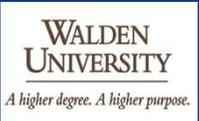


Facilitative Interventions for Nurse Leaders that Enculturate Evidence-Based Practice



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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) → 100% response
N = 12 (post) → 67% response

Project Framework

- Johns Hopkins Nursing evidence-based practice (JHNEBP) model
- Evidence from 2008 to present (11 databases searched)
 - 61% evidence → research
 - 56% appraisal → 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 (OCRSWI).
(Though not statistically significant)

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

Individual survey questions directly related to facilitative interventions were statistically significant.

Select Question	Pre Mean (SD)	Post Mean (SD)	t (df)	p Value
Understand EBP steps	3.38 (1.19)	4.71 (0.49)	-2.797 (18)	0.012
Critical appraisal is important	4.38 (0.51)	4.86 (0.38)	-2.156 (18)	0.045
EBP improves care	4.38 (0.65)	5.00 (0.00)	-2.472 (18)	0.024
Promoted EBP to colleagues	2.22 (1.48)	4.00 (1.00)	-2.379 (12)	0.035
Our librarians have EBP skills and knowledge	0.23 (0.44)	2.57 (1.99)	-4.153 (18)	0.001

DISCUSSION

Organizational culture and readiness, belief, and use of EBP movement indicative of early enculturation → 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.