C: Professionalism and Leadership

Please note: Competencies within this section of the Profile are to be taken in consideration with competencies outlined throughout this document and are not intended to be standalone.

Important: LPNs are responsible to ensure they have any required education or training and the individual competence prior to performing these competencies.
Competency Statement - A Licensed Practical Nurse will:

C-1-1 Demonstrate knowledge and understanding of the Health Professions Act (HPA) and Licensed Practical Nurses Profession Regulation:
- continuing competence
- conduct process
- protected titles
- registration and renewal
- restricted activities

C-1-2 Demonstrate knowledge and understanding of the role of the College of Licensed Practical Nurses of Alberta:
- establish, maintain, and enforce standards for education, registration, continuing competence, and discipline
- establish, maintain, and enforce standards of practice and code of ethics
- govern and regulate members in a manner that protects and serves the public

C-1-3 Demonstrate knowledge and understanding of the differences in role and responsibilities of regulatory bodies, professional associations, and unions.
Competency Statement - A Licensed Practical Nurse will:

**C-2-1** Demonstrate knowledge of scope of practice as defined in the Licensed Practical Nurses Profession Regulation (2003) and the Competency Profile for Licensed Practical Nurses.

**C-2-2** Demonstrate understanding of the Licensed Practical Nurse Practice Statement as defined under legislation:

“In their practice, Licensed Practical Nurses do one of more of the following:
(a) apply nursing knowledge, skill and judgment to assess patients’ needs,
(b) provide nursing care for patients and families,
   (b.1) teach, manage, and conduct research into the science, techniques and practice of nursing, and,
(c) provide restricted activities authorized the regulations.”

Schedule 10 (3) Health Professions Act, 2000

**C-2-3** Demonstrate knowledge and understanding of restricted activities listed in the Government Organization Act, Schedule 7.1, and authorized for Licensed Practical Nurses in the Licensed Practical Nurses Profession Regulation (2003).

**C-2-4** Demonstrate knowledge of practice policies, guidelines and additional governance documents that guide and interpret Licensed Practical Nurse scope of practice.
Competency Statement - A Licensed Practical Nurse will:

**C-3-1 Demonstrate knowledge and understanding of the Standards of Practice for Licensed Practical Nurses in Canada (CCPNR, 2013):**

**Standard 1:** Professional Accountability and Responsibility

**Standard 3:** Service to the Public and Self-Regulation

**Standard 2:** Knowledge Based Practice

**Standard 4:** Ethical Practice

**C-3-2 Demonstrate knowledge and understanding of the six foundational principles of the Standards of Practice:**

**Principle 1:** LPNs are self-regulating and accountable for providing safe, competent, compassionate, and ethical care within the legal and ethical framework of nursing regulation.

**Principle 2:** LPNs are autonomous practitioners working collaboratively within health care to assess, plan, and deliver quality nursing services.

**Principle 3:** LPN practice is client centered and includes individuals, families, groups and communities.

**Principle 4:** LPN standards are broadly based and address variations in client needs, provider competence, experience and environmental factors.

**Principle 5:** LPN standards allow for growth in the profession to meet changing approaches, treatments and technologies within the health care system.

**Principle 6:** LPN standards encourage leadership through self-awareness and reflection, commitment to individual and professional growth, and promotion of the best possible service to the public.

**C-3-3 Demonstrate knowledge and understanding of additional Standards of Practice that outline professional expectations for LPNs:**

- Standards of Practice on Boundary Violations: Protecting Patients from Sexual Abuse and Sexual Misconduct (CLPNA, 2019)
- Standards of Practice and Competencies for Perioperative Licensed Practical Nurses (CCPNR, 2010)
Competency Statement - A Licensed Practical Nurse will:

C-4-1  Demonstrate knowledge and understanding of the Code of Ethics for Licensed Practical Nurses in Canada (CCPNR, 2013):

Principle 1: Responsibility to the Public
Principle 2: Responsibilities to Clients
Principle 3: Responsibility to the Profession
Principle 4: Responsibility to Colleagues
Principle 5: Responsibility to Oneself

C-4-2  Demonstrate knowledge and ability to apply the Code of Ethics Principles to guide nursing practice and individual behaviour:
- professional standards
- competencies
- employer policies
- legal requirements

C-4-3  Demonstrate knowledge and ability to apply ethical principles to decision making:
- person centered care
- cultural diversity
- fitness to practice
- honesty and integrity
- inter-professional collaboration
- moral distress (self and others)
- personal beliefs and bias
- privacy and confidentiality
- professional boundaries
- professionalism and accountability
- social determinants of health
- therapeutic relationship
- use of technology and social media

C-4-4  Demonstrate knowledge and ability to assess and manage ethical dilemmas and seek assistance when necessary.
Major Competency
C: Professionalism and Leadership

Competency
C-5: Accountability and Responsibility

Competency Statement - A Licensed Practical Nurse will:

C-5-1 Demonstrate knowledge and understanding of self-regulation and the accountabilities of the Licensed Practical Nurse to:
- Patients
- Employers
- Colleagues
- Self
- CLPNA

C-5-2 Demonstrate knowledge of individual legal accountabilities as a Licensed Practical Nurse:
- duty of care – provide safe, competent, ethical, and compassionate care
- duty to report – as required by applicable legislation
- maintain fitness to practice
- work within scope of practice, nursing role, policies, and procedures
- maintain standards of practice, code of ethics, registration, conduct, and continuing competence requirements.

C-5-3 Demonstrate knowledge and ability to identify when assignment of care exceeds individual competence or scope of practice:
- research evidence informed practices
- consult inter-professional team
- collaborate as necessary
- maintain or transfer care as necessary

C-5-4 Demonstrate knowledge and ability to apply concepts of professional autonomy throughout practice:
- accountable for individual actions and behaviors
- best practices and research
- collaborate as required
- moral and ethical decision making
- self-managed competence development
- implications of individual decisions

C-5-5 Demonstrate knowledge and ability to maintain confidentiality:
- adhere to legislation and regulation, professional standards and employer policies
- identify risks and report breach of confidentiality
- manage patient information appropriately
Competency Statement - A Licensed Practical Nurse will:

C-6-1 Demonstrate knowledge and ability to effectively recognize, establish, and manage professional boundaries:
- caring for own family and friends
- friendships, romantic relationships
- intimidation, favoritism
- conflict of interest
- giving and receiving gifts
- inappropriate physical and sexual interactions
- excessive self-disclosure
- psychological safety
- social media presence

C-6-2 Demonstrate knowledge of risks associated with inappropriate use of social media:
- privacy and confidentiality breach
- public safety and trust
- nursing career impact
- use during work hours

C-6-3 Demonstrate knowledge and ability to recognize, intervene, and report boundary violations of self or others.
Competency Statement - A Licensed Practical Nurse will:

**C-7-1** Demonstrate knowledge and ability to maintain physical, mental and emotional health to ensure safe, competent, and ethical practice.

**C-7-2** Demonstrate knowledge of components affecting fitness to practice:
- substance use and addiction
- coping mechanisms and stress management
- family and environmental issues
- physical ability
- psychological wellbeing
- sensory perception

**C-7-3** Demonstrate knowledge and ability to take responsibility and self-manage fitness to practice:
- maintain personal wellness
- manage work-life balance
- seek assistance and support
- self-report and withdraw from practice as appropriate
Competency C: Professionalism and Leadership

Competency C-8: Professional Development

Competency Statement - A Licensed Practical Nurse will:

C-8-1 **Demonstrate commitment to lifelong learning through personal and professional development:**
- adopt self-reflective practice
- identify career pathways
- attend professional development activities
- track learning and maintain records
- participate in College of Licensed Practical Nurses of Alberta Continuing Competence Program

C-8-2 **Demonstrate knowledge and ability to participate in continuous quality improvement and evidence informed nursing practice.**

C-8-3 **Demonstrate a commitment to participate in professional development activities at a local, provincial or national level to support safety of the public and quality care.**
Competency Statement - A Licensed Practical Nurse will:

**C-9-1** Demonstrate knowledge and ability to apply leadership competence throughout nursing practice.

**C-9-2** Demonstrate characteristics and attributes of an effective leader:

- values
  - morals and ethics
  - authenticity
  - honesty and integrity
  - cultural diversity and inclusion

- emotional intelligence
  - compassion
  - empathy
  - competence
  - confidence

- professionalism
  - professional conduct and accountability
  - systems thinker
  - visionary
  - lifelong learner
  - collaboration
  - effective communication
  - evidence based decision making
  - self-reflective practice
  - coach and mentor

**C-9-3** Demonstrate knowledge and ability to recognize individual strengths and capacity to develop self as a leader.

**C-9-4** Demonstrate knowledge and ability to assign, educate, and supervise regulated and unregulated healthcare providers:

- implement Standards of Practice (CCPNR, 2013) and Decision-Making Standards for Nurses in the Supervision of HealthCare Aides (2010) as appropriate.
- provide guidance, coaching and mentorship
- evaluate needs and reassign as necessary

**C-9-5** Demonstrate knowledge and ability to assess, influence and effectively manage difficult situations and change.

**C-9-6** Demonstrate knowledge and ability to elicit support and commitment from others to achieve a common goal.

**C-9-7** Demonstrate knowledge and ability to follow appropriate channels of communication and reporting according to employer requirements.
Competency Statement - A Licensed Practical Nurse will:

C-10-1 Demonstrate knowledge and ability to apply legislation, regulation, and abide by employer requirements.

C-10-2 Demonstrate knowledge and ability to supervise a team and assign patient care based on:
- patient care needs
- healthcare provider competence
- available environmental supports

C-10-3 Demonstrate knowledge and ability to establish and revise goals, priorities, and nursing interventions.

C-10-4 Demonstrate knowledge and ability to model exemplary leadership practices:
- change management
- person centered care
- collaborative practice
- effective communication
- conflict management
- emergency preparedness
- resource utilization
- strategic planning
- support and mentor staff
- systems thinking

C-10-5 Demonstrate knowledge and ability to organize and facilitate case conferences, reporting, and meetings.

C-10-6 Demonstrate knowledge and commitment to organizational planning through committee involvement.
Competency Statement - A Licensed Practical Nurse will:

C-11-1 Demonstrate knowledge and ability to apply case management principles and processes.

C-11-2 Demonstrate knowledge and ability to perform advanced responsibilities of case management:

- assess patient data to determine service needs
- complete patient care profile
- negotiate patient placement
- communicate with patient, family, placement site
- perform regular and ongoing reviews and assessments
- address unmet patient needs
- liaise with acute care if patient transferred due to episodic illness or injury
- complete admission assessment and documentation:
  - Resident Assessment Instrument (Inter RAI) and other assessments
  - personal directives and Goals of Care
  - power of attorney and guardianship and trusteeship
  - medication reconciliation
- collaboratively develop and plan care goals
- facilitate ongoing communication and support

C-11-3 Demonstrate accountability in the case management role:

- manage multiple priorities and issues
- care management and patient advocacy
- health teaching and coaching
- maintain accuracy of patient health record
- open and timely communication
- organize and lead case conferences
- mediate and manage complex situations
- identify barriers in continuum of care
- manage resources effectively
## Major Competency
### C: Professionalism and Leadership

### Competency
#### C-12: Manager or Administrator

**Competency Statement** - A Licensed Practical Nurse will:

<table>
<thead>
<tr>
<th>C-12-1</th>
<th>Demonstrate knowledge and ability to lead and guide an organization or nursing business:</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>- identify and model vision, mission, and values</td>
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<td></td>
<td>- lead and guide strategic planning</td>
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<td>- support quality improvement and trends analysis</td>
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<td>- support and encourage innovation</td>
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<td>- build partnerships and networks to achieve results</td>
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<td>- contribute to a healthy work place culture</td>
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<td>- foster the development of others</td>
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<td>- engage in collaborative decision making</td>
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<td>- assign duties and responsibilities appropriately</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>C-12-2</th>
<th>Demonstrate knowledge and ability to identify and manage risks within an organization:</th>
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<tbody>
<tr>
<td></td>
<td>- differentiate level of risk (legal, ethical, safety)</td>
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<td>- intervene effectively</td>
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<td>- identify and address policy needs</td>
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<td>- implement education and support</td>
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<td>- communicate effectively</td>
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<td>- involve external supports as necessary</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>C-12-3</th>
<th>Demonstrate knowledge and ability to apply critical thinking and critical inquiry in human resource management:</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>- interpreting legislation and regulation</td>
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<td></td>
<td>- recruitment and retention</td>
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<td></td>
<td>- job descriptions, policies, procedures</td>
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<td></td>
<td>- collective agreement, wages, and benefits</td>
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<td></td>
<td>- performance management</td>
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<td>- career development</td>
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<td></td>
<td>- wellness and disability management</td>
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<td></td>
<td>- maintaining confidentiality</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>C-12-4</th>
<th>Demonstrate knowledge and ability to implement prudent fiscal management as manager or administrator within an organization:</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>- align fiscal strategy with vision, mission, values, and goals</td>
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<tr>
<td></td>
<td>- assess develop and manage budget</td>
</tr>
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<td></td>
<td>- collect, analyze, and report financial data</td>
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<td>- ensure a system of internal controls to safeguard resources</td>
</tr>
</tbody>
</table>
## Major Competency

**C: Professionalism and Leadership**

### Competency

**C-13: Adult Learning Principles**

Competency Statement - A Licensed Practical Nurse will:

<table>
<thead>
<tr>
<th>C-13-1</th>
<th>Demonstrate understanding of adult education principles, teaching and learning strategies, instructional design, and program evaluation.</th>
</tr>
</thead>
</table>
| C-13-2 | Demonstrate knowledge and ability to apply adult learning principles in classroom, online or through blended education delivery:  
  - learner independence  
  - prior experience  
  - learner readiness  
  - format delivery orientation  
  - learner motivation and expectation |
| C-13-3 | Demonstrate knowledge and ability to apply effective interpersonal communication in the delivery of adult education:  
  - adapt communication to individual learner style  
  - manage conflict and challenging conversations  
  - practice active listening  
  - program management and evaluation  
  - seek and accept feedback from learners, faculty and others  
  - student management and evaluation  
  - utilize collaboration tools to link learning and social development |
<table>
<thead>
<tr>
<th>Competency Statement - A Licensed Practical Nurse will:</th>
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<tbody>
<tr>
<td><strong>C-14-1</strong> Demonstrate knowledge of a systems approach to guide development of effective adult education:</td>
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<tr>
<td>- analysis</td>
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<tr>
<td>- design</td>
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<tr>
<td>- development</td>
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<tr>
<td>- implementation</td>
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<tr>
<td>- evaluation</td>
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<tr>
<td><strong>C-14-2</strong> Demonstrate knowledge and ability to complete an analysis of instructional needs:</td>
</tr>
<tr>
<td>- feasibility of education</td>
</tr>
<tr>
<td>- learner characteristics (current subject knowledge, self-directed, demographics)</td>
</tr>
<tr>
<td>- learning environment (classroom, online, blended)</td>
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<tr>
<td>- course description (scope, context, expected outcomes)</td>
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<tr>
<td>- timeline for development</td>
</tr>
<tr>
<td><strong>C-14-3</strong> Demonstrate knowledge and ability to apply evidence informed practice in curriculum design and development:</td>
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<tr>
<td>- develop measurable program and learning objectives and outcomes</td>
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<tr>
<td>- assess criteria</td>
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<tr>
<td>- identify learning concepts and context</td>
</tr>
<tr>
<td>- identify learner’s goal and outcome</td>
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<tr>
<td>- identify level of learner support</td>
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<tr>
<td>- create and assemble course content</td>
</tr>
<tr>
<td>- review and revise course content as necessary</td>
</tr>
<tr>
<td><strong>C-14-4</strong> Demonstrate knowledge and ability to implement adult learning principles in delivery of adult education:</td>
</tr>
<tr>
<td>- theories and philosophies</td>
</tr>
<tr>
<td>- learner needs, goals, and learning style</td>
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<tr>
<td>- learning and program objectives</td>
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<tr>
<td>- self-paced learning approach</td>
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<tr>
<td>- effective learning environment</td>
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<tr>
<td>- delivery methods and technologies</td>
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<tr>
<td>- pedagogy and andragogy</td>
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<tr>
<td>- communication and interpersonal skills</td>
</tr>
<tr>
<td>- teaching and learning strategies and facilitation</td>
</tr>
<tr>
<td><strong>C-14-5</strong> Demonstrate knowledge and ability to evaluate teaching and learning outcomes:</td>
</tr>
<tr>
<td>- construct assessment procedures (formative, summative)</td>
</tr>
<tr>
<td>- maintain confidential, accurate, and objective learner records</td>
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<tr>
<td>- provide individual support and assistance as required</td>
</tr>
<tr>
<td>- participate in ongoing assessment and revision of curriculum to improve education design and delivery</td>
</tr>
</tbody>
</table>