



2014

# Strategic Plan



COLLEGE OF  
**LICENSED PRACTICAL NURSES**  
OF ALBERTA



## | 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

Licensed Practical Nurses are trusted partners and valued professionals who anticipate the changing needs in the population and lead changes in the healthcare system in collaboration with other professionals.

- LPNs are valued as an integral partner in a quality system.
- LPNs advocate for health and wellness strategies for Albertans.
- LPNs practice evidence-informed nursing, education, research, management and administration.
- LPNs embrace change that serves the best interests of the public and a quality healthcare system.
- LPNs are innovative and collaborative leaders.
- LPNs enhance competencies and evolve to meet the changing needs of the population.
- LPNs are recognized by the public as professional nurses providing excellent client care.



## | 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 2023, Licensed Practical Nurses are leaders in healthcare, contributing to evidence-informed care delivery, education, research, management and administration; and are invaluable members of the care team in a transformed health system.

- Legislative and regulatory changes enable the optimization of LPNs.
- Basic and advanced education prepares LPNs to meet the needs of changing demographics in a transformed health system (for example, cultural competence, leadership, collaborative care, chronic disease management, addiction and mental health, community care, seniors' care, dementia care and palliative care).
- LPNs are recognised as opinion leaders in healthcare reform and consulted by Government and policy makers.
- LPNs influence public policy development (for example policies relating to social determinants of health) in the interest of Albertans.
- LPNs are recognised as leaders in healthcare.
- LPNs adopt technology for efficient and effective delivery of care.
- LPNs with advanced education inform the profession through scholarly research, publication and mentorship.
- LPNs fully embrace interprofessional and intersectoral collaboration.
- LPNs strategically manage their own practice through empowered professionalism.

# Three-Year Business Plan: 2014 - 2017

## Education and Competence

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

*Competency areas include leadership, chronic disease management, dementia care, addictions and mental health, community care, primary healthcare, self-care and wellness, seniors' care, palliative care, complex/critical acute care, case management, and business and entrepreneurial skill.*

- 1.1. Review and enhance basic, additional and advanced competencies involving employers, educators and LPNs.
- 1.2. Enhance education approval standards for the LPN profession.
- 1.3. Collaborate to enhance opportunities for bridging into 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.
- 1.6. Expand 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

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

- 2.1. Research and disseminate best practices in utilization of LPNs including primary healthcare and family care clinics.
- 2.2. Create a proactive culture among LPNs in the use of assistive technology in healthcare.
- 2.3. Enhance LPN involvement in promotion of health and wellness from conception to end of life.
- 2.4. Contribute to research and evaluation of innovative dementia and seniors' care.
- 2.5. Initiate research to evaluate the effectiveness of alternative clinical learning opportunities in practical nurse education.

## Strategic and Future Planning

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

- 3.1. Prepare and publish the "Strategic Plan" for CLPNA and widely circulate it amongst LPNs and stakeholders.
- 3.2. Create ongoing opportunities for consultation and discussion of healthcare trends.
- 3.3. Host a "Think Tank" session annually, expanding theme and participation to a larger group of LPNs and stakeholders.
- 3.4. Meet with government, employers, educators and other stakeholders to communicate the Strategic Plan.
- 3.5. Provide effective stewardship of CLPNA resources.
- 3.6. Measure and monitor the strategic plan through quarterly and annual evaluation.

## Engagement and Empowerment

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

- 4.1. Develop opportunities for dialogue with LPNs throughout planning, implementation and evaluation of the strategic plan.
- 4.2. Consult with and engage LPNs related to their roles 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 leadership competencies to meet expectations of a transformed health system (for example, conflict management, client/family relationship, staff management, customer service, and policy and legislation).

## Communication and Marketing

### 5 | **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 strategy for CLPNA.
- 5.2. Enhance practice consultation available to employers and decision makers in healthcare.

## Registration and Complaint

### 6 | **Goal Six: To enhance registration and complaint processes in the pursuit of excellence.**

- 6.1. Continually 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 Licensed Practical Nurse and other nursing regulatory bodies.
- 6.4. Collaborate with provincial, national and international regulators in support of regulatory excellence.

## REGULATORY EXCELLENCE





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