

# Evidence-Based Practice Learning Community

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# About Akron Children's

- Ranked a Best Children's Hospital by *U.S. News & World Report*
- 10<sup>th</sup> largest children's hospital in country\*
- Magnet® Recognition for Nursing Excellence
- Largest pediatric provider in NE Ohio
  - 2 hospital campuses
  - 23+ primary care locations
  - 60+ specialty location
- 5,000+ employees
- 1,600+ nursing staff
- 700+ medical staff



\*Source: 2013 Becker's Hospital Review



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# Learner Objectives

1. Identify leadership strategies to provide a structure and process for implementation of evidence-based practice to achieve exemplary patient outcomes.
2. Describe the benefits of experiential learning for mentor, protégé, and organization to sustain and spread evidence-based practices.



# Purpose

- Learn how a freestanding, Magnet designated children's hospital provides an infrastructure to empower registered nurses to appraise the body of research evidence for planned changes in practice and deliver the highest quality of compassionate care using the best practices, technology and equipment available within our financial resources.



# Target Audience

- Conference participants interested in evidence-based practice.
- Clinical nurse leaders interested in learning about the practical experience of building an infrastructure in a clinical setting.
- Academic educators interested in learning about the potential for academic-clinical partnerships for relevant and meaningful practicum experiences.

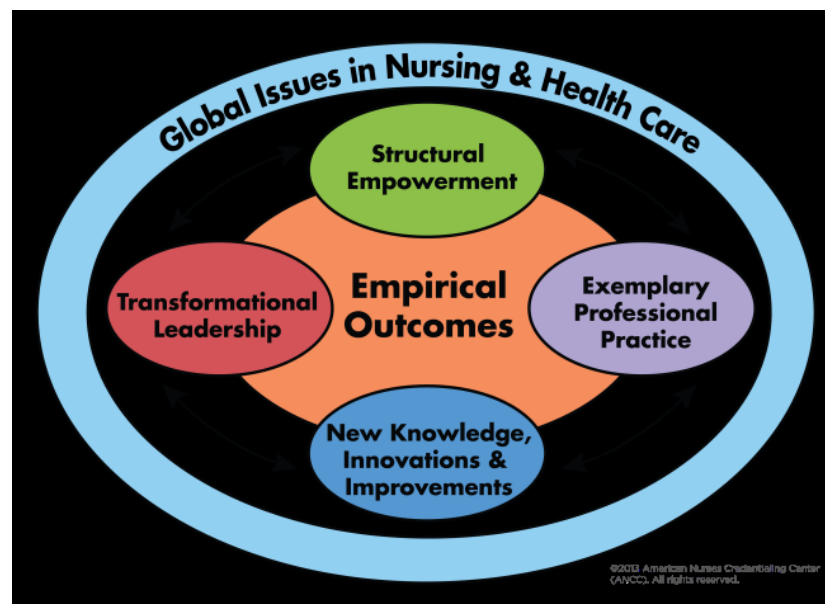
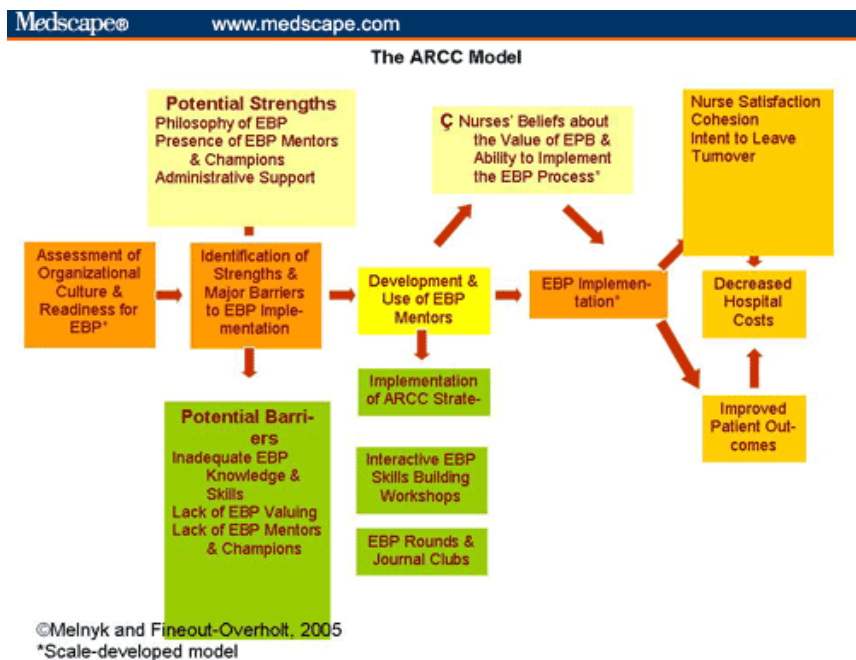




# Evidence-Based Practice Learning Community

Advancing Research and  
Clinical Practice through  
Close Collaboration Model®

American Nurses  
Credentialing Center  
Magnet® Model



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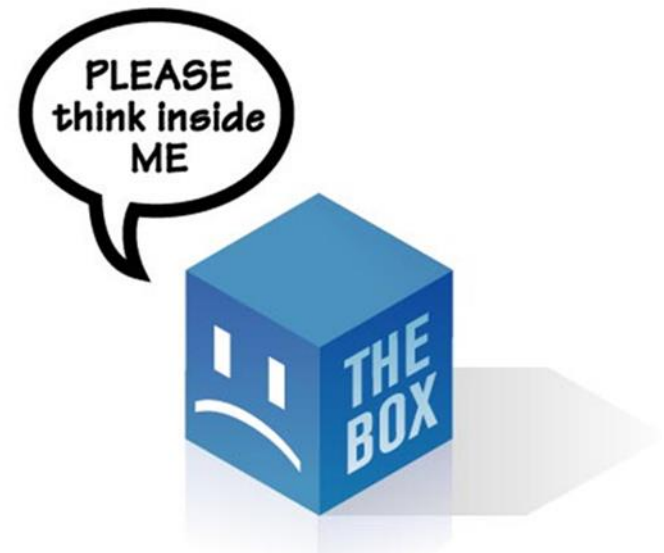
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# Lived Experience Evidence-based Practice Mentor

- Developing and applying evidence-based mentoring skills in the Evidence-based Practice Learning Community in a freestanding, Magnet designated children's hospital.



# Building Mentoring Knowledge and Skills

- Forming a community
- Transferring knowledge and skills
- Facilitating planned change
- Measuring effectiveness
- Disseminating findings





# Forming a Community

- Mentor-protégé dyad 'learning community'
- EBP process model



# Transferring Knowledge and Skills

- Mentors share with protégés
  - Knowledge
  - Rapid critical appraisal
  - Synthesis of the research evidence
  - Clinical expertise
  - Leadership skills



The Ohio State University  
Center for Transdisciplinary Evidence-based Practice, 2015



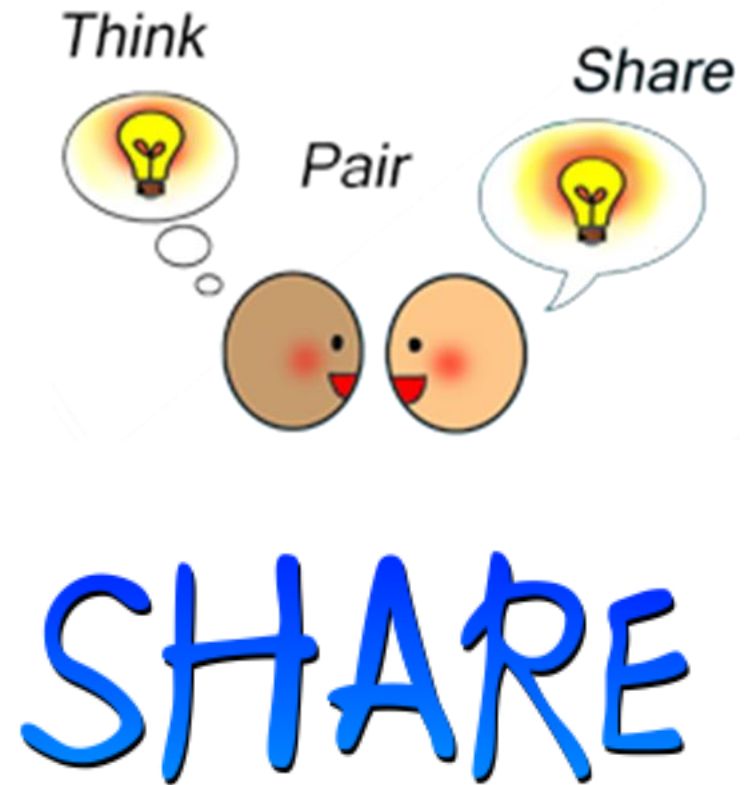
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# Facilitating Planned Change

- Design the planned change in practice
- Support protégés in problem-solving skills
- Identify implementation facilitators and barriers



# Why Mentoring?



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# Benefits of Mentor-Protégé Dyad/Triad

- Dyad
  - Protégé
  - Mentor
- Triad
  - Protégé
  - Mentor
  - Organization





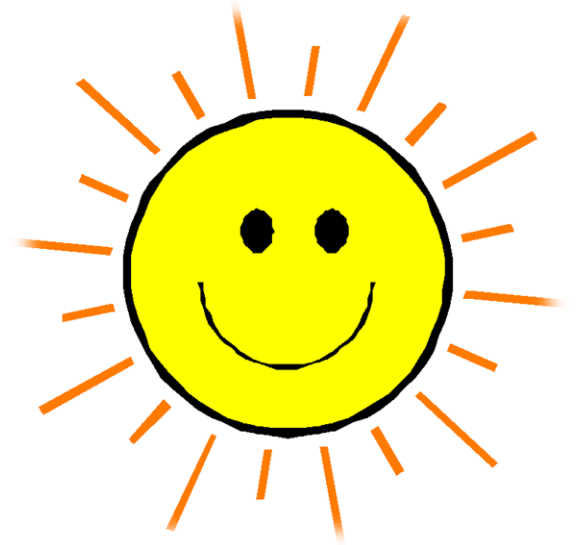
# Benefits for the Protégé

- Enhances professional role satisfaction
- Professional development
- Models and enhances leadership skills
- Enhances formal education (BSN, MSN, DNP)
- Recognition through career ladder



# Benefits for the Mentor

- Enhances mentoring skills
- Enhances leadership skills
- Facilitates career progression
- Recognition of mentor and leadership role
- Enhances role satisfaction



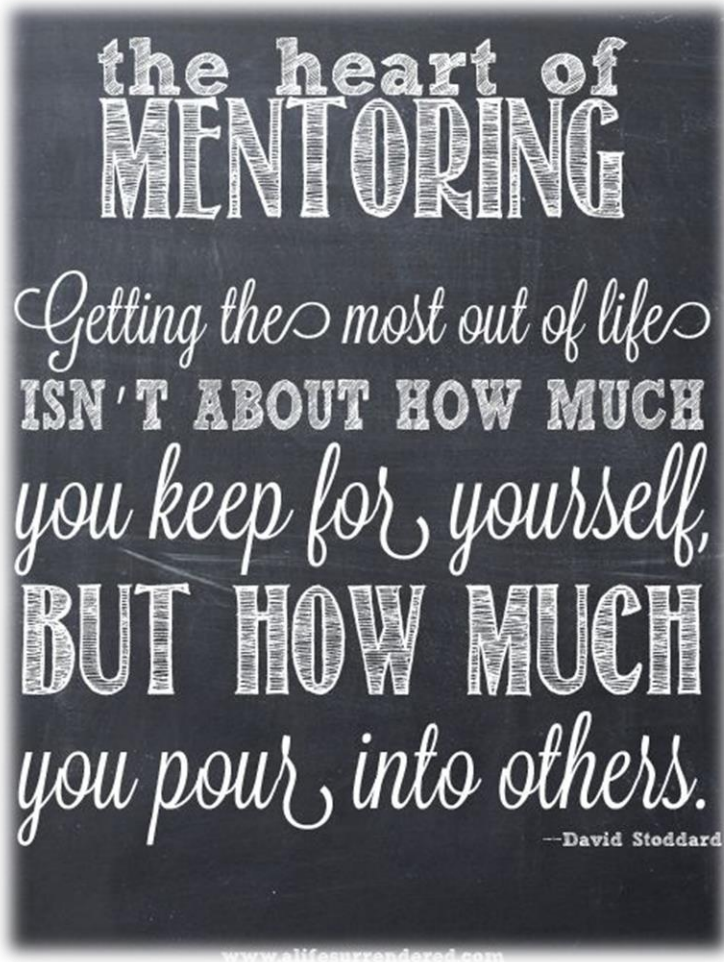
# Benefit to the Organization

- Develops EBP champions
- Enhances patient outcomes and experience
- Enhances nurse recruitment and retention
- Reputation
- Succession planning



Thank you...

## Mentoring



If you light a lamp  
for someone it will  
also brighten  
your own path.  
—Buddhist proverb



A mentor empowers  
a person to see a  
possible future, and  
believe it can be  
obtained.  
— Shawn Hitchcock

BE THE  
MENTOR

you WISH  
you HAD. Who is it?



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