

## Clinical Placement Goal Setting

### Rationale for goal setting:

Self-directed learning is an essential nursing skill to support nurses to cope with the ever-changing clinical environment. Goal setting and the review of goals is an essential component of self-directed learning and the development of lifelong learning skills. It demonstrates the ability to initiate, be accountable for, and direct one's own learning in keeping with Registered Nurses Standards for Practice. It should be guided by the learning outcomes for the course, as well as individual learning goals formulated from self-assessment and feedback from previous clinical placements and simulated skills sessions. Goal setting can be seen as the first formal component in the student-centred process of assessing clinical practice and supported by the informal strategies of review, plan, reflect, self-assess and receive constructive feedback.

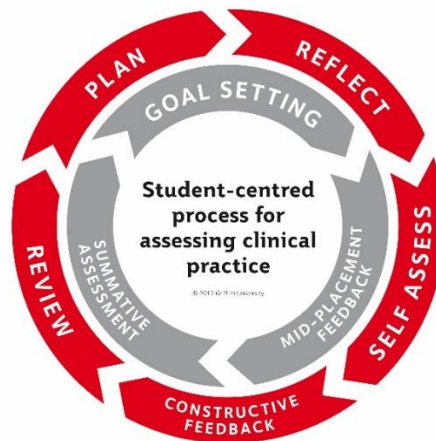


Figure 1: The Student-centred process for assessing clinical practice

### How to set goals:

These strategies will assist you to identify your developmental needs and these are formulated into SMART Goals.



Specific	Measurable	Attainable	Relevant	Time-Bound
Make sure your goals are focused and identify a tangible outcome. Without the specifics, your goal runs the risk of being too vague to achieve. Being more specific helps you identify what you want to achieve. You should also identify what resources you are going to leverage to achieve success.	You should have some clear definition of success. This will help you to evaluate achievement and also progress. This component often answers how much or how many and highlights how you'll know you achieved your goal.	Your goal should be challenging, but still reasonable to achieve. Reflecting on this component can reveal any potential barriers that you may need to overcome to realize success. Outline the steps you're planning to take to achieve your goal.	This is about getting real with yourself and ensuring what you're trying to achieve is worthwhile to you. Determining if this is aligned to your values and if it is a priority focus for you. This helps you answer the why.	Every goal needs a target date, something that motivates you to really apply the focus and discipline necessary to achieve it. This answers when. It's important to set a realistic time frame to achieve your goal to ensure you don't get discouraged.

Figure 2: SMART Goals table. Think Marketing website: <https://thinkmarketingmagazine.com/how-to-create-smart-goals/>

Goals are a vital component of clinical placement and should assist in achieving success in this assessment. The goals set for each clinical placement are to be formulated prior to placement, and should be reviewed with the Clinical Facilitator during the initial meeting. Some modification may be necessary in the first few days to ensure the relevance for the placement. Goals should be further reviewed at mid-placement feedback in relation to the degree of achievement and new goals may be set. Evaluation of goals at the completion of the placement may assist in the development of new goals for subsequent clinical experiences.

<b>STUDENT NAME</b>	
<b>PLACEMENT DATES</b>	
<b>COURSE NAME &amp; CODE</b>	
<b>FACILITY/AGENCY NAME</b>	
<b>CLINICAL FACILITATOR</b>	

For each clinical placement, goals need to be set in three areas of development as identified by the student.

When formulating goals, the following resources will be helpful:

- The Course Learning Outcomes
- The Australian Nursing Standards Assessment Tool (ANSAT)
- The ANSAT Behavioural Cues
- The Pre-Brief for the facility
- Feedback from previous placement

Ask yourself the following questions for each goal:

- What do I want to achieve?
- How can I do this?
- Why should I do this?
- What resources do I need to do this?
- What is my timeframe to achieve this?

**Goal 1:**  
**Area I want to develop:**  
 (attainable, relevant)  
**I will achieve this by:**  
 (specific)  
**I will complete this by:**  
 (time)  
**I will address the following Standards for Practice when achieving this goal :**  
 (measurable)(explain how you will meet at least three standards within each goal- all seven standards need to be met across the three goals )

**Standard 1 Thinks critically and analyses nursing practice:**

**Standard 2 Engages in therapeutic and professional relationships:**

**Standard 3 Maintains capability for practice:**

**Standard 4 Comprehensively conducts assessments:**

**Standard 5 Develops a plan for nursing practice:**

**Standard 6 Provides safe, appropriate and responsive quality nursing practice:**

**Standard 7 Evaluates outcomes to inform nursing practice:**

**Goal 2:**

**Area I want to develop:**

(attainable, relevant)

**I will achieve this by:**

(specific)

**I will complete this by:**

(time)

**I will address the following Standards for Practice when achieving this goal :**

(measurable)

**Standard 1 Thinks critically and analyses nursing practice:**

**Standard 2 Engages in therapeutic and professional relationships:**

**Standard 3 Maintains capability for practice:**

**Standard 4 Comprehensively conducts assessments:**

**Standard 5 Develops a plan for nursing practice:**

**Standard 6 Provides safe, appropriate and responsive quality nursing practice:**

**Standard 7 Evaluates outcomes to inform nursing practice:**

**Goal 3:**

**Area I want to develop:**

(attainable, relevant)

**I will achieve this by:**

(specific)

**I will complete this by:**

(time)

**I will address the following Standards for Practice when achieving this goal :**

(measurable)

**Standard 1 Thinks critically and analyses nursing practice:**

**Standard 2 Engages in therapeutic and professional relationships:**

**Standard 3 Maintains capability for practice:**

**Standard 4 Comprehensively conducts assessments:**

**Standard 5 Develops a plan for nursing practice:**

**Standard 6 Provides safe, appropriate and responsive quality nursing practice:**

**Standard 7 Evaluates outcomes to inform nursing practice:**

Goal Setting Completed and Reviewed .....(Clinical Facilitator)

Goal Modification at Mid-placement Feedback:

.....  
.....  
.....  
.....

**Example:**

**Goal 1:**

**Area I want to develop:** *administration of drugs intravenously*

(attainable, relevant)

**I will achieve this by:** *revise current understanding of background information, techniques, risks through reviewing notes, videos, consulting peers/RN/CF in order to prepare myself; be familiar with common IV medications administered in my area; I will actively seek opportunities to administer IV drugs as they become available*

(specific)

**I will complete this by:** *end of placement*

(time)

**I will address the following Standards for Practice when achieving this goal :**

(measurable)

**Standard 1 Thinks critically and analyses nursing practice:** *Be aware of local policies and ensure the safe practice of IV drug administration*

**Standard 2 Engages in therapeutic and professional relationships:** *discuss this procedure with the supervising RN and ensure a therapeutic relationship has been developed with the patient*

**Standard 3 Maintains capability for practice:** *access the IV drug handbook prior to commencing the procedure/reflect on the experience with the supervising RN to identify the strengths and weaknesses of my performance.*

**Standard 4 Comprehensively conducts assessments:** *Assess the IV site before and after the procedure*

**Standard 5 Develops a plan for nursing practice:** *consider the patient's schedule for the day and the administration time; consider the need for assessment following the drug administration*

**Standard 6 Provides safe, appropriate and responsive quality nursing practice:** *Administer drug within recognised policy guidelines, consider the 6 rights of administration.*

**Standard 7 Evaluates outcomes to inform nursing practice:** *Evaluates the outcome for the patients- ask the patient how they are feeling, did the drug administration cause any discomfort, etc.*