


The Nurse as Scholar: Promoting Evidence-Based Nursing Practice Among Direct Care Nurses


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Nemours Strategic Plan for Research and Scholarly Activity

Goal: Become a leading child health system in the nation by 2015

- From Bench to Bedside; Clinic to Community
- Scholarship as component of all health professionals' work
- Defined focus areas for research
- "Bottom up" approach with integrated teams of clinicians, bench researchers, educators



The Context for the Nemours Research Strategy



Nemours values quality, inquiry, evidence, and accountability as supported by performance measures, a culture of learning, infrastructure, and the leadership to create and sustain this ethos.


Assumption:

Nurses are Knowledge Workers





Knowledge Worker Roles

- Analyzing data to establish relationships
- Assessing input in order to evaluate complex or conflicting priorities
- Identifying and understanding trends
- Making connections
- Understanding cause and effect
- Ability to brainstorm, thinking broadly
- Ability to drill down, creating more focus
- Producing a new capability
- Creating or modifying a strategy



Boyer's Model of Scholarship

- Discovery
- Integration
- Application
- Teaching



The Process of EBCP

5 Phases:

1. Ask a clinical question
2. Search for the evidence
3. Critically appraise the evidence
4. Apply the evidence
5. Evaluate the effectiveness of the evidence

(Hockenberry et al. .Ped. Nsg. 32(4), 2006)

Iowa Model of Evidence-Based Practice to Promote Quality Care

<http://www.uihealthcare.com/depts/nursing/rqom/evidencebasedpractice/iowamodel.html>

Skills for EBCP



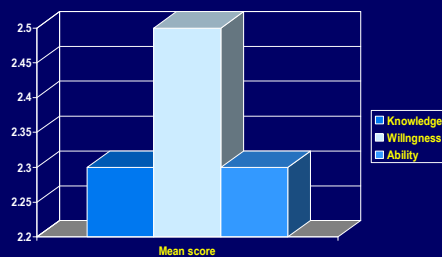
- Asking a question- **PICO**
(population, intervention, comparison, outcome)
- Literature search- accessing the evidence using electronic databases
- Evaluation of methodological rigor and relevance of literature
- Analytical skills & critical thinking
- Reading with comprehension



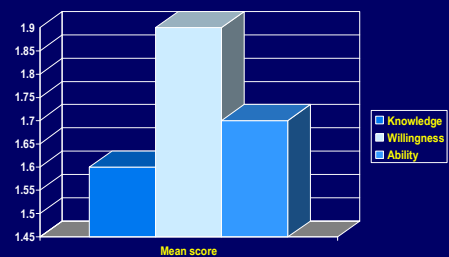
KAP Study

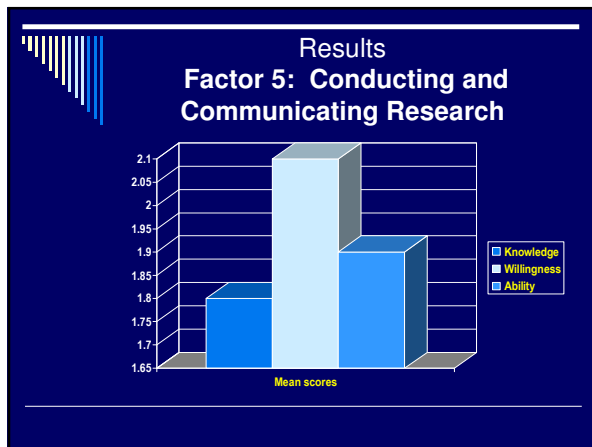
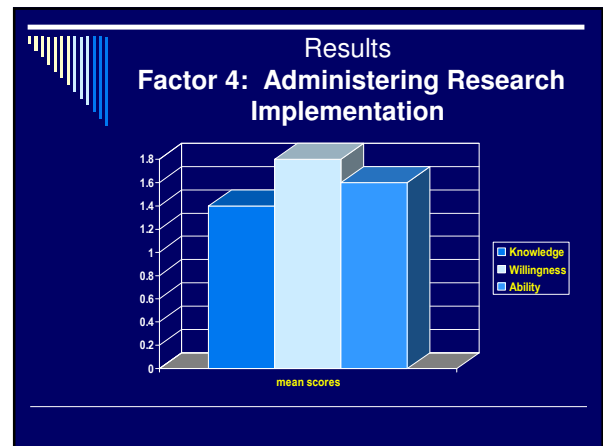
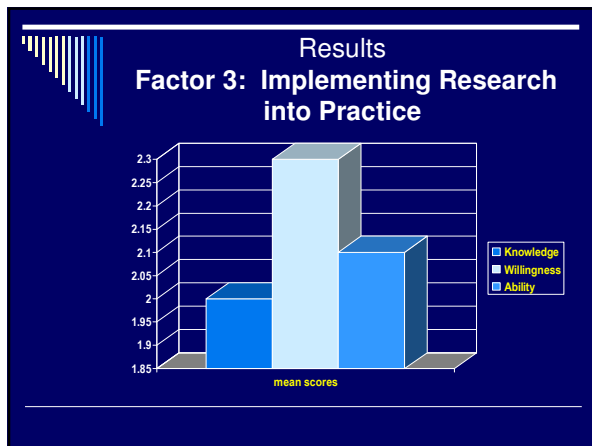
- Nursing Shared Governance Research and Education Council goal
- Nurses' **K**nowledge, **A**ttitudes and **P**ractices Related to Research
- R. John, J. Prozzillo, E. Bayley
- Over 700 Nemours RNs surveyed using 33-item tool (Burke et al., Aurora Health System)
- >50% response rate
- Results indicated need for increased knowledge

Results Factor 1: Identifying Clinical Problems



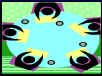
Results Factor 2: Establishing Current Best Practice





- ### AIDHC EBNP Fellowship Program Proposal
- Purpose:
- To promote the use of evidence by professional nurses to improve patient outcomes.
 - To help nurses learn the essential steps in the process of EBNP and research.
 - To enhance nurses' ability to engage in the scholarship of discovery, integration, application and teaching.

- ### Administrative Support
- Proposal submitted to CNO by Director of Nursing Research
 - CNO sought support from COO, CEO, CFO
 - Budget Approval for 17 Fellows for 12 paid 8-hr days in 2010
 - Textbook purchased for each Fellow:
Melnyk, B., & Fineout-Overholt, E. (2010) *Evidence-Based Practice in Nursing and Healthcare*. 2nd ed. Wolters Kluwer/ Lippincott/Williams & Wilkins

- ### Role of Research and Education Council
- Guided development of program structure
 - Reviewed curriculum proposed by Director of Nursing Research
 - Reviewed and approved applications
 - Received regular reports of program implementation
 - Reviewed evaluation of program
- 

AIDHC EBNP Fellowship Program

- 12 days of didactic instruction and independent work time scheduled over 8 months
- Commitment from Fellows for an additional day or > per month working on project
- Classes scheduled at 3-4 week intervals from May 11 to December 17, 2010
- Classes provided primarily by Director of Nursing Research with guest lectures by 2 CNSs (R. Lebet, D. Brecher), UDEL professor (Dr. J. Herrman)
- Medical Librarian (K. Flathers) provided essential support with individual help for searching literature.

Marketing the EBNPF Program

The Research and Education Council of Nemours Medical Center is pleased to announce a new opportunity for nurses at The Nemours Medical Center Hospital for Children.

PROGRAM PURPOSE


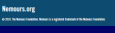
The purpose of the Evidence-Based Nursing Practice Fellowship Program is to provide a structured, professional environment to improve patient outcomes. Participants will learn the required steps of the process of evidence-based nursing practice. The program is designed to enhance the nurse's ability to engage in the methodology of discovery, integration, application, and teaching. Nurses will learn new skills which can be shared in a department or nursing unit.

PROGRAM DESCRIPTION

The following Program consists of didactic instruction and time to develop an evidence-based practice project or research study proposal. Fellows will complete a presentation to the Research and Education Council at the end of the program. Fellows will be required to document their work in a journal article or conference abstract and other healthcare providers. The first three classes are on May 11, June 1, and June 15, with classes every 3-4 weeks.

QUESTIONS?

Please contact Dr. Bette Rieley at brieley@nemours.org or Dr. J. Herrman at jherrman@nemours.org.


 

Protect. Caregive. Nurture.



Evidence-Based Nursing Practice Fellowship Program
May - December 2010

Sponsored by NEMU-Quantitative of Nursing
Nemours Medical Center Research and Education Council



Marketing the EBNPF Program



APPLICANT CRITERIA

Applicants for the Fellowship Program must be highly motivated. Additional requirements of individuals who are interested in the Fellowship Program should be prepared to successfully complete the program.

- Applicants must have a minimum of 2 years of clinical experience in a hospital setting.
- Applicants must have a minimum of 1 year of experience in a research or scholarly activity.
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APPLICATION PROCESS

For 2011 Fellowship Description and Criteria and an EBNP Fellowship Application go to the Research and Education Council (R&EC) website. The deadline for applications is February 2011. You may also contact Dr. Bette Rieley at brieley@nemours.org or Dr. J. Herrman at jherrman@nemours.org.

Applications will be reviewed by the Research and Education Council. Successful applicants will be notified by email.

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SAMPLE TOPICS

Improving Evidence-Based Practice

- The Nurse Role
- The Role of Evidence-Based Nursing Practice
- Improving Evidence-Based Practice

Research for Evidence-Based Practice

- Improving Evidence-Based Practice
- Improving Evidence-Based Practice
- Improving Evidence-Based Practice



Improving Evidence-Based Practice

- Improving Evidence-Based Practice
- Improving Evidence-Based Practice
- Improving Evidence-Based Practice




EBNPF Application Process

- Application form, including past EBN/research experience; project ideas
- Letters of recommendation and support from manager and MSN-prepared mentor
- Experience and AIDHC employment criteria
- BSN desirable
- Resume


EBNPF Curriculum: The Process of EBNP

- Nemours Research Strategy
- The Nurse as Scholar
- Evidence-Based Nursing Practice: What It Is and What It Is Not
- Models for EBNP
- Research vs. EBNP vs. QI
- Defining an EBNP or Research Problem or Question
- Evidence Rounds
- Planning and Evaluating Outcomes of Nursing Interventions and Practice Changes
- Evaluation Designs




EBNPF Curriculum: The Process of EBNP

- Planning and Implementing a Change in Practice; Models and Strategies for Change
- Forming Teams for Research and EBNP
- Diffusion of Innovations
- Strategies for Championing EBNP on the Clinical Unit
- Exemplars of EBNP Projects
- Implementation Science
- TeamSTEPPS – A Process for Implementing Evidence-Based Clinical Practice



EBNPF Curriculum: **Accessing, Reviewing, and Appraising Evidence**



- Essentials of Searching the Literature
- Introduction to InfoLink
- Anatomy of a Research Study- Reading Published Research
- Appraising the Literature and Developing an Evidence Table
- Hierarchy of Evidence
- Guidelines for Critique of Research Literature
- Guidelines for Critique of Clinical Literature
- Meta-Synthesis
- Meta-Analysis

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EBNPF Curriculum: **Research Design and Process**

- Research Design Overview; Sampling, Setting, Methods
- Qualitative Research Methods
- Quantitative Research Methods and Designs
- Triangulation
- Measurement: Selection and Development of Instruments for EBN and Research; Reliability and Validity
- Data Collection
- Exemplars of Nursing Studies
- Funding Research

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EBNPF Curriculum: **Ethics of Research and Human Subject Protection**

- Human Subject Protection: CITI and Nemours University Programs
- History of Ethics in Research: The Deadly Deception
- Navigating the Clinical Research Review Committee and the Institutional Review Board
- Nurse's Role in Clinical Research

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EBNPF Curriculum: **Data Management and Analysis**

- Data Management and Security for Research, Quality Improvement, and Evidence-Based Practice
- Planning for Data Analysis
- Interpreting and Summarizing Findings
- Statistics for Healthcare Research:
 - Level of Measurement
 - Hypothesis Testing
 - Probability
 - Power Analysis

Statistical Tests

- Descriptive Statistics
- Analysis of Associations: Chi square
- Analyzing Relationships: Correlation
- Analyzing Differences:
 - Variance
 - t-test
 - Analysis of Variance
 - Factorial Analysis
 - Analysis of Covariance
 - Multivariate Analysis of Variance
- Analyzing Complex Relationships: Multiple Regression
- Biostatistics: Survival Analysis; Odds Ratios

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EBNPF Curriculum: **Presenting Scholarly Work**

- Writing an Abstract
- Podium Presentations
- Designing a Poster
- Using PowerPoint for Presentations and Posters
- Writing for Publication
- Oral and Poster Presentations of EBN Projects or Research Proposals

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Project Topics- 2010

- **Obtaining Tobramycin Levels in Patients with Cystic Fibrosis*****
- **Procedural Pain Management for Infants with Congenital Heart Defects**
- **The Use of EMLA Cream for Procedural Pain Relief in Children**
- Hemostatic Dressings for Femoral Access Sites in Percutaneous Cardiac Catheterization Procedures
- **Fever: Friend or Foe*****

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Project Topics- 2010

- The Effect of Healing Touch Therapy on the Adolescent with a Gastrointestinal Medical Condition***
- Transitioning to an Evidence Based Protocol for the Infusion of Infliximab (Remicade) in a Pediatric Ambulatory Care Setting
- Compassion Fatigue: Nothing Left to Give***
- Assessing the Comfort Level of Bedside Nurses Implementing Sedation Protocols
- Sedated Children: Oxygen or Not

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Project Topics- 2010

- The Healing Touch Program in the PICU
- A Comprehensive Oral Care Protocol for Patients at Risk for VAP in PICU
- EBN Protocol for Infection Reduction in the PICU
- Child Abuse: Nursing Assessment and Intervention
- Parental Satisfaction with Preoperative Assessment and Education
- CPR in the NICU for All Families***

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Project Topics- 2011

- Family Centered Care in the Cardiac Center
- An Evidence-Based Protocol for Prevention and Care of Mucositis in the Child with Oncologic Treatment
- Patient Positioning in the OR
- Guided Imagery for Pain Management in Post-Operative Spinal Surgery Patients
- An Evidence-Based Position Description for the Surgical Nurse Liaison
- Temporal Artery Thermometers: EBN Procedure for Use in ED

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Project Topics - 2011

- A Strategy for Educating Nursing to Access Nursing Literature
- Telling the Story: Report at the Bedside
- Simulation Laboratory Training for New Nurses in the Cardiac Center
- Infant Massage in the NICU
- Best Practice for Safe Narcotic Administration in the PACU
- Increasing Comfort and Reducing Stress in the Critically Ill Neonate Using Temporal Thermometry

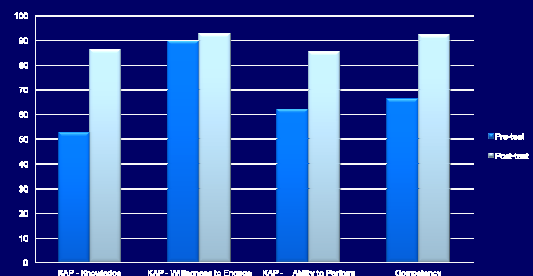
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Evaluation

- Baseline and at End of Program
KAP Tool- 33 item instrument that measures Knowledge, Aptitude, and Practices related to research/EBP
UG Competencies- Likert-type scale applied to Undergraduate Competencies for Evidence-Based Practice (U. TX Acestar Essentials)
- Mid-Program
- End of Program
Overall Program Evaluation Tool; KAP, UGC
- Occasionally – 5-Minute Feedback Form
- Implementation and Dissemination Activities

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2010 EBNP[®] Fellowship Program
Pre-Test and Post-Test Scores for Knowledge, Attitudes, Practices and Nurse Competency

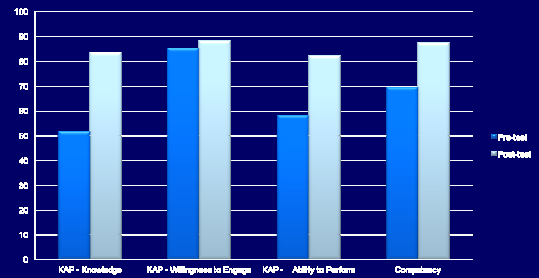


2011 EBNP Fellowship Program

- 15 nurses applied and approved
- 6 new units represented
- 7 new mentors
- Classes began on March 17
- 13 projects were presented December 9 in podium and poster session

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2011 EBNP Fellowship Program
Pre-Test and Post-Test Scores for Knowledge, Attitudes, Practices and Nurse Competency



Plan for 2012

- Modify curriculum based on 2011 evaluations
- Apply similar marketing and application process
- Engage more nurses from units that did not participate in 2011
- Increase mentor communication and support
- Classes began March 15 with 20 Fellows

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