

**Second National Doctors of Nursing Practice
Conference:
*Transforming Care Through Education
and Scholarly Practice
Defining Ourselves***

**DNP Role in the Spread of
Evidence Based Practice In
Healthcare Organizations**

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**After the presentation, the
participants will be able to:**

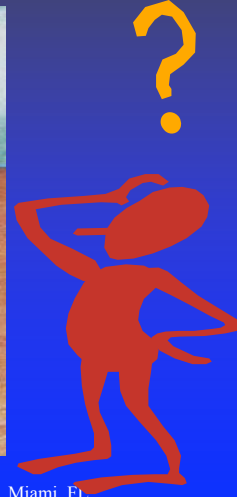
**Identify the DNP role in practice
research.**

**Name the important components and
resources necessary in the creation of
an EBP and research program.**

**Explain how the shared governance
concept can be applied in creating the
spread of EBP within an organization.**

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“Between the health care we have and the care we could have lies not just a gap, but a chasm.”¹



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Where we are at...

The vision for nursing practice for the year 2010 is that we have successfully bridged the research transfer gap. We have 30 second access to the best information available, including pre-appraised information in easily searched databases. We use research evidence in making decisions related to clinical practice, management, and policy.

Ciliska, 2004



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Institute of Medicine

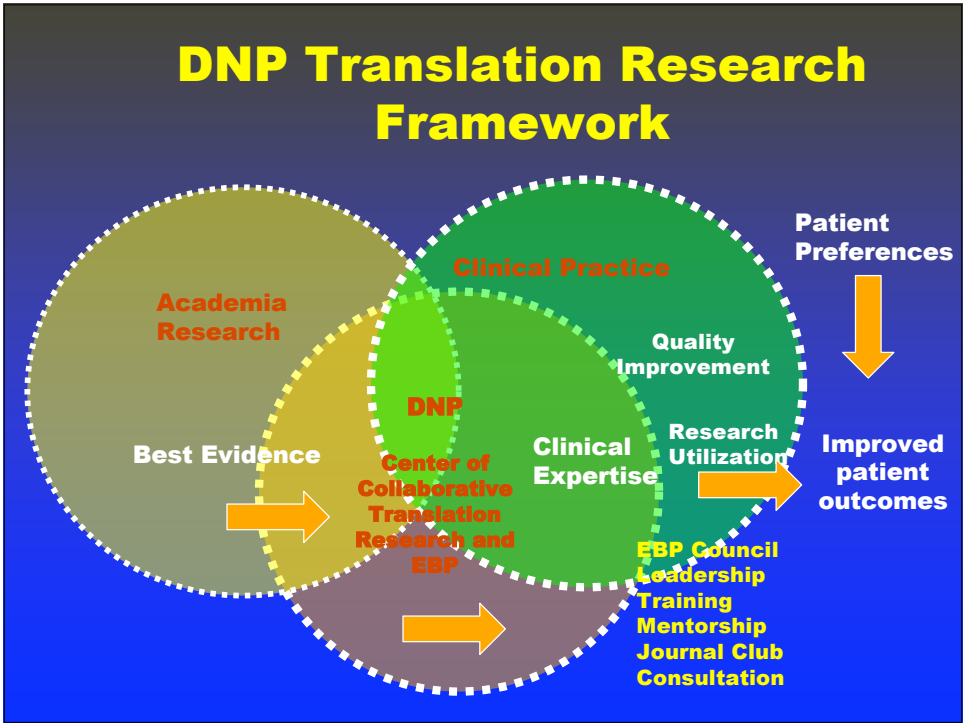
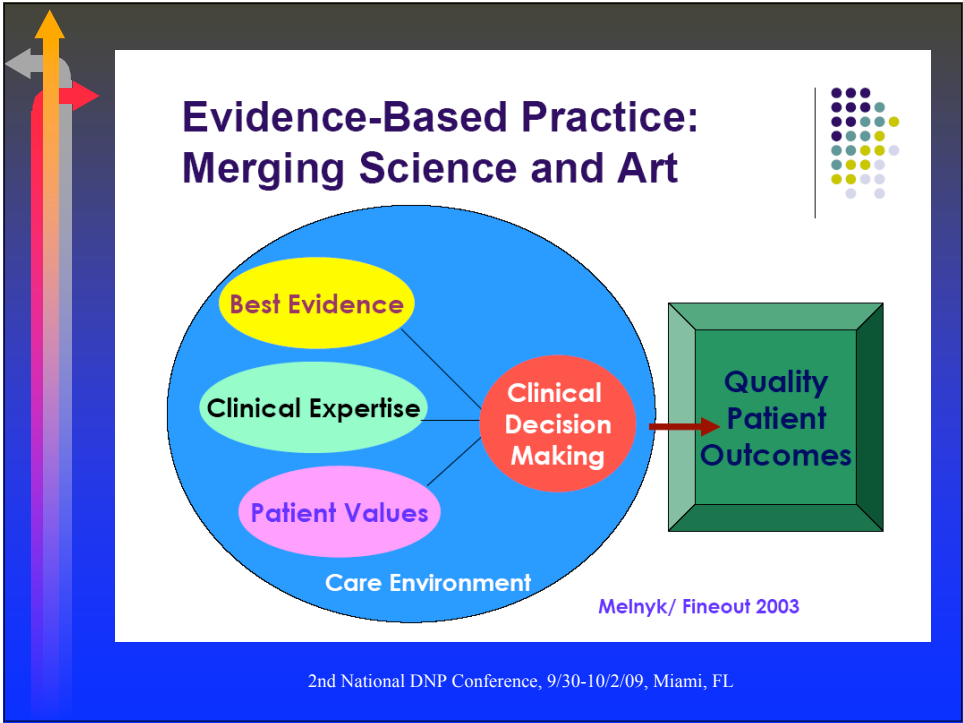
- Health professionals should be educated to deliver patient-centered care, as members of an interdisciplinary team, emphasizing evidence-based practice (EBP), quality improvement approaches, and informatics.”



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Scholarly Inquiry

Research	specific scientific process of investigating a phenomena	new knowledge
Research Utilization	critique of research studies, synthesis of research findings, application, implementation of scientific findings into practice, and evaluating the practice change in relation to resource utilization	Improve quality of patient care
Performance Improvement	Focus on Individual performance	Achieve personal specific goals
Quality Improvement	<ul style="list-style-type: none"> • focuses on “processes” recognizes both internal and external customers • carried out by both employees and managers • data collection on outcomes, sentinel events, negative clinical outcomes and errors from an org. trigger need 	promotes the need for objective data to analyze and improve processes-



Responsibilities


- To collaborate with others to evaluate evidence-based trends in practice
- To make recommendations about processes that promote evidence-based practice to appropriate decision making bodies
- To facilitate the appropriate application of best practice guidelines and other evidence-based findings to practice



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- To advance knowledge about evidence-based practice
- To provide nursing students with an opportunity to learn about the EBN Committee and the implementation of evidence-based practice in nursing
- Creation of an EBP and research program in a healthcare organization.
- Create an educational program, EBP competencies and policies.
- To develop communication mechanisms that inform nurses about evidence-based practices
- Train EBP leaders or agents of change within an organization
- Utilize the already existing leadership shared governance framework in the spread of EBP across the organization.
- Provide consultation and referral services for research and EBP needs within an organization.

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- **Nurses at the point of care delivery are in the ideal position to ask & answer clinical questions**
- **Need strategies that link clinicians with evidence**
- **Several steps in the EBP process are challenging**
- **Application oriented approach with active facilitation is necessary to learn the process initiatives**
- **Evidence-based practice work must be resourced to succeed**
- **Translation research is a young/growing science; use of effective strategies for implementation is not broadly understood**

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Shared Governance

Attributes	Key Features
<ul style="list-style-type: none"> • Cooperative endeavor • Willing participation • Shared planning and decision making • Recognizing and sharing expertise • Nonhierarchical mutually respectful relationship 	<ul style="list-style-type: none"> • Active and assertive contribution of each party • Receptivity and respect of contributions • Negotiating process that builds upon the contribution of both practice to form a new conceptualization of the problem

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II. Planning

Organizational Strategies
Educational Strategies
Practice Strategies

“The improvements will happen because of senior leadership or not at all.”




Organizational Processes

ACTIVITIES	OUTCOMES
<ul style="list-style-type: none"> • Obtain Organizational Support • Assessment for readiness for change • Create a team-EBP and Research Council (interdisciplinary) • Develop mission statement and set goals • Chose an EBP model 	<ul style="list-style-type: none"> • Nursing Vision and Strategic Goals endorse EBP & Center for EBP & Translation Research • Improved quality of care and patient outcomes • Improved nurse satisfaction • Standards met for EBP (Magnet) • Interdisciplinary interaction • Increased collaboration academia, community organizations



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Nursing EBP & Research Council

- To organize and prioritize nursing evidence-based studies**
- To develop an annual research plan**
- To approve all evidence-based activities**
- To assist in the development of research grant proposals & the publication of manuscripts & research studies**
- To liaise with the HSC Human Research Review Committee Institutional Review Board**

Chaired by: DNP

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Iowa Model of Evidence-Based Practice to Promote Quality Care

- Based on “triggers” for needed change in practice**
- Incorporates different types of evidence**
- Incorporates the collection of data during the process**
- Uses continuous evaluation to monitor progress within the organization**
- Emphasizes dissemination of results**

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Educational Strategies

ACTIVITIES

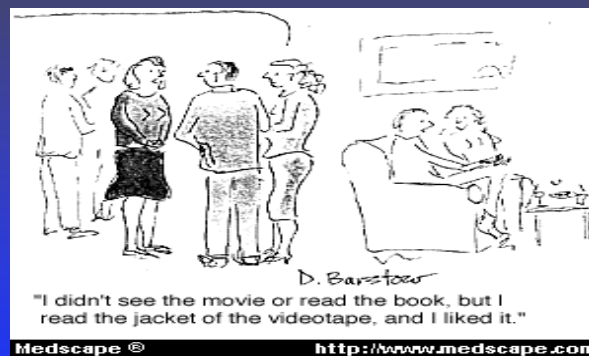
- Assessment of participants EBP KAS
- EBP curriculum
- Train EBP leaders
- Market the idea-contest, websites, incentives, research day, journal club, practice councils, peer review of policies
- EBP projects for pilot participants
- Consultation

OUTCOMES

- EBP competencies
- Mandatory
- EBP teams in each department
- Publications
- EBP & Research day-posters
- Improve patient outcomes
- Improve staff satisfaction
- Empowerment

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Critical Appraisal



Human Subject Rights, HIPAA and IRB Process

Present study to IRB for approval

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Practice Strategies

ACTIVITIES

- Policy & Procedure development
- Motivate staff to join professional org.
- Hospital-wide marketing
- Support interdisciplinary team development
- Transparency
- Measure & disseminate outcomes

OUTCOMES

- Improved patient outcomes
- Development of new leaders
- Improved HCAPS & staff satisfaction
- EBP clinical practice
- Accountability

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IV. Implement Pilot

Six month pilot for shared governance reps

Education and marketing

Measure project outcomes after first quarter

Present results to administration

Obtain funding



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V. Evaluation

Evaluate according to set organization, education and practice outcomes



Decide to adapt, adopt, reject culture and practice change

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Characteristics of Successful Organizations


- Inspire the very best in people
- Promise meaningful work and lives fulfilled
- Operate as dynamic communities
- Enable people to work for the opportunity to contribute to the common good and the chance to realize their full potential
- Lead without power

(De Pree, M. (1997). *Leading without power: Finding hope in serving community*. San Francisco: Jossey-Bass)

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Challenge...

There is an opportunity for the practice doctorates to take on the role of a practice leader whose focus is on the application of the ethical, conceptual and methodological aspects of translational science and evaluation of its impact on healthcare.



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“Until one is committed there is hesitancy, the change to draw back, always ineffective. Concerning all acts of initiative or creation there is one elementary truth, the ignorance of which kills countless ideas and splendid plans: that the moment one definitely commits oneself, then providence moves too. Whatever you think you can do or believe you can do, begin it. Action has magic and power in it.”



Goethe
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