**Plan for Professional Development**

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| **Learning Needs** | **Goals** | **Learning Activities and Due Dates** | **Activity and Due Date** | **Contact Hours** | **Evaluation** | **Supporting Material in eportfolio** |
| Communication with Spanish speaking patients | Improve skills for communication with patients of varying cultures; improve knowledge of cultural differences relating to healthcare | Develop a standard basic communication sheet for Spanish speaking patients; have manager or another expert nurse review it.  (due 12/31/12) | Communication sheet developed and reviewed by nursing manager  (due 12/21/12) |  | Improved understanding of how to communicate with Spanish speaking patients; improved understanding of cultural differences within the Hispanic culture. | Communication sheet |
|  |  | Read sections in Masters regarding cultural and ethnic diversity  (due 12/31/12) | Read sections  (due 12/31/12) | complete learning activity per course requirements | Able to use concepts in communicating with Spanish speaking patients; improved understanding of cultural diversity. | Completed learning activity |
|  |  | Read 3 professional journal articles regarding communication and cultural differences  (due 10/31/12) | Read journals  (due 10/31/12) |  | Able to use concepts in communicating with Spanish speaking patients; improved understanding of cultural diversity. | Links to journals read |
| Conflict resolution | Improve conflict resolution skills | Read two professional journal articles related to conflict resolution  (due 10/31/12) | Read journal articles  (due 10/31/12) | Complete learning activity per course requirements | Improved conflict resolution skills; increased recognition of personal conflicts | Completed learning activity |
|  |  | Develop a standard personal plan with steps leading to conflict resolution  (due 10/31/12) | Personal plan developed and used to help resolve a personal conflict  (due 10/31/12) |  | Improved ability to confront conflict | Personal conflict resolution plan |

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| Community Service Activities | Complete one nursing related community service activity | Develop list of current nursing related community service activities that are available in my current area  (due 12/31/12) | Present list and choose at least one nursing related community service activity  (due 12/31/12) |  | Increase awareness of needs in my community | Community service list |
|  |  | Complete at least eight hours of community service  (due 12/31/12) | Complete at least eight hours of community service  (due 12/31/12) | At least eight hours of community service | Time spent assists organization in fulfilling needs | Community service listed under appropriate area |
| Committee work | Volunteer to serve on a unit committee | Develop a list of current and upcoming committees  (due 10/31/12) | Present list to be reviewed by unit manager  (due 10/31/12) |  | Improved awareness of unit committees | List of committees |
|  |  | Serve on one unit committee  (join by 12/31/12) | Committee member  (by 12/31/12) |  | Continuing committee member | Committee minutes; summary report |
| Diabetes education | Improve knowledge and skills for teaching patients with diabetes | Develop teaching plan specific to patients with diabetes; have nurse manager or another expert nurse review them  (due 2/28/13) | Diabetes teaching plan developed and reviewed by nurse manager  (due 2/28/13) |  | Improved understanding of teaching patients how to cope with diabetes | Teaching plan |
|  |  | Develop nutrition teaching plan for patients with diabetes; have nurse manager or another expert nurse review it  (due 2/28/13) | Diabetes nutrition plan developed and reviewed by nurse manager  (due 2/28/13) |  | Improved understanding of nutritional needs for patients with diabetes | Nutrition plan |
|  |  | Read three professional nursing journal articles related to managing diabetes  (due 2/28/13) | Read journal articles  (due 2/28/13) |  | Increased understanding of diabetes | Links to professional nursing journal articles read |