. <u>Prioritization</u></b> <b>How you:</b>	<ul style="list-style-type: none"> <li>▪ identify critical change in a patient's condition and communicate with the patient's healthcare team for a timely response</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>16. <u>Prioritization</u></b> <b>How you:</b>	<ul style="list-style-type: none"> <li>▪ quickly coordinate a response to a community outbreaks with local health departments, and community leaders</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
<b>17. <u>Compliance</u></b> <b>How you:</b>	<ul style="list-style-type: none"> <li>▪ Implement and follow a patient's care plan</li> <li>▪ follow all safety protocols and guidelines to ensure the patient's well-being</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>17. <u>Compliance</u></b> <b>How you:</b>	<ul style="list-style-type: none"> <li>▪ make sure that all team members are trained and compliant with the organizational policies and procedures</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
<b>18. <u>Efficiency</u></b> <b>How you:</b>	<ul style="list-style-type: none"> <li>▪ carefully manage travel time and resources by planning efficient routes</li> <li>▪ use available resources judiciously to prevent waste</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>18. <u>Efficiency</u></b> <b>How you:</b>	<ul style="list-style-type: none"> <li>▪ ensure a local project remains within budget while achieving its goals</li> <li>▪ ensuring that resources are used effectively and efficiently</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4

## **Appendix G: Comprehensive Self-Assessment Guide**

# Comprehensive Self-Assessment Guide

Consider each statement and whether you feel confident or unsure about your understanding, how it applies to your work and how you practice it. There is no right or wrong this is simply a starting point for you to reflect on your own learning needs.

1	<b>Expert</b>	I fully understand the message and apply in my practice all the time
2	<b>Experienced</b>	I fully understand the message and could improve how I apply it in my practice
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4	<b>Contemplating</b>	I am struggling understanding the message or seeing its relevance to my practice

Point of Care Nurses			Nurses in Leadership Roles		
<i>The criteria and suggestions on how to apply the competency in this column are specifically designed to support Point of Care Nurses, take a look at in your practice and score yourself accordingly.</i>			<i>The criteria and suggestions on how to apply the competency in this column are specifically designed to support Nurses in Leadership Roles, take a look at in your practice and score yourself accordingly.</i>		
Cross Cutting Competencies			Cross Cutting Competencies		
<b>1. <u>Critical Thinking</u></b> <b>How you:</b>	<ul style="list-style-type: none"> <li>▪ quickly adapt care plans based on patient responses or new information</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>1. <u>Critical Thinking</u></b> <b>How you</b>	<ul style="list-style-type: none"> <li>▪ mentor staff in analyzing complex cases and making evidence-based decisions</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
<b>2. <u>Cultural Sensitivity</u></b> <b>How you:</b>	<ul style="list-style-type: none"> <li>▪ customize patient care by considering cultural preferences and needs</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>2. <u>Cultural Sensitivity</u></b> <b>How you:</b>	<ul style="list-style-type: none"> <li>▪ develop training programs on cultural competence for the nursing team</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
<b>3. <u>Trauma-Informed Care</u></b> <b>How you:</b>	<ul style="list-style-type: none"> <li>▪ approach patients with empathy and provide a safe, supportive environment</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>3. <u>Trauma-Informed Care</u></b> <b>How you:</b>	<ul style="list-style-type: none"> <li>▪ create and enforce protocols that incorporate trauma-informed care principles</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
<b>4. <u>Effective Communication</u></b> <b>How you:</b>	<ul style="list-style-type: none"> <li>▪ collaborate with other healthcare professionals to ensure cohesive patient care</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>4. <u>Effective Communication</u></b> <b>How you:</b>	<ul style="list-style-type: none"> <li>▪ facilitate regular team meetings to address issues and align on patient care goals</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
<b>5. <u>Overcoming Barriers</u></b> <b>How you:</b>	<ul style="list-style-type: none"> <li>▪ use translation services or visual aids to communicate effectively with non-English-speaking patients</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>5. <u>Overcoming Barriers</u></b> <b>How you:</b>	<ul style="list-style-type: none"> <li>▪ implement tools and strategies to help the team address and overcome communication challenges</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
<b>6. <u>Privacy and Documentation</u></b> <b>How you:</b>	<ul style="list-style-type: none"> <li>▪ ensure all patient interactions and data are accurately recorded and securely stored</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>6. <u>Privacy and Documentation</u></b> <b>How you:</b>	<ul style="list-style-type: none"> <li>▪ oversee documentation practices to ensure compliance with privacy laws and quality standards</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
<b>7. <u>Tech Integration</u></b> <b>How you:</b>	<ul style="list-style-type: none"> <li>▪ use electronic health records to efficiently track and update patient information</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>7. <u>Tech Integration</u></b> <b>How you:</b>	<ul style="list-style-type: none"> <li>▪ promote the adoption of new technologies and ensure staff are trained to use them effectively</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4



Point of Care Nurses			Nurses in Leadership Roles		
Standard 1: Health Promotion			Standard 1: Health Promotion		
<b>1. <u>Readiness Check</u></b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ use tools and techniques to gauge the readiness and capacity of clients and caregivers</li> <li>▪ engage in conversations that explore the willingness and ability of clients to make health-related changes</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>1. <u>Readiness Check</u></b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ provide training on assessing readiness and capacity</li> <li>▪ implement protocols for regular readiness assessment</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
<b>2. <u>Holistic Assessment</u></b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ use systematic, evidence-based processes for assessments</li> <li>▪ collaborate with clients and their support networks to identify and prioritize health needs and resources</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>2. <u>Holistic Assessment</u></b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ ensure access to evidence-based assessment tools and training</li> <li>▪ promote a collaborative culture for holistic assessments</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
<b>3. <u>Context Matters</u></b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ evaluate the impact of sociopolitical and cultural contexts on health</li> <li>▪ integrate this understanding into health promotion strategies</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>3. <u>Context Matters</u></b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ offer training on the influence of sociopolitical and cultural contexts</li> <li>▪ advocate for policies that consider these factors in health promotion</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
<b>4. <u>Address Root Causes</u></b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ identify root causes of illness and health inequities</li> <li>▪ incorporate Indigenous ways of knowing and cultural practices in care</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>4. <u>Address Root Causes</u></b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ provide education on recognizing and addressing root causes</li> <li>▪ promote the integration of Indigenous knowledge and practices.</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
<b>5. <u>Empower Change</u></b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ apply motivational and co-creation approaches in health promotion</li> <li>▪ use health promotion theories and models to empower clients</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>5. <u>Empower Change</u></b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ ensure training on motivational and co-creation approaches</li> <li>▪ support the integration of health promotion theories in practice</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
<b>6. <u>Promote Self-Management</u></b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ educate clients on self-management techniques</li> <li>▪ provide tools and resources to support self-care</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>6. <u>Promote Self-Management</u></b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ implement programs that promote self-managed care</li> <li>▪ ensure the availability of educational resources and tools</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4

Point of Care Nurses			Nurses in Leadership Roles		
<b>7. <u>Effective Teaching</u></b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ apply appropriate teaching methods and learning principles</li> <li>▪ use various approaches to disseminate health information</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>7. <u>Effective Teaching</u></b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ provide training on effective teaching and educational theories</li> <li>▪ encourage the use of innovative teaching methods</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
<b>8. <u>Engaging Communication</u></b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ use motivational interviewing, counseling, and health coaching</li> <li>▪ engage in constructive dialogue with clients and their support networks</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>8. <u>Engaging Communication</u></b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ ensure access to training on effective communication techniques</li> <li>▪ promote the use of strategies that encourage behavior change</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
<b>Standard 2: Prevention and Health Protection</b>			<b>Standard 2: Prevention and Health Protection</b>		
<b>1. <u>Reduce Harm</u></b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ incorporate harm reduction strategies into routine practice</li> <li>▪ stay informed about the latest harm reduction techniques and principles</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>1. <u>Reduce Harm</u></b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ provide ongoing education and resources on harm reduction</li> <li>▪ advocate for policies and programs that support harm reduction efforts</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
<b>2. <u>Inform and Protect</u></b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ communicate clearly and effectively about health risks and preventive measures</li> <li>▪ empower clients and families to make informed health decisions</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>2. <u>Inform and Protect</u></b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ develop comprehensive training programs on risk communication and health education</li> <li>▪ ensure that educational materials are accessible and culturally appropriate</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
<b>3. <u>Track Medications</u></b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ use systematic approaches to gather and maintain accurate medication histories</li> <li>▪ regularly review and update medication records to prevent discrepancies</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>3. <u>Track Medications</u></b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ implement robust medication management system</li> <li>▪ provide training on accurate medication history documentation and reconciliation</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
<b>4. <u>Solve Problems</u></b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ engage in proactive problem-solving with clients and caregivers</li> <li>▪ use innovative approaches to overcome care delivery obstacles</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>4. <u>Solve Problems</u></b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ create an environment that encourages and supports innovative thinking</li> <li>▪ provide resources and support for developing and implementing alternative care solutions</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4

Point of Care Nurses			Nurses in Leadership Roles		
Standard 3: Health Maintenance, Restoration and Palliation			Standard 3: Health Maintenance, Restoration and Palliation		
<b>1. <u>Thorough Assessments</u></b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ use standardized and targeted assessments to gather comprehensive data</li> <li>▪ contribute to interdisciplinary team assessments for a holistic view of client needs</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>1. <u>Thorough Assessments</u></b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ provide access to standardized assessment tools and training</li> <li>▪ promote collaboration among interdisciplinary teams</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
<b>2. <u>Thorough Assessments</u></b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ use standardized and targeted assessments to gather comprehensive data</li> <li>▪ contribute to interdisciplinary team assessments for a holistic view of client needs</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>2. <u>Thorough Assessments</u></b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ provide access to standardized assessment tools and training</li> <li>▪ promote collaboration among interdisciplinary teams</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
<b>3. <u>Prioritize Needs</u></b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ focus assessments on the most pressing needs of the client</li> <li>▪ consider the immediate and anticipated needs of the client and caregivers</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>3. <u>Prioritize Needs</u></b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ develop protocols for prioritizing assessments</li> <li>▪ ensure training on rapid assessment techniques</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
<b>4. <u>Check Support</u></b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ evaluate the skills and coping mechanisms of caregivers</li> <li>▪ consider the impact of the support network on the client's health</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>4. <u>Check Support</u></b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ provide tools and training for assessing caregiver dynamics</li> <li>▪ develop support programs for caregivers</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
<b>5. <u>Support Health</u></b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ use a range of interventions to address health needs</li> <li>▪ promote disease self-management and quality of life</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>5. <u>Support Health</u></b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ ensure access to diverse intervention strategies</li> <li>▪ support continuous education on effective interventions</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
<b>6. <u>Plan Together</u></b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ collaborate with clients and caregivers to create care plans</li> <li>▪ ensure plans are mutually agreed upon and reflect client goals</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>6. <u>Plan Together</u></b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ promote a culture of shared decision-making</li> <li>▪ provide resources and training on care planning</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4

Point of Care Nurses			Nurses in Leadership Roles		
<b>7. Aid Healing</b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ support clients through the healing process</li> <li>▪ respond effectively to adverse health events</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>7. Aid Healing</b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ ensure access to resources for healing and recovery</li> <li>▪ provide training on post-adverse event care</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
<b>8. Adapt Care</b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ regularly evaluate and adapt care plans</li> <li>▪ collaborate with clients and families to meet changing needs</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>8. Adapt Care</b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ support flexible care planning</li> <li>▪ provide training on adaptive care strategies</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
<b>9. Teach Tools</b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ educate on the safe use of health equipment and technology</li> <li>▪ assist clients in integrating equipment into their routines</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>9. Teach Tools</b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ provide educational resources on equipment use</li> <li>▪ ensure training on new technologies and equipment</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
<b>10. Use Skills</b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ apply advanced nursing skills in home health care</li> <li>▪ adapt complex procedures for the home setting</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>10. Use Skills</b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ ensure access to training on advanced nursing skills</li> <li>▪ support nurses in performing complex home health procedures</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
<b>Standard 4: Professional Relationships</b>			<b>Standard 4: Professional Relationships</b>		
<b>1. Know Yourself</b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ reflect on personal attitudes and beliefs regularly</li> <li>▪ address and mitigate unconscious biases in practice</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>1. Know Yourself</b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ provide training on self-awareness and unconscious biases</li> <li>▪ promote a culture of reflection and continuous improvement</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
<b>2. Understand Clients</b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ assess clients' and caregivers' health knowledge and attitudes</li> <li>▪ use this information to tailor interventions and build professional relationships</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>2. Understand Clients</b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ ensure access to assessment tools and training</li> <li>▪ promote the use of client-centered assessment practices</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
<b>3. Recognize History</b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ integrate knowledge of historical impacts into care practices</li> <li>▪ show sensitivity and respect for Indigenous clients' experiences</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>3. Recognize History</b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ provide education on the history of Indigenous health</li> <li>▪ promote practices that acknowledge and address historical impacts</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4

Point of Care Nurses			Nurses in Leadership Roles		
<b>4. <u>Respect Choices</u></b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ empower clients to make informed health decisions</li> <li>▪ respect clients' autonomy and health priorities</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>4. <u>Respect Choices</u></b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ promote a culture of client-centered care</li> <li>▪ ensure policies support client autonomy and informed decision-making</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
<b>5. <u>Team Coordination</u></b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ lead the development of collaborative care plans</li> <li>▪ engage all relevant parties in the planning process</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>5. <u>Team Coordination</u></b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ foster an environment that supports interprofessional collaboration</li> <li>▪ provide resources and training for effective care planning</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
<b>6. <u>Sensitive Communication</u></b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ practice culturally safe and trauma-informed communication</li> <li>▪ adapt communication methods to meet clients' needs</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>6. <u>Sensitive Communication</u></b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ provide training on culturally safe and trauma-informed communication</li> <li>▪ encourage the use of diverse communication strategies</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
<b>7. <u>Value Support</u></b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ involve clients' social support networks in care planning</li> <li>▪ encourage the maintenance and development of support networks</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>7. <u>Value Support</u></b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ promote policies that support client social networks</li> <li>▪ provide resources for involving support networks in care</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
<b>8. <u>Show Care</u></b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ exhibit caring behaviors in all interactions</li> <li>▪ provide emotional support to clients and caregivers</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>8. <u>Show Care</u></b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ promote a culture of empathy and caring</li> <li>▪ recognize and reward caring behaviors among staff</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
<b>9. <u>Build Trust</u></b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ build and maintain trust with clients</li> <li>▪ show respect and actively listen to clients' need</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>9. <u>Build Trust</u></b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ support training on building therapeutic relationships</li> <li>▪ promote practices that enhance trust and respect</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
<b>10. <u>Promote Positivity</u></b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ adapt practices to promote positive interactions</li> <li>▪ use technology to enhance client and caregiver engagement</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>10. <u>Promote Positivity</u></b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ provide resources for integrating technology in care</li> <li>▪ promote practices that enhance positive interactions</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4

Point of Care Nurses			Nurses in Leadership Roles		
<b>11. <u>Work Together</u></b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ use interprofessional skills to build partnerships</li> <li>▪ collaborate effectively with the care team and clients</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>11. <u>Work Together</u></b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ promote interprofessional education and collaboration</li> <li>▪ support team-building activities and conflict resolution training</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
<b>12. <u>Reflect and Improve</u></b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ regularly reflect on and evaluate relationships</li> <li>▪ seek feedback to improve practice</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>12. <u>Reflect and Improve</u></b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ promote a culture of continuous improvement</li> <li>▪ provide opportunities for reflection and feedback</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
<b>13. <u>Lead Quality</u></b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ lead by example to inspire quality care</li> <li>▪ coordinate effectively with the care team</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>13. <u>Lead Quality</u></b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ promote a culture of client-centered care</li> <li>▪ ensure policies support client autonomy and informed decision-making</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
<b>Standard 5: Capacity Building</b>			<b>Standard 5: Capacity Building</b>		
<b>1. <u>Empowerment</u></b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ identify and affirm the strengths of clients and caregivers</li> <li>▪ encourage clients to use their strengths to achieve health goals</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>1. <u>Empowerment</u></b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ promote strengths-based training and frameworks</li> <li>▪ create a culture that recognizes and builds on individual strength</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
<b>2. <u>Support Healthy Choices</u></b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ create a supportive environment for healthy lifestyle choices</li> <li>▪ integrate cultural factors and Indigenous knowledge into care plans</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>2. <u>Support Healthy Choices</u></b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ ensure access to culturally appropriate resources</li> <li>▪ promote policies that support healthy lifestyle choices</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
<b>3. <u>Build Capacity</u></b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ use mutual goal setting and visioning techniques with clients</li> <li>▪ engage clients and caregivers in shared decision-making</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>3. <u>Build Capacity</u></b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ provide training on capacity-building strategies</li> <li>▪ foster a culture that supports self-determination and engagement</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
<b>4. <u>Assessment</u></b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ regularly evaluate the effectiveness of capacity-building efforts</li> <li>▪ adjust strategies based on client feedback and outcomes</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>4. <u>Assessment</u></b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ promote the use of evaluation tools and frameworks</li> <li>▪ support continuous improvement based on evaluation findings</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4

Point of Care Nurses			Nurses in Leadership Roles		
<b>5. Flexibility</b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ stay flexible and responsive to changes in client health</li> <li>▪ adjust care plans as needed to meet evolving needs</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>5. Flexibility</b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ encourage a culture of flexibility and responsiveness</li> <li>▪ provide resources to support adaptive care practices</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
<b>6. Engagement</b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ practice active listening and empathetic communication</li> <li>▪ use communication to empower and support clients and caregivers</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>6. Engagement</b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ provide training on effective communication skills</li> <li>▪ promote a culture of open and supportive communication</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
Standard 6: Health Equity			Standard 6: Health Equity		
<b>1. Social Determinants</b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ consider how the income, mobility, and access to transportation can affect health management</li> <li>▪ evaluate how racialized individuals experience higher rates of chronic illnesses</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>1. Social Determinants</b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ promote education on LGBTQ+ individuals and mental health issues</li> <li>▪ assess how systemic barriers may impact healthcare access for people with disabilities</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
<b>2. Power Dynamics</b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ approach clients with cultural sensitivity and work to build trust</li> <li>▪ support clients in engaging in discussion about their health</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>2. Power Dynamics</b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ share the impact of power structures and systemic biases in healthcare</li> <li>▪ promote training to better engage with clients from diverse backgrounds and address their unique needs</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
<b>3. Advocacy</b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ advocate for client's needs and preferences</li> <li>▪ arrange for language support services to ensure that all clients understand their treatment options and rights</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>3. Advocacy</b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ collaborate with local organizations to serve underserved communities</li> <li>▪ champion the inclusion of transgender individuals within your program</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
<b>4. Care Coordination</b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ coordinate referrals to multidisciplinary team members when you identify the need</li> <li>▪ arrange multidisciplinary team meetings to better support clients</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>4. Care Coordination</b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ partner with community partners to enhance access to holistic care for clients</li> <li>▪ promote training on accessing various healthcare professionals</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4

Point of Care Nurses			Nurses in Leadership Roles		
<b>5. <u>Unified Care Plan</u></b> <b>How you:</b>	<ul style="list-style-type: none"> <li>▪ collaborate with external specialists to create a comprehensive care plan</li> <li>▪ lead care coordination meeting with multidisciplinary team members for clients with complex health issues</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>5. <u>Unified Care Plan</u></b> <b>How you:</b>	<ul style="list-style-type: none"> <li>▪ coordinate with community health partners to create an integrated care plan</li> <li>▪ ensure the care plan reduces service gaps across settings</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
<b>6. <u>Cultural Safety</u></b> <b>How you:</b>	<ul style="list-style-type: none"> <li>▪ provide empathetic and respectful care, address any concerns related to past healthcare experiences</li> <li>▪ ensure that clients feel heard and valued</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>6. <u>Cultural Safety</u></b> <b>How you:</b>	<ul style="list-style-type: none"> <li>▪ provide training about historical and systemic racism in healthcare</li> <li>▪ implement policies that address the impact of historical injustices on patient care</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
<b>7. <u>Alternative Care</u></b> <b>How you:</b>	<ul style="list-style-type: none"> <li>▪ Incorporate traditional healing practices into client treatment plan</li> <li>▪ facilitate connections between clients and local Indigenous healers</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>7. <u>Alternative Care</u></b> <b>How you:</b>	<ul style="list-style-type: none"> <li>▪ support integration of traditional Indigenous healing practices</li> <li>▪ promote education on culturally appropriate care and value of traditional Indigenous practices</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
<b>8. <u>Resource Allocation</u></b> <b>How you:</b>	<ul style="list-style-type: none"> <li>▪ advocate for resources to be allocated to improve service delivery and safety in equity deserving communities</li> <li>▪ advocate for infrastructure improvements to ensure all facilities are accessible and safe for everyone</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>8. <u>Resource Allocation</u></b> <b>How you:</b>	<ul style="list-style-type: none"> <li>▪ advocate for enhanced mental health services in underserved communities</li> <li>▪ allocate resources to support expanding facilities, enhancing technology, and increasing staffing</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
<b>9. <u>Access</u></b> <b>How you:</b>	<ul style="list-style-type: none"> <li>▪ leverage virtual services to support clients who cannot easily access healthcare facilities</li> <li>▪ use outreach programs to connect with equity deserving individuals in the community</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>9. <u>Access</u></b> <b>How you:</b>	<ul style="list-style-type: none"> <li>▪ increase access to care for individuals in remote areas through virtual technology</li> <li>▪ address health disparities and improve access to essential services</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
<b>10. <u>Accessibility</u></b> <b>How you:</b>	<ul style="list-style-type: none"> <li>▪ improve service delivery by suggesting leveraging clinics</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2	<b>10. <u>Accessibility</u></b> <b>How you:</b>	<ul style="list-style-type: none"> <li>▪ support health initiatives aiming to improve access to care</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2



	settings or adding translation services ▪ assess service utilization rates among equity-deserving groups	<input type="checkbox"/> 3 <input type="checkbox"/> 4		▪ review resource allocation and strategies to promote greater health equity	<input type="checkbox"/> 3 <input type="checkbox"/> 4
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Point of Care Nurses			Nurses in Leadership Roles		
Standard 7: Evidence Informed Practice			Standard 7: Evidence Informed Practice		
<b>1. <u>Informed Decisions</u></b> <b>How you:</b>	<ul style="list-style-type: none"> <li>▪ use up-to-date research and client preferences to tailor care plans</li> <li>▪ adjust treatment based on the latest guidelines</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>1. <u>Informed Decisions</u></b> <b>How you:</b>	<ul style="list-style-type: none"> <li>▪ offer training on current best practices</li> <li>▪ provide easy access to research for informed decision-making</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
<b>2. <u>Assessment</u></b> <b>How you:</b>	<ul style="list-style-type: none"> <li>▪ use standardized falls risk assessment tools to determine client's risk of falling</li> <li>▪ implement appropriate preventive measures</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>2. <u>Assessment</u></b> <b>How you:</b>	<ul style="list-style-type: none"> <li>▪ standardize assessment tools across the team</li> <li>▪ ensure all staff are trained in assessment tools use</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
<b>3. <u>Prioritizing</u></b> <b>How you:</b>	<ul style="list-style-type: none"> <li>▪ identify and address the most urgent health issues first</li> <li>▪ use standardized classification system to recognize clients at high risk for cardiovascular issues</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>3. <u>Prioritizing</u></b> <b>How you:</b>	<ul style="list-style-type: none"> <li>▪ develop decision-support tool for the team to use in clinical settings</li> <li>▪ implement system to categorize and prioritize clients based on urgency and impact</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
<b>4. <u>Outcome Evaluation</u></b> <b>How you:</b>	<ul style="list-style-type: none"> <li>▪ regularly reviews client's outcomes using standardized tools to determine the effectiveness of care plan interventions</li> <li>▪ ensure that the outcomes align with the established client specific care goals</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>4. <u>Outcome Evaluation</u></b> <b>How you:</b>	<ul style="list-style-type: none"> <li>▪ implement quality initiative where client's outcomes are regularly reviewed</li> <li>▪ conduct regular evaluations and use results to adjust strategies and improve programs</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
Standard 8: Professional Responsibility and Accountability			Standard 8: Professional Responsibility and Accountability		
<b>1. <u>Excellence</u></b> <b>How you:</b>	<ul style="list-style-type: none"> <li>▪ independently handle a busy shift,</li> <li>▪ make quick, informed decisions,</li> <li>▪ remain professional</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>1. <u>Excellence</u></b> <b>How you:</b>	<ul style="list-style-type: none"> <li>▪ effectively manage the team,</li> <li>▪ make strategic decisions,</li> <li>▪ guide the team</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
<b>2. <u>Focus</u></b> <b>How you:</b>	<ul style="list-style-type: none"> <li>▪ manage interruptions from a client's family</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>2. <u>Focus</u></b> <b>How you:</b>	<ul style="list-style-type: none"> <li>▪ help a point-of-care nurse handle family interruption</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
<b>3. <u>Safety</u></b> <b>How you:</b>	<ul style="list-style-type: none"> <li>▪ recognize inappropriate behavior toward a patient</li> <li>▪ intervene to ensure the patient's dignity is maintained</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>3. <u>Safety</u></b> <b>How you:</b>	<ul style="list-style-type: none"> <li>▪ recognize inappropriate interactions in the workplace and promptly address the behavior</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4

Point of Care Nurses			Nurses in Leadership Roles		
<b>4. <u>Safety practices</u></b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ identify a lack of personal protective equipment (PPE)</li> <li>▪ use proper lifting techniques</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>4. <u>Safety practices</u></b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ oversee the regular maintenance of medical equipment</li> <li>▪ implement and monitor adherence to infection control policies</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
<b>5. <u>Collaboration</u></b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ work with others to update safety protocols</li> <li>▪ follow regulations to protect clients</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>5. <u>Collaboration</u></b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ address staffing issues by reallocating resources</li> <li>▪ lead investigations into unethical behavior</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
<b>6. <u>Integrity</u></b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ maintain high standards of personal well-being and professional performance</li> <li>▪ follow all protocols for patient confidentiality</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>6. <u>Integrity</u></b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ model effective stress management and self-care</li> <li>▪ oversee training and compliance with healthcare regulations and organizational policies</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
<b>7. <u>Improvement</u></b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ actively participates in training sessions on new patient care techniques to enhance service quality</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>7. <u>Improvement</u></b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ organize and lead regular meetings to address workflow inefficiencies and implement solutions</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
<b>8. <u>Mentorship</u></b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ communicate with colleagues to offer support</li> <li>▪ share best practices</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>8. <u>Mentorship</u></b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ lead workshops on best practices</li> <li>▪ address performance issues</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
<b>9. <u>Documentation</u></b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ promptly record patient observations and interventions</li> <li>▪ systematically documents all aspects of care</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>9. <u>Documentation</u></b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ regularly audit records for timeliness</li> <li>▪ monitors documentation practices across the team</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
<b>10. <u>Prioritization</u></b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ identify critical change in a patient's condition and immediately communicate with the patient's healthcare team for a timely response</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>10. <u>Prioritization</u></b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ quickly coordinate a response to a community outbreaks with local health departments, and community leaders</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
<b>11. <u>Compliance</u></b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ Implement and follow a patient's care plan</li> <li>▪ follow all safety protocols and guidelines to ensure the patient's well-being</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>11. <u>Compliance</u></b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ make sure that all team members are trained and compliant with the organizational policies and procedures</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
<b>12. <u>Prioritization</u></b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ identify critical change in a patient's condition and immediately communicate with the patient's healthcare</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<b>12. <u>Prioritization</u></b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ quickly coordinate a response to a community outbreaks with local health</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4

	team for a timely response			departments, and community leaders	
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Point of Care Nurses			Nurses in Leadership Roles		
13. <b>Compliance</b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ Implement and follow a patient's care plan</li> <li>▪ follow all safety protocols and guidelines to ensure the patient's well-being</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	13. <b>Compliance</b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ make sure that all team members are trained and compliant with the organizational policies and procedures</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
14. <b>Efficiency</b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ carefully manage travel time and resources by planning efficient routes</li> <li>▪ use available resources judiciously to prevent waste</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	14. <b>Efficiency</b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ ensure a local project remains within budget while achieving its goals</li> <li>▪ ensuring that resources are used effectively and efficiently</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
15. <b>Delegation</b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ ensure the right healthcare provider is assign to the patient based on the complexity, predictability and the environment</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	15. <b>Delegation</b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ develop strategies to delegate tasks based on team members' expertise</li> <li>▪ balance workloads</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
16. <b>Self-Awareness</b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ reflect on your own practice after encounter with complex case or situation</li> <li>▪ acknowledge when you lack specific expertise or knowledge</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	16. <b>Self-Awareness</b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ seek support from specialists or consultants for complex situation</li> <li>▪ enhance the team's capability in providing quality care</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
17. <b>Growth</b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ enroll in workshops or online courses to enhance your knowledge and skills</li> <li>▪ integrate new knowledge to address community health needs more effectively</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	17. <b>Growth</b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ reflect on your leadership practices and seek feedback from peers and team members</li> <li>▪ attend leadership conferences or obtain advanced certifications</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
18. <b>Education</b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ take courses on cultural competence to better ensure that care is respectful and tailored to individual cultural contexts</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	18. <b>Education</b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ stay updated on evidence-based practices</li> <li>▪ attends a workshop on emerging technologies in healthcare</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
19. <b>Mentorship</b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ mentor nursing students and provide them with hands-on experience</li> <li>▪ create a supportive environment for professional development</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	19. <b>Mentorship</b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ establish a structured mentorship program for new community health nurses and students</li> <li>▪ organize regular training sessions and workshops</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4
20. <b>Advocacy</b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ provide feedback on the need for additional staff or specialized roles based on clients' needs</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	20. <b>Advocacy</b> <i>How you:</i>	<ul style="list-style-type: none"> <li>▪ advocate for a staffing model that includes both generalists and specialists in response</li> </ul>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4

				to caseload and clients' needs	
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