A Quick Refresher:

Setting Goals for Your Learning Plan

Simple steps and examples

Getting Started

Welcome! Note a few words or phrases as you think about each question. These can help to generate possible goals.

What has changed in my practice over the last year? For example, role and responsibilities, area of practice, partnerships, client needs.

What challenges did I encounter? For example, changes to caseload, available resources.

What are some of the emerging trends in my area of practice? For example, use of technology, providing culturally safer practices

What is the knowledge/skill to strengthen?

What is the related Competency?

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Example

What has changed in my practice over the last year?

Clients are presenting with more complex mobility needs.

What challenges did I encounter?

Need for more education and training around complex mobility assessments.

What are some of the emerging trends in my area of practice?

Advances in mobility aids/devices, use of technology, mentorship models

Knowledge/skill to strengthen:
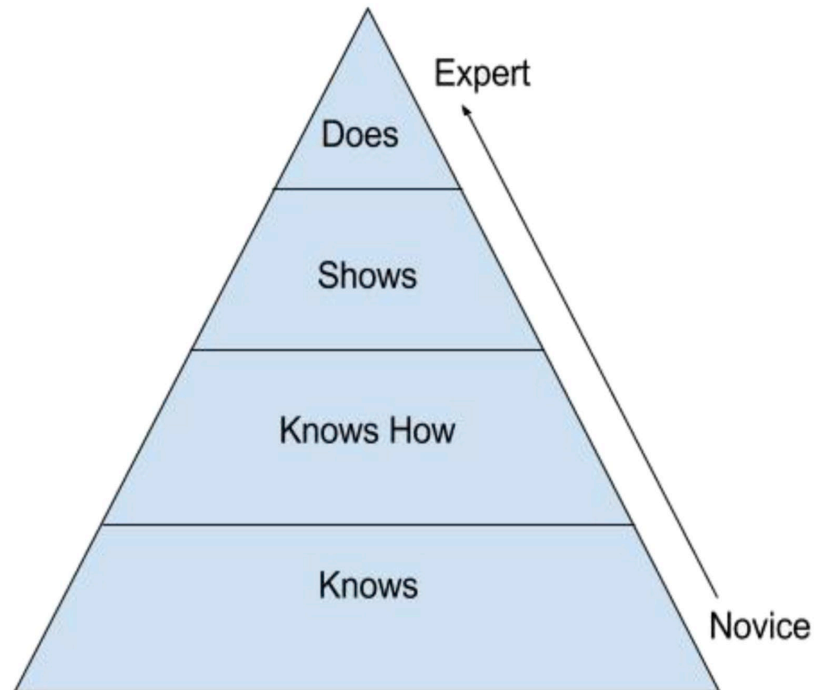Improve my ability to assess complex clients for rollators/walkers.

Related Competency:
Assess occupational participation (A4), Engage in professional development activities to improve practice and ensure continuing competence (D1.2)

Idea ➡️ Goal

From Knowing to Doing: Miller's Pyramid

Miller's pyramid demonstrates how competencies are acquired in hierarchical stages.

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Idea ➡ Goal

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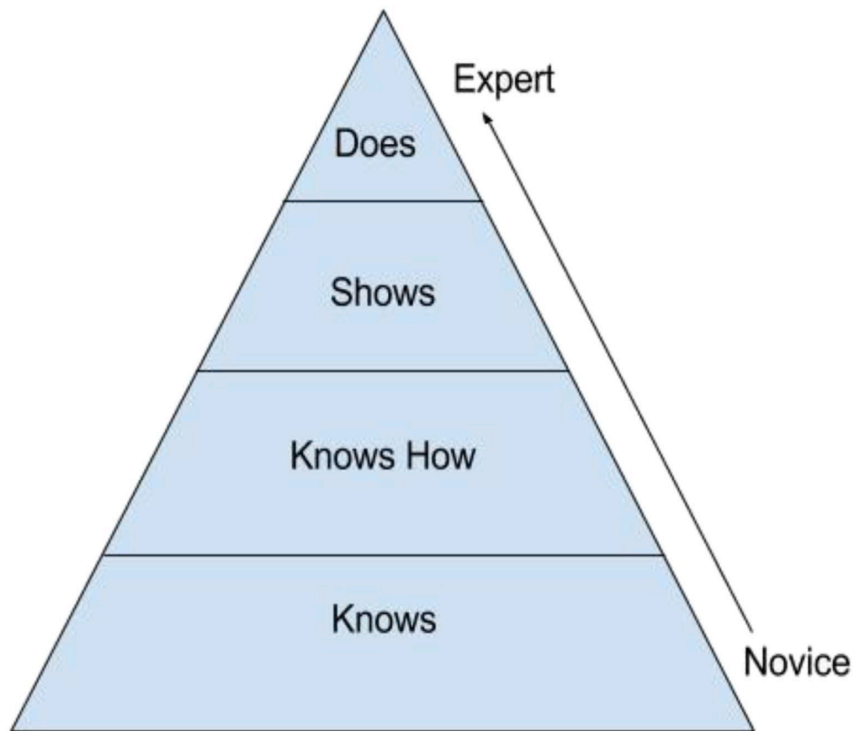
Routine ability: regularly conducting mobility assessment independently of varying complexity

Demonstrate skills: conduct a mobility assessment independently and confirm clinical reasoning

Apply Knowledge: conduct a shared mobility assessment with a colleague, practice taking measurements, discuss factors that add complexity

Fact Gathering: attend mobility workshops, observe mentor, review literature

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Goal ➡️ SMART Goal Statements

Assessment example:

By (insert date), independently complete 3 walker/rollator mobility assessments. This will be achieved by completing a literature review, attending mobility workshops, observing and conducting shared mobility assessments.

SMART GOALS

S — SPECIFIC
Your goal should be well defined, detailed and clear.

M — MEASUREABLE
You should be able to tell when you reach your goal.

A — ACHIEVABLE
Can you reach the goal, taking into account your available time, skills, and financial status?

R — REALISTIC
Is your goal realistically achievable within the given time frame and with the available resources?

T — TIMELY
Set a start and finish date for your goal.

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Goal Statement Examples

Competency: Promote culturally safer inclusive relationships

- By (insert date)**,** consider implementing a culturally safer assessment for Indigenous clients by reviewing alternatives to commonly used cognitive assessments.

- By (insert date) ensure the language reflected in my clinical notes is gender inclusive. This will be achieved by researching appropriate terminology, discussion with colleagues and reviewing 3 current charts to ensure gender neutral language.

Competency: Maintain clear, accurate, timely records

- By (insert date) complete 3 chart reviews by assessing contents of record with the Record Keeping Review Tool. Identify areas of improvement, create and implement two strategies to put in place to improve documentation.

- By (insert date) complete 50% of client charts within 24 hours with an expectation of completing all charts within 24 hours in two months.

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We hope this quick refresher has been helpful to inspire some new areas of professional development. You are welcome to use or adapt any of the examples for your own purposes.

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