# Self-Directed Learning (SDL) Tool
## Sample SDL Tool Learning Goals, Client Care

| Meets SMART criteria as written | Does not meet SMART criteria as written |
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| **Learning Goal:**<br>I will improve my active listening skills so that I can enhance my communication with interns. I will utilize their feedback to ensure continuous improvement by July 31.<br><br>**Action Plan:**<br>Complete the XYZ ' Active Listening 'Seminar' by February 28.<br>Read three journal articles on active listening by March 15.<br>Obtain feedback from Interns regarding my coaching by June 30. | **Learning Goal:**<br>I want to mentor interns.<br><br>(Comment: Learning goal as written is not specific, no learning identified, and no application identified)<br><br>**Action Plan:**<br>Read three journal articles on active listening by March 15.<br>Obtain feedback from Interns regarding my coaching by June 30.<br><br>(Comment: need to identify 2-4 action items) |
| **Learning Goal:**<br>Increase my knowledge of low glycemic diets for the nutritional management of gestational diabetes. This learning will enable me to counsel women newly diagnosed with gestational diabetes by March 15.<br><br>**Action Plan:**<br>By November 30, engage a colleague to act as a mentor as I gain expertise with this patient population.<br>By December 15, read the current literature in the treatment of Gestational Diabetes.<br>By January 15, attend a Gestational Diabetes class at my local Diabetes Education Centre.<br>By February 28, I have a mentor observe me conducting a Gestational Diabetes class and obtain feedback. | **Learning Goal:**<br>Increase my knowledge of diabetes. This will enable me to counsel people with newly diagnosed diabetes by March 15.<br><br>(Comment: Learning goal and application as written is too broad)<br><br>**Action Plan:**<br>By December 15, read the current literature in the treatment of Diabetes.<br>By January 15, attend a Diabetes class at my local Diabetes Education Centre.<br><br>(Comment: need to identify 2-4 specific action plans for learning, no measurement identified) |
| **Learning Goal:**<br>While on maternity leave, I will enhance my knowledge on current and trending nutrition topics on Cannabis and keep up to date by investigating reliable information. This will help me understand my 'clients' perspectives and enable me to help them sort out the reliable from non-reliable sources of nutrition information related to cannabis. I will complete this goal by September 30.<br><br>**Action Plan:**<br>Read at least one published journal article per month on a current popular trending nutrition topic by September 30.<br>Read at least one popular/pop culture nutrition-related article per month by September 30.<br>Develop a patient reading list of sound nutrition information by September 30. | **Learning Goal:**<br>While on maternity leave, I will enhance my knowledge on current and trending nutrition topics and keep up to date by investigating reliable information. This will help me understand my 'clients' perspectives and enable me to help them sort out the reliable from non-reliable sources of nutrition information. I will complete this goal by September 30.<br><br>(Comment: Learning goal as written is too broad. Application needs to align to specific learning)<br><br>**Action Plan:**<br>Read at least one published journal article per month on a current popular trending nutrition topic by September 30.<br>Read at least one popular/pop culture nutrition-related article per month by September 30.<br>Develop a patient reading list of sound nutrition information by September 30. |

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| **Learning Goal:**<br>As part of my course work in obtaining my master's in nutrition, I will expand my knowledge and application of research methods to evaluate the most recent studies related to Phytosterols and their effect on lipid levels by June 30.<br><br>**Action Plan:**<br>Complete statistics course by December 30.<br>Complete "Research Methods" course by December 30.<br>Form a working group and critically evaluate recent Phytosterol studies by March 31. | **Learning Goal:**<br>I will expand my knowledge and application of research methods to evaluate the most recent studies related to Phytosterols and their effect on lipid levels by June.<br><br>**Action Plan:**<br>Form a working group and critically evaluate recent Phytosterol studies by March 31.<br><br>(Comment: need to identify 2-4 specific action plans for learning. Not robust enough. The measurement is not included) |
| **Learning Goal:**<br>By February 28, improve my knowledge of charting requirements in long-term care to enhance interprofessional communication while meeting professional documentation standards.<br><br>**Action Plan:**<br>Review Ministry Charting guidelines by October 30.<br>Organize lunch and learn to discuss optimal charting by November 30.<br>Ask Manager to audit ten or more charts by January 15.<br>Request a random chart audit by August 31 to ensure continuous quality improvement.<br>Review the *Long-term Care Homes Act*<br>Review CDO "[Professional Practice Standards for Record Keeping](#)". | **Learning Goal:**<br>By February 28, I will review our charting system to move client charting online to enhance interprofessional communication while meeting professional documentation standards.<br><br>(Comment: this is a work task)<br><br>**Action Plan:**<br>Review Ministry Charting guidelines by October 30.<br>Organize lunch and learn to discuss optimal charting by November 30.<br>Ask Manager to audit ten or more charts by January 15.<br>Request a random chart audit by August 31 to ensure continuous quality improvement.<br>Review the *Long-term Care Homes Act*<br>Review CDO "[Professional Practice Standards for Record Keeping](#)". |
| **Learning Goal:**<br>By March 30, I will continue to learn about and apply the International Dysphagia Diet Standardisation Initiative (IDDSI) requirements to menu planning and nutrition care plans, focusing on thickened fluids and soft diet texture to meet IDDSI standards and improve Long Term Care (LTC) resident acceptance.<br><br>**Action Plan:**<br>By January 15, attend IDDSI webinars regarding IDDSI standards: 1) menu planning for dysphagia diet textures and fluids, 2) recipe preparation for Soft, Minced and Pureed Diets and thickened fluids.<br>By January 30, attend IDDSI webinars to learn recipe production tips for food and fluids based on current research on pureed texture foods and thickened fluids.<br>By February 1, create recipes for thickened fluids and introduce a new gel-based thickener rather than starch-based thickener, Audit resident acceptance of the new thickened fluid product.<br>By March 30, prepare an education session for nursing staff to introduce the IDDSI food and fluid framework (levels). | **Learning Goal:**<br>By March 30, I will continue to meet IDDSI standards to improve LTC resident acceptance of fluid and diet textures.<br><br>(Comment: This is a work task expectation rather than a learning goal. Please also try to avoid the use of acronyms.)<br>**Action Plan:**<br>By January 15, attend IDDSI webinars regarding IDDSI standards: 1) menu planning for dysphagia diet textures and fluids, 2) recipe preparation for Soft, Minced and Pureed Diets and thickened liquids.<br>By January 30, attend IDDSI webinars on pureed texture foods and thickened fluids.<br><br>(Comment: The measurement is not included) |

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| **Learning Goal:**<br>I will improve upon my virtual counselling skills and standards to ensure optimal care to patients by January 31. I will apply the professional standards on counselling, documentation, and confidentiality specific to virtual patient care.<br><br>**Action Plan:**<br>I will review virtual care resources from CDO and Dietitians of Canada (DC) to enhance counselling skills to virtually deliver patient care.<br>I will review standards for record-keeping that relate to health care documentation during a virtual visit.<br>I will review the Privacy Tool Kit to ensure that my practice standards are in sync with virtual care standards and specific to the virtual platform.<br>I will create a document for our nutrition program that outlines documentation and confidentiality standards for virtual care by January 15. | **Learning Goal:**<br>I will improve upon my virtual care to ensure optimal care to patients.<br><br>(Comment: Learning goal and application as written is too broad, also include timeline in the future)<br><br>**Action Plan:**<br>I will review virtual care resources from CDO and Dietitians of Canada (DC) to enhance counselling skills to virtually deliver patient care.<br>I will create a document for our nutrition program that outlines documentation and confidentiality standards for virtual care.<br><br>(Comment: need to identify 2-4 specific action plans for learning. Not robust enough and include timeline in the future) |
| **Learning Goal:**<br>I will increase my knowledge of nutrition care for patients with COVID-19 by March 31. This will enable me to apply learning when treating patients on oral, enteral and parenteral Nutrition by March 31.<br><br>**Action Plan:**<br>Review current peer-reviewed literature on COVID-19 nutrition care by January 15.<br>Complete COVID-19 critical care webinar series (Baxter, Aspen and Nestle) by February 20.<br>Practice three case studies with colleagues to obtain feedback by March 11. | **Learning Goal:**<br>I will increase my knowledge of nutrition care for patients with COVID-19 by March 31.<br><br>(Comment: application and learning outcome missing)<br><br>**Action Plan:**<br>Review current peer-reviewed literature on COVID-19 nutrition care by January 15.<br>Complete COVID-19 critical care webinar series (Baxter, Aspen and Nestle) by February 20.<br>Practice three case studies with colleagues by March 11. |
| **Learning Goal:**<br>I will increase my knowledge of effective digital and print communication strategies with clients. I will use this knowledge to develop appropriate and accessible resources, including education for community members during COVID-19 restrictions.<br><br>**Action Plan:**<br>Review current literature and resources related to developing effective digital and print communications by January 30.<br>Attend digital and print webinar to ensure that I understand best practice.<br>Prepare a proposal for the inter-professional team to outline research findings and recommendations for client communication strategy and obtain feedback by April 30. | **Learning Goal:**<br>I will increase my knowledge and understanding of effective communication with clients using optimal strategies.<br><br>(Comment: Learning goal is too broad. No application and learning outcome identified)<br><br>**Action Plan:**<br>Prepare a proposal for the inter-professional team to outline research findings and recommendations for client communication strategy by April 30.<br>Create a draft template and timeline for communications by June 30.<br>Final copy and dissemination of communication by September 16.<br><br>(Comment: action plan does not align to learning goal) |