What Is Evidence-Based Practice (EBP):
Overcoming Buzzwords and Variability Through a Nurse EBP Mentor Program

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Children’s Hospital Colorado

Delivering pediatric health care since 1908

• Affiliated with University of Colorado School of Medicine and College of Nursing

17 Locations throughout Colorado

• Serving a 7 state region

534 Inpatient Beds

2,200 Registered Nurses

• 90% Bachelors Degree or higher
• 47% Certified

300 APRNs

Admissions: 16,000

Outpatient visits: 740,000
Evidence-Based Practice (EBP) has become a buzzword in healthcare.
EBP Improves
• Patient Outcomes
• Reduces Costs
• Standardizes Practice


Clinicians Don’t Use EBP Because
• Too Hard
• Lack Knowledge
• Lack Experience

(Dogherty, Harrison, Graham, Vandyk, & Keeping-Burke, 2013; Fink et al, 2005; Stevens, 2013).
Clinicians enter practice with various backgrounds, knowledge, and educational experiences leading to wide variability on how “EBP” is practiced at the bedside.

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(Fink et al, 2005)
Organization adopted EBP language into nursing vision, mission, strategic goals.

Created clear job expectations for utilization of EBP at all levels of nursing through clinical ladder.

- Provide Resources To Facilitate EBP, Research And Quality
- Evidence-Based Professional Nursing Practice
- Support Innovation and The Advancement of Nursing Practice

- Clinical Ladder Based on QSEN Competencies
- Four Level Ladder – clear expectations for how to demonstrate EBP behavior at each level

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The BIG Picture

QSEN Framework
- Patient-Centered Care
- Teamwork & Collaboration
- Evidence Based Practice
- Quality Improvement
- Safety
- Informatics

QSEN Framework in Practice
- Preceptor Workshops
- Job Descriptions
- Competency Assessments

New Graduate Nurse Residency
- Clinical Orientation
- Clinical Ladder

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Start of Our Journey:
Evaluated the New Graduate Nurse Residency Program

- Structure-Didactic
- QI/ Audits/Research
- Timelines/Process/Rubrics
- Evaluations

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Attended EBP Immersion

- 5-day immersion
- Create PICOT question
- Search the literature
- Rapidly appraise literature
- Synthesize using standard tools
- Present findings
ARCC Model for System-wide Implementation and Sustainability of EBP

EBP Mentor Program Development

New Graduate Nurse Residency Program
- EPB Project mentoring
- New Graduate Nurse Residency program evaluation

Exploration
- Literature search
- Staff development

Partnered with Leadership
- Program evaluation
- House wide needs assessment
- Cost / Benefits
- Funding

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EBP Mentor Program Development

**EBP Training**
- Gap analysis
- Identified key mentors
- Hosted four, 1-week immersions (2015-2016)
- Modified residency program

**Spread**
- Enthusiasm for program
- Buy in from other disciplines
- Large interest in becoming mentors (2016)

**Sustain**
- Hosting 1 more, 1-week immersion (2017)
- Continuing education
EBP project outline
- Develop PICO questions
- Level the evidence
- Synthesis the evidence
- Design poster
- Disseminate

Monthly classroom instruction on steps of EBP

Mentored by trained EBP experts

Designed tool to assess nurse residents knowledge skills and attitudes related to EBP

EBP in the Nurse Residency Program

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Structure to Support Mentors

Clinical Inquiry Council
- Education for mentors
- Support and development for mentors
- Project approval process
- Mentor pathway

Tools
- Developed forms and templates to support process
- EBP website for easy access

Education
- CTEP week-long immersions
- Online Endnote, PubMed, Microsoft Products Videos (on demand)
- Journal Clubs to hone skills
- Mentor workshop
- EBP overview
- Monthly OSU-CTEP EBP webinars

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Organizational Assessment

- Response rate 17% (n=1013) – Baseline, 6 months, 12 months
  - 82% staff RNs; 5% CNS/Educator; 2% APN; 7% manager/administrator; 4% other.

- Do we have the process and structure to support EBP?
  - Organizational Culture & Readiness for System-Wide Integration of Evidence-based Practice Survey (OCRSIEBP)

- Are our people ready for EBP?
  - Evidence-based Practice Beliefs Scale

- Are we demonstrating the behaviors of EBP?
  - Evidence-based Practice Implementation Scale

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Analysis of Organizational Assessment

Eleven key questions (thought to represent training impact) were examined at baseline, 6 months, & 12 months using ANOVA

One variable demonstrated significant improvement ($p=.003$) in each timeframe
- Presence of EBP champions among staff nurses.

Five questions demonstrated significant improvement ($p<.05$) from baseline to 6 months and then decreased at 1 year:
- EBP is practiced in my organization.
- We are ready for EBP.
- EBP takes too much time.
- EBP is difficult.
- I know how to implement EBP.

Two questions demonstrated significant decline ($p = .000$) in scores at all timeframes
- Confidence about my ability to implement EBP.
- Believe that my care is evidence-based.

K. Oman, 2017
Outcomes

- 100 Formally Trained EBP Mentors
- 13 EBP Mentors Have Been Through Training >2x
- +36 New Grad Residency EBP Projects
- 12 Interdisciplinary CTEP Trained Partners
Outcomes
What a Difference a Year Makes!

- 23 Practice Changes Implemented
- 10 Planned Practice Changes
- 9 New Nurse-led Research Studies
<table>
<thead>
<tr>
<th>Practice Changes Implemented</th>
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<tbody>
<tr>
<td>CHG Bathing In The NICU</td>
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<tr>
<td>Improved Shared Governance Meeting Structure</td>
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<tr>
<td>Library Improved Literature Search Request Process</td>
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<tr>
<td>Alcohol Impregnated Caps House Wide</td>
</tr>
<tr>
<td>Standardized Pressure Injury Treatments</td>
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<td>6th Floor Education Now Focused On Specialties</td>
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<tr>
<td>Changing Organization Thermometers To Temporal</td>
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<tr>
<td>Created Process For Storing “Internal Evidence” For Policy Changes</td>
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<tr>
<td>Nurses Do Clinic Teaching For Patients With Tonsillectomies</td>
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<tr>
<td>Consistent Debriefing For ED Staff After Medistat Alerts</td>
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<tr>
<td>Sensory And Vegetable Garden At Kidstreet For Medically Fragile Children</td>
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<tr>
<td>Pressure Ulcer Bundle Change To Include Elements For Caring For New Trachs</td>
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</tbody>
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Practice Changes Implemented

- NICU Education Changes From Didactic To Interactive
- Changed Vendors For Waterproof Casts In Ambulatory Clinic
- Nurse Visits In Clinic For Depo Shot Administration
- Peer Mentoring Of New Hire MHCs For Retention
- “Access Plan” Implemented For Medically Complex Patients In Special Care Clinic
- Handoff Communication Between Inpatient Care Manager And OPC At Discharge
- Improving CCRO Consent Process
- Created Nurse Researcher Competencies In CCRO
- Changes To Appendicitis Imaging Standards In ED Resulting In Decreased CT Scans
- Implemented Night Shift Rotations For Nursing Students At CHCO
Nurse-led Research Studies

- Nasal Bridle For Securement Of NG Tubes
- Value Of Nurse Teaching In Clinic For Patients With Tonsillectomy
- Steroid Use In Cardiac Surgical Patients And Effect Of SSI
- Nursing Workarounds In Clinical Practice
- Pediatric Deep Tissue Pressure Injury Prevalence
- Development Of Pressure Ulcer Assessment Tool In The Neonatal Population
- How Does Concept Mapping Compared To Care Planning Affect Critical Thinking/Clinical Reasoning Ability
- Effectiveness Of Centralized Patient Education Center
- Analysis Of ST Segment Alarm Monitoring In The Pediatric Population
References


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