



ENGAGING STAFF IN EVIDENCE BASED PRACTICE

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OBJECTIVES



- Define evidence based practice (EBP)
- Identify the structure and process necessary to support the advancement of EBP
- Recall strategies useful in the implementation of EBP

DEFINITION OF EVIDENCE BASED PRACTICE (EBP)



- EBP refers to the application of the best evidence in clinical decision making by integrating clinical expertise with recent research findings, while taking into consideration the values and preferences of patients.

WHY EBP?



- Sparked by the Institute of Medicine's report, *Crossing the Quality Chasm*, research based decision making has been emphasized for improving care.
- Nursing is shifting from the traditional intuition based paradigm to evidence based nursing practice.

THE RESEARCH-PRACTICE GAP



- Literature shows that 30% to 40% of patients don't receive care based on current scientific evidence
- 20% or more of healthcare provided may be unnecessary or even have a deleterious effect.
- It takes an average of 17 years for research findings to become common practice

BARRIERS TO EBP



- Lack of time to read research
- Lack of time to implement research-based interventions
- Lack of confidence in critical appraisal skills
- Lack of authority to implement change
- Lack of organizational infrastructure to support research
- Lack of access to relevant research evidence

STATUS OF EBP



- Survey done by the Nursing Informatics Expert Panel of the American Academy of Nursing
- Randomly selected 1,097 nurses
- Almost half were not familiar with the term “EBP”
- More than half reported that they did not believe their colleagues use research findings in practice

STATUS OF EBP



- Only 27% of the respondents had been taught how to use electronic databases
- Most do not search information databases to (Medline, CINAHL) to gather practice information
- Those who search these resources do not believe they have adequate search skills

STRATEGIES TO ADDRESS “THE GAP”



- Implementing EBP strategies at the bedside is a complex endeavor
- Efforts to instill and sustain EBP improve significantly when staff nurses are involved from the start

EFFECTIVE EBP PROGRAMS



- Establish structures (having the right things in place) so that processes can take place (doing things right) to achieve outcomes (having the right things happen).
- Building capacity and skills for EBP at the point of care provides a long-term solution to changing the intuition based paradigm to EBP.

EFFECTIVE EBP PROGRAMS



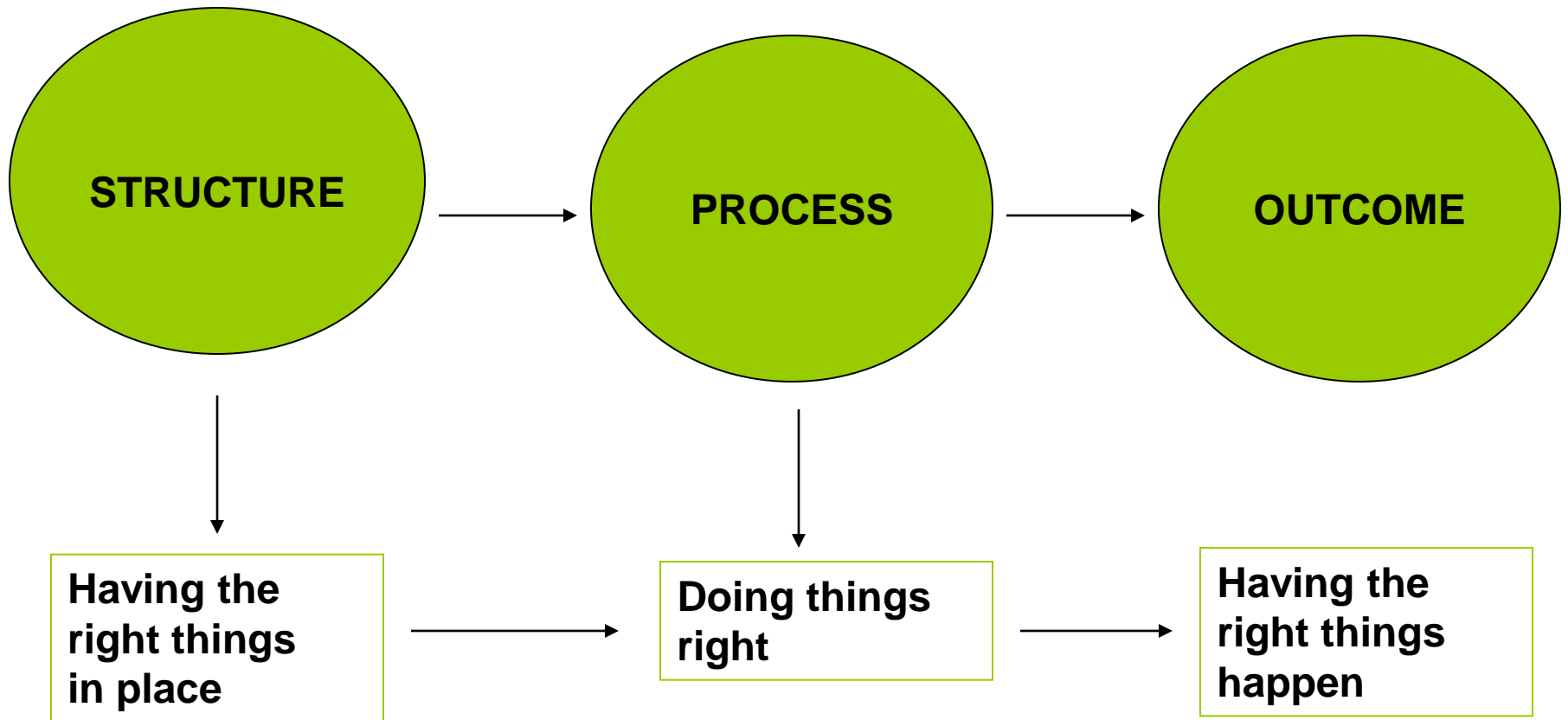
- Engage staff by securing their involvement early
- Educate through involvement
- Create internal expertise for research and EBP
- Ensure that implementation of EBP occurs to improve patient outcomes

CREATING AN INFRASTRUCTURE FOR EBP



- Donabedian Model
- Describes the importance of structure, which first effects process, and then results in desired outcomes
- Linear framework that can be used to conceptualize a model for designing and implementing an EBP infrastructure

LINEAR FRAMEWORK OF STRUCTURE, PROCESS AND OUTCOME



STRUCTURE OF EBP: HAVING THE RIGHT THINGS IN PLACE



- Nursing Research/EBP Council
- Clinical Practice Committee (Policy & Procedure Committee)
- Evidence-based practice fellowship program for staff nurses

OUTCOME OF EBP: HAVING THE RIGHT THINGS HAPPEN



- Improve care for patients and families
- Cost avoidance of complications
- Foster retention and recruitment of nurses
- Encourage professional growth and development

STRUCTURE:

Nursing Research/ EBP Council



- Frequently part of the Shared Governance Model (Professional Practice Model)
- Membership is open to all staff nurses as well as advanced practice nurses
- The perfect forum to engage and educate
- The purpose of the RC should include research education, research utilization as well as research development.

PURPOSE OF THE RESEARCH COUNCIL



- Research Education
- Important for all staff on the RC, but particularly for those nurses prepared at the ADN level, who may have not had formal classes on research
- RC is the forum to explore professional databases such as CINAHL, Medline, and Cochrane
- Invite Medical Librarian to RC meeting

RESEARCH EDUCATION



- Education on common research terms
- Abstract vs. full text
- Connect through State of Michigan library
- Invite a member of the Institutional Review Board to a RC meeting
- Article reviews utilizing a standard format
- See attachment

RESEARCH EDUCATION



- Develop a collaborative practice agreement with a local school of nursing so that invited faculty members can share their research findings
- Consider a formal relationship with a PhD Nurse Researcher to assist the Research Council

RESEARCH UTILIZATION



- Journal Club: many forms
- Traditional: come together to critique an article
- Electronic journal club: allows maximal participation (part-time, off shifts)
- Nurses participate at a time that is convenient with their work schedule

RESEARCH UTILIZATION



- Unit-based journal club: Research Council members find an article each month that is specific to their patient population.
- Kept in a notebook on their with a log sheet for comments by staff.
- At the end of each month, a copy of the log sheet is sent to the RC Chair for record keeping purposes.

RESEARCH UTILIZATION



- Solicit support from unit managers, educators and CNS to cover a nurse's patients so staff can take the time to read the article.
- Activity can be incorporated into yearly performance appraisals.
- Kick-off article: Fecal transplant for C. diff

RESEARCH UTILIZATION



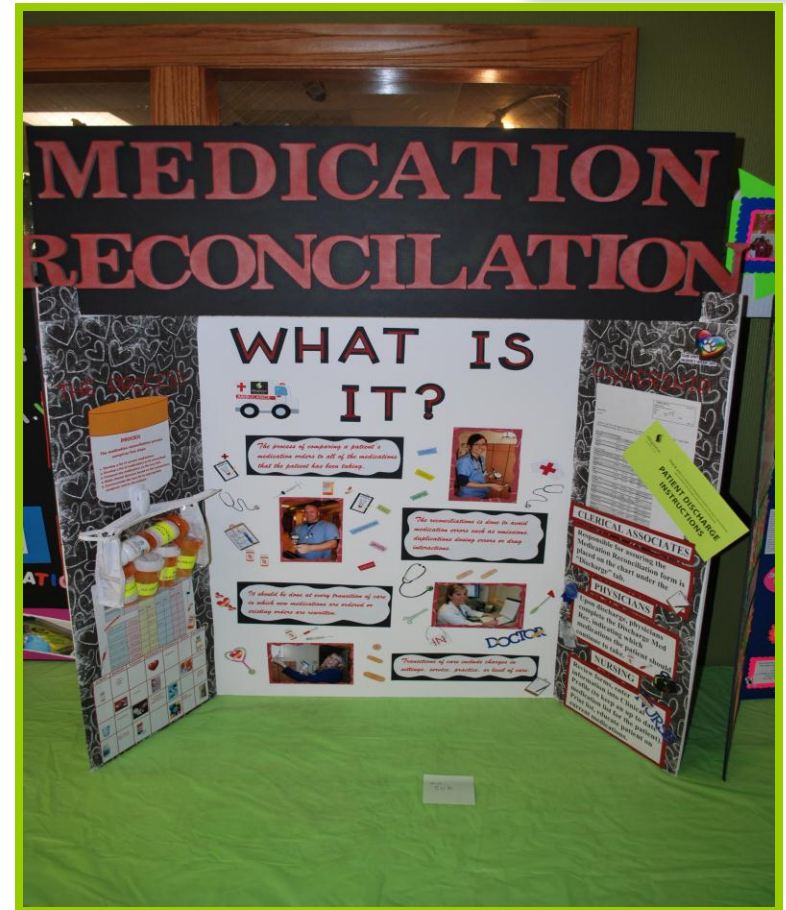
- Monthly newsletter, either paper or electronic, from the RC
- Encourage creativity: “Are you wearing bugs around your neck?”



RESEARCH UTILIZATION



- Poster Presentations: a new twist on a time-honored tradition during Nurses Week
- “How do you utilize the latest evidence to care for the patients on your unit?”



RESEARCH DEVELOPMENT



- The time to design, implement, analyze and disseminate your clinical practice question.
- The clinical practice question may come from the council's article review as replication research, or a new twist on an old topic.



Capillary Glucose Monitoring:

Evaluation of the use of soap and water versus the use of alcohol swabs for skin preparation with measurement of blood glucose results and level of pain.

RESEARCH DEVELOPMENT



- Ask nurses:
- “Think of an area of practice where you want to increase your awareness”
- “Do you wonder if there is a different way of doing certain tasks?”
- “Are the policies and procedures we have in place based on traditions or nursing knowledge?”

RESEARCH DEVELOPMENT



- Utilize the expertise of a PhD Nurse researcher to help mentor RC members (statistical expertise)
- Disseminate your results internally and externally
- Participate in local or regional collaborative

CLINICAL PRACTICE COMMITTEE



- Policy and Procedure Committee
- An organization's commitment and values related to research and evidence based practice are reflected in the organization's practice documents for the provision of patient care.
- Policies, procedures, guidelines, protocols must reflect the evidence.

CLINICAL PRACTICE COMMITTEE



- Who better to identify the gaps between the evidence and clinical practice than the bedside caregiver?
- Involvement of staff nurses on the Clinical Practice Committee facilitates recognition of the nurses' clinical expertise and influence to guide clinical practice.

CLINICAL PRACTICE COMMITTEE



- Nurses' involvement stimulates innovative thinking about practices that are efficient and effective in improving patient's outcomes
- Facilitates ownership and promotion of the policies and procedures
- Stimulates professional growth and development
- Clinical role modeling and leadership skills
- Participation fosters retention and recruitment

EVIDENCE-BASED PRACTICE FELLOWSHIP PROGRAM



- A program designed to develop research – based nursing practice and foster the development of staff nurses
- Assists nurses in solving clinical practice issues in their own units through a mentorship program for evidenced-based practice.

EVIDENCE-BASED PRACTICE FELLOWSHIP PROGRAM



- Fellows in the program collaborate with their unit-based colleagues to lead an evidence-based practice change in the fellow's clinical practice area.
- The program blends staff nurses' clinical knowledge with research utilization and the process of making evidence-based practice changes.

EVIDENCE-BASED PRACTICE FELLOWSHIP PROGRAM



- The fellows are mentored through a series of steps:
 1. Identifying a clinically relevant practice issue suitable for the evidence-based practice process
 2. Finding the latest evidence and research on the practice issue by searching the literature

EVIDENCE-BASED PRACTICE FELLOWSHIP PROGRAM



3. Critiquing and synthesizing the evidence
4. Developing an evidence-based practice document that describes the new practice change
5. Implementing the new evidence-based practice change
6. Evaluating the outcomes of the practice change

PROGRAM DESCRIPTION



- 6 to 12 months in length
- Includes didactic education that provides both theory and practical information needed to facilitate completion of the fellow's evidence-based practice project
- Each fellow is mentored by a researcher, clinical nurse specialist, nurse educator or nurse manager.

PROGRAM DESCRIPTION



- Fellows increase their skills in finding pertinent literature via library searches
- Learn to critique and synthesize research
- Develop an evidence-based practice innovation
- Learn how to make a practice change
- Measure the outcomes of their project

PROGRAM DESCRIPTION



- Fellows prepare educational sessions to share information at staff meetings
- Dissemination of the results of their projects occurs internally to their units and in external forums
- Each fellow integrates the practice change in their own unit and develops a process to promote sustainability of the change in practice

PROGRAM DESCRIPTION



- Selection criteria:
- Competitive application process based on the content of the application and the number of applications received
- A minimum of one year of nursing experience
- At least one year of tenure in the applicant's current clinical area

PROGRAM DESCRIPTION



- Leadership skills, being an informal leader among peers
- The ability to meet or exceed required clinical performance
- Applications are evaluated and scored by the members of the Nursing Research Council

PROCESS OF EBP: DOING THINGS RIGHT



- Engage through early involvement
- Promote staff creativity
- Educate through involvement
- Create internal expertise of leadership
- Ensure implementation of practice changes
- Maintain accountability of EBP
- Promote sustainability for EBP

PROCESSES FOR ENGAGING CLINICIANS



- EBP is a powerful tool to advance the science of nursing
- Nurses are engaged via the structures that are put in place by Nurse Leaders
- E-mails and flyers stress these structures as opportunities for nurses to exert their clinical leadership and “drive care from the bedside”

PROCESSES FOR ENGAGING CLINICIANS



- Staff meetings
- One-on-one dialog between a staff member and a nurse leader
- For nurses who are constantly busy “doing”, involvement in these organizational structures creates genuine enthusiasm and excitement about EBP

OUTCOMES



- Nurses are empowered and validated because they identify important clinical questions to ask and address about patient care
- Nurses continue to bring research findings to the bedside, while elevating accountability and sustainability for research and evidence-based practice

OUTCOMES



- As nurses acquire new skills required for research and EBP, their roles are expanded
- Their involvement broadens their scope of influence over practice
- Staff nurses derive the greatest satisfaction when they actually make change happen with measurable positive results
- This process of improving patient care fuels nurses' spirit.