RPN Project Plan

	Month ____	Month ____	Month ____	Month ____	Month ____	Month ____	Month ____	Month ____	Month ____	Month ____	Month ____	Month ____
DEVELOP PLAN TO MAXIMIZE RPNs' FULL SCOPE OF PRACTICE												
Determine full scope team membership												
Recruit full scope team members												
Complete RPNs' gap analysis assessment												
Assess RPNs' knowledge and skills												
Assess team members' knowledge of RPNs' full scope of practice utilization												
Identify and plan for educational or skill development needs of RPNs												
Explore new roles amongst team members once RPNs practice to full scope												
IMPLEMENT PLAN												
Update RPNs' position description to reflect full scope of practice utilization												
Encourage additional education or training e.g. primary care or family practice nursing												
Educate the whole team on RPNs' full scope of practice												

Invite experts in the field to discuss RPN roles and responsibilities												
Mentor RPNs												
Plan for professional development opportunities e.g. health promotion program at RPNAO												
Consider applying for RPNAO's clinical practice fellowship												
Include content of RPN roles and responsibilities in RPN and team members' orientation												
MONITOR THE IMPACT OF THE PLAN AND REVISE ACCORDINGLY												
Identify structure, process, provider, and client evaluation indicators												
Evaluate effectiveness of RPN role changes												
SUSTAINABILITY												
Include content in employee orientation												
Continue to role model RPN full scope of practice support												
Provide ongoing education and support for all staff												