

**CAPNM
Standards of Practice**

SELF-ASSESSMENT TOOL

The Canadian Association of Parish Nursing Ministries acknowledges the example of the Self Assessment Tool published by the College of Nurses of Ontario and their Quality Assurance Program as a template to assist members in the process of self-reflection on the Standards of Practice required for quality nursing care within the role of the Parish Nurse.

All nurses participate in reflective practice activities and critical thinking for their individual and group practice. This self- assessment tool is provided to assist the Parish Nurse in these activities. This tool is to assist Parish Nurses in thinking about the CAPNM Standards of Practice. The tool is for your own professional growth and development and is not intended to be shared with your employer or co-workers. It is intended for your individual and confidential reflection. The outcome should be a learning plan for your personal implementation. You may need to have support and financial assistance to implement your plan; however this may be another outcome.

**STANDARDS OF PRACTICE: Parish Nursing Ministry
Assessment Sheets**

| Standard 1: Facilitation of Spiritual Care | Expert | Highly Developed | Refining | Developing | Not Applicable | |
|---|---------------|-------------------------|-----------------|-------------------|-----------------------|--|
| Each parish nurse associates spiritual beliefs and practices with all aspects of an individual's life and health. The parish nurse uses specific nursing strategies to provide pastoral and spiritual care. | | | | | | |
| 1.1 I engage in spiritual growth practices for development of my own spirituality | | | | | | |
| 1.2 I assist individuals to clarify and express their spiritual values, beliefs, emotions, fears and hopes and nurture their spiritual practices | | | | | | |
| 1.3 I demonstrate valuing and respect for individuals in my care and colleagues with whom I work | | | | | | |
| 1.4 I consciously uphold hopefulness, vision, meaning and purpose in the lives of individuals. | | | | | | |
| 1.5 I facilitate the pastoral conversation through presence, active listening skills, empathy and commitment. | | | | | | |
| 1.6 I demonstrate sensitivity and respect for different religious and cultural beliefs or traditions and the ways spiritual needs are met. | | | | | | |
| 1.7 I encourage and incorporate spiritual practices to support health and wholeness and from which strength and hope may be derived (i.e. prayer, sacraments, visitation, reading scripture or spiritual books, etc). | | | | | | |
| 1.8 I support the community of care through life transitions and challenges (grief, loss, illness, death, suffering, crisis, etc). | | | | | | |
| 1.9 I enable provision of care with respect for and within the framework of the congregational expression of theological beliefs, values and healing practices of the recipient of care. | | | | | | |
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STANDARDS OF PRACTICE: Parish Nursing Ministry

| Standard 2: Health Promotion Each parish nurse views the individual as a unified whole of body, mind and spirit. In pursuing the goal of optimal health, the parish nurse recognizes that faith and health are clearly linked and that spiritual care is central to promoting holistic wellness. The parish nurse utilizes specific nursing strategies for promoting health with individuals, the congregation and the community. | Expert | Highly Developed | Refining | Developing | Not Applicable | |
|---|--------|------------------|----------|------------|----------------|--|
| 1.1 I maintain a focus on holistic health as a goal for health and well-being. | | | | | | |
| 1.2 I collaborate with members of the pastoral team, health committee and other partners in conducting holistic assessments. | | | | | | |
| 1.3 I create plans and interventions to address identified needs within the congregation including resource referral, education, support group facilitation, spiritual care and counselling. | | | | | | |
| 1.4 I identify and seek to address primary causes of illness and disease as well as symptoms. | | | | | | |
| 1.5 I collaborate with individuals and congregations to assist them in taking responsibility for maintaining and improving their health. | | | | | | |
| 1.6 I assist individuals and congregations to identify their strengths, describe their hopes and develop responses to threats to health and healing. | | | | | | |
| 1.7 I recognize the power and place of spirituality in the promotion of health. | | | | | | |

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| Standard 3: Collaboration Each parish nurse actively incorporates healing practices to promote health and healing. Parish nurses deliver care that is collaborative and form partnerships that connect individuals, clergy, pastoral care teams, health professionals and volunteers to create relationships that support health and healing. | Expert | Highly Developed | Refining | Developing | Not Applicable | |
|---|---------------|-------------------------|-----------------|-------------------|-----------------------|--|
| 1.1 I identify the strengths and resources of the community of care to determine resources for health promotion. | | | | | | |
| 1.2 I work within the polity, structure and values of the faith community to identify needs, perspectives and expectations with respect to accomplishing individual/community goals. | | | | | | |
| 1.3 I establish community links designed to enhance access to health resources and facilitate healing relationships. | | | | | | |
| 1.4 I refer to community health resources (internal and external) considering readiness, values and consent of the individual/community. | | | | | | |
| 1.5. I incorporate group facilitation, effective communication and leadership skills in consultation, assessment and planning. | | | | | | |
| 1.6 I collaborate as a team member with health care providers, clergy and volunteer support systems on effective ways to meet identified needs and validate the contributions of all members of the team.. | | | | | | |

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| Standard 4: Advocacy Each parish nurse assists and supports individuals, families and groups to access health services, knowledge and resources in a practice setting that respects ethnic and cultural diversity, individual choice, values and beliefs. The parish nurse recognizes and supports vulnerable populations and advocates for systemic change that increases community responsiveness to individual and community needs. | Expert | Highly Developed | Refining | Developing | Not Applicable | |
|--|--------|------------------|----------|------------|----------------|--|
| 1.1 I advocate for appropriate resource allocation to facilitate access to health and health services. | | | | | | |
| 1.2 I invite individuals and groups to identify their own health issues and support them in developing skills for self advocacy. | | | | | | |
| 1.3 I am an ambassador for parish nursing and parish nursing education. | | | | | | |
| 1.4 I participate with internal and external community partners to advance health and social justice issues. | | | | | | |
| 1.5. I support workplace wellness for the parish nurse and the pastoral care team. | | | | | | |
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STANDARDS OF PRACTICE: Parish Nursing Ministry

| <p>Standard 5: Professional Accountability</p> <p>Each parish nurse is accountable to the individuals and community she/he serves. The parish nurse may or may not practice independently of a health care agency and may be the only health professional in the practice environment. As a professional, the parish nurse is responsible for the quality, impact and development of his/her own practice and for maintaining professional competence.</p> | <p>Expert</p> | <p>Highly Developed</p> | <p>Refining</p> | <p>Developing</p> | <p>Not Applicable</p> | |
|---|----------------------|--------------------------------|------------------------|--------------------------|------------------------------|--|
| <p>1.1 I am accountable to maintain appropriate therapeutic boundaries.</p> | | | | | | |
| <p>1.2 I systematically evaluate the quality and effectiveness of my own parish nursing practice using reflection and feedback to implement changes.</p> | | | | | | |
| <p>1.3 I document parish nursing activities and interventions according to established standards.</p> | | | | | | |
| <p>1.4 I support the advancement of parish nursing practice through research and participation in parish nursing networks.</p> | | | | | | |
| <p>1.5. I maintain active registration with the provincial registered nursing regulatory body.</p> | | | | | | |
| <p>1.6 I actively identify learning needs and seek opportunities to enhance personal knowledge, growth and development.</p> | | | | | | |
| <p>1.7 I assume primary responsibility for maintaining fitness to practice.</p> | | | | | | |
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Assessment Summary Sheet

Directions: total the score from all 5 of the standards sheets you completed. Allow a 1 point value for each identifier. Use the sum of the “expert” plus “highly developed” scores as your personal strengths and the sum of the “refining” plus “developing” scores as your learning opportunities. Calculate the ratio of strengths versus learning opportunities by comparing your personal strengths total to the learning opportunities total. The ratio helps you identify areas for professional growth and development.

| Standards | Personal Strengths | Learning Opportunities | Results | Corrections |
|---|--|--------------------------------------|----------------|---|
| | Expert + Highly Developed | Refining + Developing | Ratio | Reduce the ratio to the lowest denominator (i.e. 10:30 =1:3) |
| | Score: | Score: | | |
| Standard 1: Facilitation of Spiritual Care | | | : _____ | |
| Standard 2: Health Promotion | | | : _____ | |
| Standard 3: Collaboration | | | : _____ | |
| Standard 4: Advocacy | | | : _____ | |
| Standard 5: Professional Accountability | | | : _____ | |
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If 2 groups are similarly weighted with learning opportunities, ask yourself these questions:

1. How many refining skills are there versus developing skills?
2. Which skill group is most important given my current role?
3. Which learning opportunities are most important given my current role?

Create a Learning Plan for Professional Development based on the information in the Standards of Practice Assessment Summary Sheet

| Learning Goal | Learning Opportunity | Evaluation Indicators/ Evidence of Completion | Resources/ References/Strategies | Target Dates |
|--|---|---|---|--|
| What do I want to achieve? | What/where do I need to learn? | How will I know I have completed my goal? | What/who will help me? | How long will it take? |
| <p>General statements</p> <p>Provide overall direction for your learning</p> | <p>These are the components of your goal</p> <p>Use action verbs to develop your learning objective statements</p> <p>Objectives are:</p> <ul style="list-style-type: none"> • Specific • Measurable • Attainable • Realistic • Timely | <p>State how you will demonstrate you have met the objectives and goals</p> <p>i.e. Complete the following sentence: I will be able to...</p> | <p>This will guide you remember your learning style when choosing resources</p> <p>Learning styles determine your success with learning (auditory, visual, and kinesthetic are learning styles)</p> <p>Resources could be people, literature, courses, policies and procedures...</p> | <p>Remember to set realistic times for your schedule.</p> <p>Learning has to be coordinated with work, family, personal time, projects and recreation.</p> |

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