A Transformational Journey towards Evidence-Based Practice
Gap Analysis

• Do you know what evidence-based practice means?
  – 42% Yes
  – 26% No

• How willing are you to change practice if the evidence showed you that a specific practice was no longer recommended?
  – 28% Immediately
  – 36% Want to check it out
  – 2% Extremely hard to change practice

• Do you believe that all nurses should be required to apply research to their practice?
  – 42% Yes
  – 21% No

• Do we utilize research findings in the development of nursing policies/protocols at NorthBay?
  – 36% Yes
  – 1% No
  – 29% Don’t know
The Journey Begins

- APRN Council founded
- Created Center for Evidence-Based Practice which evolved to the EBP & Research Council
  - Investment into additional journals available in medical library
  - Awareness campaign
  - Workshop offerings
    - History of EBP
    - Study Design and Utilization
    - Snowboarding the Net
    - How to Conduct a Literature Review
    - Critique Appraisal
  - EBP focus on nursing policies/protocols = references
Evidence-Based Practice & Research Fellowship Program
Program Overview

- **6 months of EBP/nursing research classes**
  - Develop PICOT or research question
  - Identify current practice/trends
  - Perform literature search/critical appraisal
  - Develop new innovation for practice change based on current evidence and the highest level of evidence
  - OR
  - Conduct research study/clinical trial based on a hypothesis
  - Design framework for implementation

Components of a research article, research design, levels of evidence, searching skills, critique of literature, outcomes management … 😊
Program Overview

- **5 months of implementation of new innovation/conduct research study based on evidence findings**
  - Design EBP project or research schematic
  - Select team members
  - Develop and provide educational offering
  - Mentor and coach nurses through practice change or research process
  - Develop IRB documents for approval
  - Conduct pilot study and collect data
  - Evaluate outcomes
  - Develop EBP guideline for formal practice change
• Funding to cover estimated expenses of clinical fellow for didactic series and implementation of the EBP project/research study
  – 8 hours x 8 classes = 64 hours
  – 4-12 hours per month during implementation phase
  – 4 hours per month during dissemination

Financial Compensation
Who Is Involved?

- **Clinical Fellow**
  - Acts as a resource for EBP/research and assists with implementation phase
  - Change clinical practice based on new EB innovation or research study results
  - Assists with literature searches and access to resources

- **Clinical Manager/Director**
  - Assist with operational and unit-based needs to sustain the EBP project/research study

- **Fellowship Program Manager**
  - Coordinates the program, teaches didactic series, and assists fellows throughout program

- **Clinical Mentor**
  - Offers guidance in research process and assists with deriving statistical analysis

- **PhD RN/Statistical consultant**
  - Assists with literature searches and access to resources

- **Registered Nurses/Clinicians**
  - Offers guidance in research process and assists with deriving statistical analysis

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Blueprints

EBP Project
• Project framework
• Time Table
• IRB document

Research Study
• Quantitative research
• Qualitative research
• Time Table
• IRB document
EBP Projects

1. Implement ABCDE Bundle to Manage Delirium in Mechanically Ventilated Adult ICU Patients (*ICU*)
2. Modified Early Warning System (MEWS) (*ACU*)
3. Music Therapy for Ventilated Patients (*ICU*)
4. GOLD Standard Care for COPD Population (*Respiratory Therapy*)
5. The effects of implementing a unit-based evidence-based practice team on empowerment and satisfaction of intensive care unit registered nurses at a community hospital (*ICU*)
1. What is the impact of Kangaroo care on term, well newborns receiving an intramuscular injection during the first 2 hours of life? *(L&D)*

2. Enlarging the sphere of empowerment in childbirth: How does music affect the labor environment in the hospital setting and what are its effects on anxiety, control and overall satisfaction with the childbirth experience for both the mother and her nursing care giver? *(L&D)*

3. Does instituting gum chewing vs. empty mastication prevent incidence of ileus for post-op GI patients? *(APRN Council)*

4. NICU Discharges: Parental and Nursing Perception of Readiness and Confidence

5. Assessing Predicting Factors of Nursing Knowledge and Attitudes Regarding Pain Management *(ACU)*
2013-2017 EBP Strategic Plan

Moving forward in our evidence-based journey
The EBP Roadmap

- Gap analysis performed
  - EBP surveys to perform organizational assessment
  - 2 separate surveys for nursing leadership and staff
- Extensive literature search regarding current EBP practices
- Development of strategic goals and action plan
3 Strategic Goals

1. Advance evidence-based practice literacy to promote patient care based on best practice evidence and drive excellent clinical outcomes.

2. Invest in the development of nurses to become proficient in basic research skills to support the constant change inherent to healthcare and lead nurses in using evidence-based practice.

3. Provide a foundation for nurses to deliver evidence-based practice at the point-of-care.
## Steps of Evidence-Based Practice (EBP)

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<th>Description</th>
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<td>Step 0</td>
<td>Cultivate a spirit of inquiry</td>
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<td>Step 1</td>
<td>Ask the PICO(T) question</td>
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<td>Step 2</td>
<td>Search for the best evidence</td>
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<td>Step 3</td>
<td>Critically appraise the evidence</td>
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<td>Step 4</td>
<td>Integrate the evidence with your clinical practice and patient preferences</td>
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<td>Step 5</td>
<td>Evaluate outcome(s) of EBP practice change</td>
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<td>Step 6</td>
<td>Disseminate outcome(s)</td>
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Sacred Cow Contest

Is your clinical practice evidence based?

Do you ever wonder why we follow certain practices in our clinical profession? These often have become traditions and we don’t really understand the reasoning behind them. We have to start asking ourselves, “Are we doing what is best for our patients with the current evidence?”

What is a Sacred Cow?
A sacred cow is a tradition or routine practice that is performed without any thought about why the task is being performed. We do it “because we’ve always done it that way.”

Goals of the contest
• To encourage interprofessionals to question their practice.
• To learn more about the sacred cows at NorthBay Healthcare.
• To generate interest in a fun way to discuss evidence-based practice.

Rules
1. The practice is being done in the department you work in.
2. Maximum of 3 entries per participant.
3. Description in the entry form is written in 200 words or less.
4. One prize per contestant.

Contest runs September 1-30
All entry forms must be turned in via email or interoffice mail to Elisa Jang by the last day of the contest.

1st place - $100 Amazon gift card
2nd place - $50 Target gift card
3rd place - $25 Starbucks gift card

Cash Cow
The most expensive but cost-ineffective traditional practice being performed without supporting evidence.
Example: Using separate secondary IV tubing for every piggyback medication.

Mad Cow
The craziest, most bizarre, outlandish, weird and ridiculous traditional practice being performed.
Example: Mothers pump and dump breastmilk after receiving contrast for Radiology test.

Don’t Have a Cow
Everyone would be upset to give up this traditional practice, even though there is no evidence for doing it.
Example: Bathing an infant within 30 minutes after delivery.

Promoting Clinical Inquiry

Sponsored by: Evidence-Based Practice & Nursing Research Council

Contact Elisa Jang
Ejjang@northbay.org or (707) 646-4032

Good luck!!
Library Resource Center

- 7 Point-of-care resources
- 7 Bibliographic databases
- E-Book Collection
- Access to specialty guidelines
- Healthcare Organizations
- Professional Associations
Access to 13 different EBP resources
Levels of Evidence

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Dissemination

• Internal meetings (department, shared governance, management)
• Quarterly EBP Newsletter
• Evidence-Based Practice & Nursing Research Symposium
• Writing Workshops starting in 2018
EBP & Research Council

• Increase EBP Mentors with week long workshop in 2017
• Development of EBP Toolkit
• Monthly EBP classes

• Nursing and administrative policy & procedure template
• Creation of EBP Champion role in Clinical Ladder Program
• Creation of CNS for translational research position
Thank You!

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