

Introduction

Nursing is a profession that is well respected, influential, trusted among patients and families. Nursing is a multifaceted profession guided by the American Nurses Association (ANA), Code of Ethics that encompasses professional standards, ethical, social, and political responsibilities that requires self-regulation (M. Turner, 2018). Professional nursing standards and the ability to self-regulate one's own profession increases ownership and accountability (Pintero et al., 2019). The practice of self-regulation aims to increase accountability and is exemplified through a formalized Nursing Peer Review (NPR), which is a process that engages nurses in all work settings to engage in constructive feedback related to practice skills (Murphy, 2018).

Project Abstract

Objective: The primary purpose of this DNP project is to implement a new protocol for NPR encompassing the American Nurses Association (ANA) guidelines and evidenced-base practice recommendations. A new NPR protocol will be developed and piloted on the cardiac units. The protocol promotes the ANA's framework for NPR and evidence-based recommendations. Nurses will be educated on NPR, how to appropriately provided and receive feedback that is meaningful for professional growth and quality patient care. The intended outcome of this project is to pilot the implementation of a formalized NPR protocol to increase the adherence to NPR.

Design and Methodology: A paired-sample t-test will also be utilized since the test is able to compare the means of two samples that consist of the same subjects (Terhaar, Taylor, & Sylvia, 2016). The Wilcoxon signed rank test was also applied to this analysis as it is designed for use with repeated measures and converts the scores to ranks which compares the results during the pretest (Var00003) and posttest (Var00004) (Rietveld & van Hout, 2017).

Results: In regards to the pretest (Var0003) represents the cumulative pretest results from the participants during the pretest, and (Var0004) represents the posttest results after NPR protocol education was provided to the group. Based on the data analysis below, participants increased 18% (7.2 points of 40 points; 95% confidence interval: 4.4-9.9) point increase when comparing the pretest (Var00003) and the posttest (Var00004). There was a statistically significant increase ($t=5.6$, $df=15$, $p<0.001$). The results indicate that there was a statistical significance of increased knowledge of the NPR protocol based on the results. When reviewing the results from the Wilcoxon signed rank test the Asymp. Sig. (2- tailed) is .001 which indicates that the difference between two test scores is statistically significant. This data also supports the paired t-test as they both indicate that there was a statistical significance when comparing the pretest (Var00003) and posttest (Var00004).

Conclusion: Currently, there is not a standardized NPR protocol that is used throughout nursing except for ANA guidelines of the categories that should be included in an NPR protocol (Garner, 2015). The intent of the NPR protocol aims to standardize how nurses, throughout an organization, provide constructive peer review following the ANA's guidelines which will enhance professional development and patient quality care. Although the DNP project did not go as plan due to the COVID-19 pandemic, the practice site was able to benefit from educating nurses on the NPR protocol along with gaining nursing leadership support for further implementation and dissemination at a health system level. The continuous efforts of implementing the NPR protocol will continue to elevate nursing standards of practice and increasing professional development and growth for the nursing profession.