



Introduction

Nurses focused on patient care may initiate new practices based on resourcefulness, a journal article read, participation in professional organizations or to meet patient or staff needs. The author recruited frontline nurses who reported improvements in practice and the work environment. Using familiar concepts and the excitement of creating a poster, the author taught evidence-based practice (EBP) implementation principles.

Objectives

1. Describe a strategy to engage nurses' curiosity and understanding of an evidence based practice implementation model.
2. Identify commonly know processes that can be effectively translated and applied to EBP implementation.

Assess Need for Change

The American Nurses Association Standard of Professional Performance 7. Quality of Practice states "The registered nurse systematically enhances quality and effectiveness of nursing practice." Traditionally this process occurs in response to immediate patient need or through formal quality improvement projects. Direct care nurses declined to participate in the EBP Council, and were reluctant to search for current research to assist with changing practices. Changing the nursing culture to use evidence based practice requires new learning, coaching and mentored experiences.

Link Problem and Interventions

The organization's EBP Council adopted the Rosswurm and Larrabee model of EBP implementation. Nurses have experience with the nursing process and basic familiarity with FOCUS Plan-Do-Check-Act quality improvement model (PDCA).

Synthesize Best Evidence

Professional nursing practice requires nurses be actively engaged in patient care and work environment decisions. Using EBP to assess and make improvements increases success. The Rosswurm and Larrabee model for implementing EBP provides a systematic process for the change to EBP. Nurses have a wealth of knowledge which can be transferred and used in making changes. Coaching and mentoring are two strategies to facilitate skill development and influence attitudes. Experiential learning strategies build on nurses' strengths and promote engagement and ownership.

Move Forward with EBP

- Build on energy and excitement
- Be creative
- Make actions and outcomes visible
- Recognize in front of peers
- Use peer review

FOCUS-PDCA	Nursing Process	Implementing EBP (Rosswurm, Larrabee)
Find an opportunity or process to improve.	Assess	Assess need for change in practice: Include stakeholders. Collect internal data about current practice. Compare internal data with external data. Identify problem.
Organize a team.		
Clarify the current knowledge of the process.		
Understand the cause of process variation.	Diagnose	Link problem, intervention and outcomes. Identify potential interventions and activities. Select outcome indicators.
Select the process improvement.	Identify Outcomes	Synthesize best evidence. Search research literature. Critique and weigh evidence. Synthesize best evidence. Assess feasibility, benefits and risks.
Plan the improvement.	Plan	Design practice change. Define proposed change. Identify needed resources. Plan implementation process. Define outcomes.
Do the improvement.	Implement the Plan	Implement and evaluate change in practice. Pilot study demonstration. Evaluate process and outcome. Decide to adopt, adapt or reject practice change.
Check the results.	Evaluate	
Act to hold the gain.		Integrate and maintain change in practice. Communicate recommended changes to stakeholders. Integrate into standards of practice. Monitor process and outcomes.

Implement and Evaluate Changes in Practice

By engaging nurses in creating a poster on changes they had implemented in their practice, they were able to critically evaluate outcomes, and identify potential impact of using science in addition to their intuition. Using the EBP implementation steps to create an abstract and poster presentation reinforced the nurse's innovation and participation in nursing practice improvements, highlighted the importance and role of literature reviews and focused attention on measurable outcomes.

Nine of nine nurses wrote an abstract and created a professional poster resulting in enhanced understanding of EBP. Comments from some of the nurses are below.

I want to do nursing research!

This is so exciting! My annual performance goal was to grow professionally. Creating and presenting a professional poster and learning about EBP helped meet my goal.

We just took actions that made sense. Now I can see how the literature review fits and might have helped had we done it sooner.

We didn't think about how to measure outcomes - in fact the environment and team feels better so we were surprised to see the data shows the opposite!

Integrate and Maintain Changes in Practice

- Showcase posters on units to reinforce professional EBP practice and stimulate interest
- Provide coaching from idea to implementation
- Educate on measurement strategies to improve goal setting, monitoring and evaluation of professional nursing practice.

References

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Design Practice Change

Nurses were selected based on their energy and excitement with current projects. These nurses were coached in the creation of an abstract and poster presentation. The poster presentation piqued interest and provided a format for teaching structure and process for EBP implementation. Creating a table of familiar processes aligned with EBP implementation steps fostered transfer of knowledge. Coaching and mentoring were provided to individuals and teams to complete the project. When nurses identified their lack of experience and skills with completing a literature review, the author did an initial search and provided literature for their review.

Barriers to Implementing EBP

