	At the end of Year 2, the learner will be able to:	At the end of Year 3, the learner will be able to:	At the end of Year 4, the learner will be able to:
1. Evidence Informed Practice & Scholarship Learners demonstrate critical thinking to appraise and use evidence to inform nursing practice. They demonstrate a spirit of inquiry, curiosity, and lifelong learning to support nursing scholarship and research activities.	1.2.1 Explain the relevance of research in nursing as a profession and discipline. 1.2.2 Develop foundational information searching skills and identify relevant information. 1.2.3 Define fundamental research concepts and process. 1.2.4 Describe the relationship between theory, research, and practice in nursing. 1.2.5 Develop initial skills for academic writing. 1.2.6 Explore the concept and role of informatics in nursing practice. 1.2.7 Recognize qualitative and quantitative data presented in various formats and representations. 1.2.8 Develop a curious mindset in various environments.	1.3.1 Examining research studies in nursing to inform nursing practice. . 1.3.2 Develop information searching skills and identify relevant information. 1.3.3 Develop knowledge of research concepts and process. 1.3.4 Examine the relationship between theory, research, and practice in nursing. 1.3.5 Practice academic writing skills. 1.3.6 Apply the concept and role of informatics in nursing practice. 1.3.7 Differentiate between qualitative and quantitative data presented in various formats and representations. 1.3.8 Exhibit a curious mindset in reviewing situations in various environments.	1.4.1 Analyze how research is used to inform nursing practice. 1.4.2 Demonstrate information searching skills and analyze relevant information. 1.4.3 Demonstrate knowledge of research concepts and process. 1.4.4 Identify theory, research, and practice gaps in nursing. 1.4.5 Demonstrate synthesis in academic writing. 1.4.6 Integrate the concept and role of informatics in nursing practice. 1.4.7 Appraise qualitative and quantitative data presented in various formats and representations. 1.4.8 Integrate a curious mindset in various environments.
2. Safe and Competent Practice & Clinical Judgement Learners will provide safe, competent care across the lifespan in response to client needs using the clinical judgement	2.2.1 Explore the concept of safe practice in response to client needs. 2.2.2 Describe foundational knowledge nursing science, humanities, social sciences, and health related research into plans of care. 2.2.3 Describe fundamental strategies for promoting wellness, preventing illness, and minimizing disease and injury for clients, oneself, and others. 2.2.4 Recognize changing client conditions.	2.3.1 Demonstrate safe practice in response to client needs. 2.3.2 Connect knowledge from nursing science, humanities, social sciences, and health related research into plans of care. 2.3.3 Apply strategies for promoting wellness, preventing illness, and minimizing disease and injury for clients, oneself, and others. 2.3.4 Interpret changing client conditions. 2.3.5 Interpret holistic nursing assessments to gather comprehensive information on client health status. 2.3.6 Delivers holistic client, or family-centered plans of care throughout the lifespan	2.4.1 Provides safe practice in response to client needs. 2.4.2 Incorporates knowledge from nursing science, humanities, social sciences, and health related research into plans of care. 2.4.3 Integrate strategies for promoting wellness, preventing illness, and minimizing disease and injury for clients, oneself, and others. 2.4.4 Respond to changing client conditions.

model, knowledge, and skills.	2.2.5 Conducts holistic nursing assessments to gather comprehensive information on client health status. 2.2.6 Describe holistic client, or family-centered plans of care throughout the lifespan. 2.2.7 Identify the steps of the clinical judgement model. 2.2.8 Explore care of basic, stable clients in scenarios and early clinical practice. 2.2.9 Recognize cues within client needs in stable clients in a variety of settings.	2.3.7 Apply the steps of the clinical judgement model in a variety of settings. 2.3.8 Provide care of complex clients in scenarios and nursing practice. 2.3.9 Prioritize care of client needs in a variety of settings.	2.4.5 Evaluate holistic nursing assessments to gather comprehensive information on client health status. 2.4.6 Provides holistic client, or family-centered plans of care throughout the lifespan. 2.4.7 Integrate the clinical judgement model in nursing practice. 2.4.8 Provide comprehensive care to a variety of clients in all nursing practice settings. 2.4.9 Respond to client needs in a variety of settings.
3. Social Justice, and Advocacy, Diversity, Equity and Inclusion. Learners will demonstrate a comprehensive understanding of the role of ethics (The CNA *Code of Ethics for Registered Nurses,* 2017), the principles of social justice and the development advocacy skills to provide socially responsible client care.	3.2.1 Recognize social justice principles in providing holistic care. 3.2.2 Identify a structured framework of resolving ethical dilemmas in nursing practice. 3.2.3 Identify strategies for advocacy in nursing. 3.2.4 Discuss equity, diversity and inclusion in all aspects of nursing care and client interactions. 3.2.5 Explore concepts of anti-racism. 3.2.6 Recognize barriers for Indigenous, and other traditionally diverse populations seeking healthcare.	3.3.1 Apply social justice and advocacy principles in providing holistic and culturally safe care. 3.3.2 Utilize a structured framework to resolve ethical dilemmas in nursing practice. 3.3.3 Explore own agency for political activism and advocacy for individual clients nursing practice. 3.3.4 Apply equity, diversity and inclusion strategies in all aspects of nursing care and client interactions. 3.3.5 Apply concepts of anti-racism. 3.3.6 Examine barriers for Indigenous, and diverse populations seeking healthcare.	3.4.1. Synthesize social justice and advocacy principles into a unified framework for providing holistic and culturally safe care, developing innovative strategies for equitable care delivery. 3.4.2. Create advanced and nuanced ethical decision-making tools and models to guide comprehensive resolution of complex ethical dilemmas in nursing practice. 3.4.3. Design advocacy campaigns and political initiatives that address systemic healthcare challenges, leveraging advanced political strategies for healthcare reform. 3.4.4. Adopt equity, diversity and inclusion strategies in all aspects of nursing care and client interactions. 3.4.5. Incorporate anti-racism in approach to practice. 3.4.6. Respond to barriers for Indigenous, and diverse populations seeking healthcare.

4. Leadership & Self-awareness:		
Learners will demonstrate self-awareness through reflective practice and will be able to take on leadership roles within complex, and ever-changing systems to practice healing centred care.	**4.2.1** Define adherence to professional standards, particularly those outlined by CRNS **4.2.2** Articulate personal beliefs and biases, and health behaviours. **4.2.3** Identify the different roles of nursing. **4.2.4** Relate the concept of reflective practice in nursing to the development of clinical skills and decision-making. **4.2.5** Identify influencing factors of self-management, considering basic stable client needs. **4.2.6** Define various leadership styles within nursing and healthcare settings **4.2.7** Describe the concept of change agency. **4.2.8** Identify the roles of interprofessional health care members. **4.2.9** Examine various conflict resolution strategies commonly used in nursing contexts. **4.2.10** Describe elements of an education plan.	**4.3.1** Analyze the implications of adherence to professional standards, particularly those outlined by CRNS on nursing practice and client care. **4.3.2** Examine personal beliefs, biases, health behaviors, and the significance of lifelong learning in nursing practice. **4.3.3** Evaluate the varying roles of nursing. **4.3.4** Apply the concept of reflective practice in nursing to enhance clinical skills and decision-making. **4.3.5** Apply strategies for effective self-management, considering individualized client needs and contexts. **4.3.6** Apply various nursing and healthcare leadership styles to different scenarios. **4.3.7** Identify opportunities for change within healthcare systems at the client level. **4.3.8** Engage in meaningful interprofessional collaboration with healthcare teams. **4.3.9** Reflect on potential conflict resolution strategies within clinical settings. **4.3.10** Applies knowledge of education plan to address learning needs of the client.	**4.4.1** Evaluate the ethical implications of adhering to professional standards, particularly those outlined in the CRNS in complex healthcare scenarios. **4.4.2** Create personalized learning plans that incorporate self-articulated beliefs, biases, and health behaviors, while recognizing the profound impact of lifelong learning on professional growth. **4.4.3** Integrate the various roles of nursing. **4.4.4** Adapt a reflective practice to guide nursing practice and inform healthcare decision-making. **4.4.5** Propose individualized self-management strategies that consider a wide range of influencing factors. **4.4.6** Demonstrate leadership approaches in nursing and healthcare settings, contributing to transformative change and excellence in healthcare delivery. **4.4.7** Discern possible healthcare transformation initiatives at the client and/or system level. **4.4.8** Advocate within the interprofessional team in various health care settings involving the client. **4.4.9** Analyze conflict resolution strategies commonly used in nursing contexts to maintain safe working environments. **4.4.10** Evaluates effectiveness of, and revises education plan if needed.

5. Professionalism Learners will demonstrate an authentic and intentional commitment to professional responsibilities and adherence to ethical principles, professional practice standards, and societal expectations.	5.2.1 Describe professional presence and its components. 5.2.2 Identify psychologically safe workplace principles. 5.2.3 Describe responsibility and accountability in nursing. 5.2.4 Explain the principles of professional healthcare communication. 5.2.5 Describe the importance of following nursing standards and policies. 5.2.6 Examine the relationship of nurses within intraprofessional and interprofessional teams. 5.2.7 Identify ethical nursing practice.	5.3.1 Demonstrate professional presence and its components in a variety of settings. 5.3.2 Practice psychologically safe workplace principles in the workplace. 5.3.3 Demonstrate responsibility and accountability in nursing. 5.3.4 Employ the principles of professional healthcare communication. 5.3.5 Adhere to nursing standards and policies. 5.3.6 Engage in relationships within intraprofessional, and interprofessional teams. 5.3.7 Provide ethical care to clients in a variety of settings.	5.4.1 Establish professional presence and its components in a variety of settings. 5.4.2 Establish a psychologically safe practice in the workplace. 5.4.3 Integrate responsibility and accountability in nursing practice. 5.4.4 Integrate the principles of professional healthcare communication. 5.4.5 Adhere to nursing standards and policies. 5.4.6 Advocate within intraprofessional, and interprofessional teams. 5.4.7 Advocate for ethical care to clients in a variety of settings.

6. Globalization	6.2.1	Define the principles of global citizenship.	6.3.1	Apply the principles of global citizenship.	6.4.1	Demonstrate the principles of global citizenship in a variety of practice settings.
Learners will have developed proficiency in interconnecting concepts of globalization at a local, national, and international level	6.2.2	Examine socio-ecological models to identify healthcare challenges for individuals and populations.	6.3.2	Apply socio-ecological models to identify healthcare challenges for individuals, and health care providers and populations.	6.4.2	Critique effectiveness of socio-ecological models to identify healthcare challenges for individuals and populations.
	6.2.3	Describe Eco-Social Determinants of Health.	6.3.3	Analyze Eco-Social determinants of health, including key social determinants that impact health.	6.4.3	Incorporate understanding of eco-social determinants that impact health into practice.
	6.2.4	Explore the intersections of healthy public policy and healthcare service provision.	6.3.4	Analyze the intersections of healthy public policy, and healthcare service provision.	6.4.4	Advocate for healthy public policy and healthcare service provision.
	6.2.5	Describe population-based concepts.	6.3.5	Apply population-based concepts to practice.	6.4.5	Critique effectiveness of population-based concepts of health in nursing.
	6.2.6	Describe socio-political policies.	6.3.6	Analyze the impact of socio-political policies.	6.4.6	Advocate for positive change in socio-political policies on human rights, healthcare resource allocation, health system reform, and globalization
	6.2.7	Define concepts of health equity.	6.3.7	Apply concept of health equity at the individual and societal levels.	6.4.7	Promote health equity at both the individual and societal levels.

7. Principles of *Wahkohtowin* : Relating in a Good Way Learners will provide client-centred care that is relational, compassionate, and effective in meeting the diverse needs of individuals, families, communities, and populations.	7.2.1 Describe the background of the Truth and Reconciliation Commission (TRC) calls to action. 7.2.2 Identify Indigenous worldviews of wellness (physical, emotional, mental, and spiritual). 7.2.3 Define anti-racism. 7.2.4 Examine barriers for Indigenous populations seeking healthcare. 7.2.5 Define the principles of cultural humility. 7.2.6 Describe verbal and non-verbal communication strategies for authentic therapeutic relationships with Indigenous and non-Indigenous peoples. 7.2.7 Define concepts related to equity, diversity, and inclusion. 7.2.8 Describes principles of healing-centered care.	7.3.1 Explore the TRC calls to action in relation to nursing practice. 7.3.2 Apply Indigenous worldviews of wellness (physical, emotional, mental, and spiritual) in various clinical settings. 7.3.3 Demonstrate anti-racism approaches in practice. 7.3.4 Develop strategies to remove barriers for Indigenous populations seeking healthcare. 7.3.5 Incorporate the principles of cultural humility into various environments. 7.3.6 Practice verbal and non-verbal communication strategies for authentic therapeutic relationships with Indigenous and non-Indigenous peoples. 7.3.7 Explore concepts related to equity, diversity and inclusion 7.3.8 Applies principles of healing-centered care.	7.4.1 Advocate for the implementation of the TRC calls to action in relation to nursing practice. 7.4.2 Create an enduring commitment to Indigenous wellness (physical, emotional, mental and spiritual) in various clinical settings. 7.4.3 Adopt an anti-racist approach to practice. 7.4.4 Implement strategies to remove barriers for Indigenous, and diverse populations seeking healthcare (i.e. demonstrate in a case study). 7.4.5 Adopt the principles of cultural humility into various environments. 7.4.6 Demonstrate verbal and non-verbal communication strategies for authentic therapeutic relationships with Indigenous and non-Indigenous peoples. 7.4.7 Promote concepts related to equity, diversity and inclusion. 7.4.8 Uses principles of healing-centered care.

References

Canadian Nurses' Association. (2017). *Code of Ethics for Registered Nurses*.

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