CLPNA Mandate
To lead and regulate the profession in a manner that protects and serves the public through excellence in Practical Nursing.

CLPNA’s Vision
Transforming the licensed practical nurse profession and influencing a quality person-centred system.

Mission for the Profession
Licensed Practical Nurses (LPNs) of Alberta are progressive nursing professionals who provide quality, safe, competent, and ethical care in collaboration with clients, families and other providers.

• LPNs provide holistic person-centred care including physical, psychosocial and spiritual health.
• LPNs advocate for and respect client choice and dignity.
• LPNs are accountable for the care they provide.
The College of Licensed Practical Nurses of Alberta (CLPNA) is the regulatory organization for the profession of licensed practical nurses (LPNs) in Alberta. Led by CLPNA’s mandate and vision, and through environmental assessment, this Strategic Plan was developed to ensure the goal of regulatory excellence.

Ten-Year Strategic Plan

By 2024, licensed practical nurses are leaders in health care, contributing to evidence-based care, delivery, education, research, management and administration, and are invaluable members of the care team in a transformed health system.

1. Legislative and regulatory changes enable the optimization of LPNs.
2. Basic and advanced education prepares LPNs to meet the needs of changing demographics in a transformed health system.
3. LPNs are recognized as opinion leaders influencing public policy for health care reform.
4. LPNs are early adopters of technology for effective and efficient health system.
5. LPNs are recognized as professional nurses providing excellent person-centred care.

Education and Competence

Goal One: To lead educational strategies enabling Licensed Practical Nurses to meet the changing needs of the population.

1.2 Implement 2015 competency profile with LPNs and stakeholders.
1.3 Implement 2015 enhanced standards for program approval for the LPN profession.
1.4 Develop and implement strategies to promote leadership and collaborative practice.
1.5 Implement strategies to ensure LPNs achieve competencies required for emerging demographics and an evolving health system.
1.6 Expand CLPNA policy and practice support to promote safe quality care.
1.7 Review and enhance the continuing competency program ensuring continued alignment with best practices.

Research and Innovation

Goal Two: To actively participate in research, innovation, and new initiatives that assist in the reform and improvement of the health system.

2.3 Collaborate to enhance opportunities for bridging into the LPN profession.
2.4 Create ongoing opportunities for consultation and discussion of healthcare trends.
2.5 Initiate research to evaluate the effectiveness of alternative clinical learning opportunities in primary care, complex/critical acute care, case management, and business and entrepreneurial skill.

Strategic and Future Planning

Goal Three: To maintain a Ten-Year Strategic Plan and a Three-Year Business Plan for the College of Licensed Practical Nurses of Alberta.

3.1 Prepare and publish the “Strategic Plan” for CLPNA and widely circulate amongst LPNs and stakeholders.
3.2 Create ongoing opportunities for consultation and discussion of healthcare trends.
3.3 Host a “Think Tank” session annually to inform the profession and influence the system.
3.4 Measure and monitor the strategic plan through quarterly and annual evaluation.

Three-Year Business Plan: 2015 – 2018

Engagement and Empowerment

Goal Four: To develop an engagement strategy to empower Licensed Practical Nurses for the future.

4.1 Develop opportunities for dialogue with LPNs throughout the strategic planning cycle.
4.2 Consult with LPNs to enhance LPN-related issues in strategic focus areas (for example, technology, dementia, leadership, collaborative practice, addictions and mental health, primary healthcare, health and wellness, etc.).
4.3 Enhance strategies to recognize and showcase excellence in LPN practice.
4.4 Create networks for LPNs to mentor and share with other LPNs.
4.5 Develop strategies to enhance LPN competencies to meet expectations of a transformed health system.

Communication and Marketing

Goal Five: To enhance communication and public awareness strategies to inform stakeholders of the competencies of the Licensed Practical Nurse and the strategic direction of the CLPNA.

5.1 Develop and implement a communication and marketing strategy for CLPNA.
5.2 Enhance practice consultation available to employers and decision makers in healthcare.
5.3 Develop and implement communication and marketing strategies for CLPNA.
5.4 Promote and support collaboration among nursing regulatory bodies.
5.5 Enhance LPN involvement in system-wide promotion of health and wellness.
5.6 Collaborate with provincial, national and international regulatory bodies to support regulator excellence.

Registration and Complaint

Goal Six: To enhance registration and complaint processes in the pursuit of excellence.

6.1 Continuously develop registration and complaint processes according to best practices.
6.2 Monitor utilization and socio-demographic trends of the LPN in Alberta.
6.3 Promote and support collaboration among federal regulatory bodies.
6.4 Collaborate with provincial, national and international regulatory support in support of regulatory excellence.

REGULATORY EXCELLENCE

- Registration & Complaints
- Communication & Marketing
- Engagement & Empowerment
- Strategic & Future Planning
- Research & Innovation
- Regulatory Excellence