Facilitative Interventions for Nurse Leaders that Enculturate Evidence-Based Practice

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INTRODUCTION
A gap exists in nurse leaders’ knowledge regarding correlation of safe, quality care with evidence-based practice (EBP).

Purpose
To decrease the gap in nurse leaders’ knowledge regarding safe, quality care directly related to EBP usage in an effort to increase EBP integration and enculturation.

Contributing Issues
Translating research to practice takes 10-20 years or more and EBP integration remains 10-20%.

EBP integration requirements:
- IOM Goal (90% by year 2020)
- ANA Standards for Professional Performance
- ANCC Magnet® and Pathways to Excellence® recognition

EBP integration outcomes:
- Up to 30% decrease in healthcare spending
- Improved quality outcomes
- Increased staff satisfaction

Nurse leaders rate quality and safety as the highest priority, yet EBP rated as the lowest priority

METHODS
Quality improvement
Pre/post-intervention

Practice Question
Does the use of EBP facilitators as interventions for nursing leadership at a single healthcare entity increase scores on organizational culture and readiness, beliefs, and use of EBP scales?

Setting and Sample Size
- Acute care behavioral health facility in southcentral PA
- Non-direct care RN Nurse leaders
  \( N = 14 \) (pre) \( \rightarrow \) 100% response
  \( N = 12 \) (post) \( \rightarrow \) 67% response

Project Framework
Johns Hopkins Nursing evidence-based practice (JHNEBP) model
- Evidence from 2008 to present (11 databases searched)
- 61% evidence \( \rightarrow \) research
- 56% appraisal \( \rightarrow \) high quality

Literature Review Categories
- Educational interventions
- Transformational leadership
- Strategic planning
- Project systems perspective

Facilitative Interventions
- Participate in EBP101 course
- Verbalize strategy to overcome EBP barrier
- Brainstorm action plan for EBP enculturation
- Choose nurse leader champion(s)
- Create entity-wide EBP strategic plan
- Select EBP facilitating strategy to operationalize in entity

RESULTS
Notable movement in pre/post-intervention for the nurse leaders’ beliefs (EBP-B), use (EBP-I) or culture and readiness (OCR-SWI). (Though not statistically significant)

<table>
<thead>
<tr>
<th>Select Question</th>
<th>Pre Mean (SD)</th>
<th>Post Mean (SD)</th>
<th>t (df)</th>
<th>p Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Understand EBP steps</td>
<td>3.38 (1.19)</td>
<td>4.71 (0.49)</td>
<td>-2.797 (16)</td>
<td>0.012</td>
</tr>
<tr>
<td>Critical appraisal is important</td>
<td>4.38 (0.51)</td>
<td>4.86 (0.38)</td>
<td>-2.156 (18)</td>
<td>0.045</td>
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<tr>
<td>EBP improves care</td>
<td>4.38 (0.65)</td>
<td>5.00 (0.00)</td>
<td>-2.472 (18)</td>
<td>0.024</td>
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<tr>
<td>Promoted EBP to colleagues</td>
<td>2.22 (1.48)</td>
<td>4.00 (1.00)</td>
<td>-2.379 (12)</td>
<td>0.035</td>
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<tr>
<td>Our librarians have EBP skills and knowledge</td>
<td>0.23 (0.44)</td>
<td>2.57 (1.99)</td>
<td>-4.153 (18)</td>
<td>0.001</td>
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</tbody>
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DISCUSSION
Organizational culture and readiness, belief, and use of EBP movement indicative of early enculturation \( \rightarrow \) Focus interventions on nurse leaders

Practice Recommendations
Design/Implementation should include:
- Active learning, hands-on education
- Transformational leadership
- Strategic planning & alignment
- Systems approach (project design)

Sustainability requires ongoing support, mentoring, and facilitation.

\( \rightarrow \) Focus interventions

<table>
<thead>
<tr>
<th>Survey</th>
<th>Pre Mean (SD)</th>
<th>Post Mean (SD)</th>
<th>t (df)</th>
<th>p value</th>
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<tbody>
<tr>
<td>EBP-B</td>
<td>58.7 (8.3)</td>
<td>63.0 (6.0)</td>
<td>-1.178 (16)</td>
<td>0.256</td>
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<tr>
<td>EBP-I</td>
<td>25.1 (22.9)</td>
<td>47.4 (16.8)</td>
<td>-1.899 (12)</td>
<td>0.082</td>
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<td>OCR-SWI</td>
<td>44.8 (18.9)</td>
<td>60.6 (17.9)</td>
<td>-1.816 (18)</td>
<td>0.086</td>
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