



# CRNA

College of Registered  
Nurses of Alberta

# Continuing Competence Program Framework

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# Continuing Competence Program Framework

## Nursing Education Program Approval Purpose

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*The purpose of the Continuing Competence Program Approval is to enable registrants to continually evolve their skills, knowledge and competence as their careers evolve.*

*This program ensures the College achieves its legislated mandate and provides a framework for registrants to maintain competence and enhance the provision of nursing professional services.*

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## Framework Principles

### Self-Direction

Registrants' career journeys are broad and varied. Allowing and supporting self-directed competence programs allows individuals to customize their program.

### External Program Recognition

As a professional, opportunities for learning, development and competence growth exist in many forums. Additionally, several employment contracts require or support professional development. These undertakings are eligible to be used as part of a registrants Continuing Competence journey.

### Spirit of the Legislation

The legislation requirement is to provide a program that enforces the standards of practice. Registrants are required to uphold all standard practice, including continuing competence for the purposes of enhancing their nursing professional services. The intent of the program is not to penalize.

### Respecting the Profession

Registered nurses have consistently been voted as one of the most respected professions. Individuals take great pride in their profession and their contribution to healthcare. The framework and program is designed to recognize this commitment and provide support.

# Continuing Competence Program Activities

Registrants are responsible to demonstrate commitment to maintaining and evolving their professional competence. Each practice year registrants are required to create and implement a plan the demonstrates this commitment. There are two elements:

## 1. Self Directed Learning Plan

A worksheet is provided to support registrants with the creation of a learning plan (see Appendix A). The plan is built based on the *Continuing Competence Standards of Practice*, and includes the rationale, focus area, domain of practice, and an identified opportunity to enhance professional competency.

## 2. Peer Review

Additionally, registrants should collect feedback from a colleague or other stakeholder about their nursing practice. This feedback may be collected in any format and provides objective identification of current strengths and possible learning opportunities.

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## Annual Attestation During Renewal

During renewal each year, registrants are required to attest to their completion of an annual continuing competence plan. The declaration on the final screen of the renewal process confirms that the information provided is truthful and is subject to validation.

## Competence Assessment & Audit (Validation)

The purpose a validation is to confirm that the attestation during renewal was accurate and truthful. If selected for a continuing competence audit, an individual will be requested to provide the information as per Appendix A.

Additionally, the individual may be requested to provide evidence of completion of the identified learning opportunity.

# **Appendix A: Annual Continuing Competence Plan Worksheet**

# Continuing Competence Program Worksheet

## Self-directed Learning Plan

**Select an area of focus.**

Guiding questions: do you have an area of interest you would like to explore?  
Is there a specialty you would like to focus on?

**Select the corresponding domain of practice.**

Clinical    Research    Education    Administration

**Provide a rationale for selecting this focus area.**

**Identify and document the corresponding Standard of Practice.**

**Identify and document the course/seminar/resource/learning opportunity you have chosen to pursue.**

**Document one key takeaway for implementation in your professional career (upon completion of the learning opportunity).**