

Growing Evidence-Based Practice in a Small Community System
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Problem

We are seeking Magnet Recognition[®]. A major component of the journey to Magnet Recognition[®] is the use of nursing research to develop evidence-based practice. We recognized that we were lacking evidence of these two very important components for delivery of quality patient care.

Evidence

Evidence that nurses did not understand evidence-based practice and nursing research was obtained through group interviews with nurses, both staff and management. The key questions asked were:

- What is nursing research & why is it important?
- What is evidence-based practice & why is it important?

Strategy

A position was created and a team of nurses from different units and different levels was assembled to address this knowledge deficit. With these two components in place, other strategies developed were:

- Providing classes for all nurses: evidence-based practice, introduction to nursing research, literature reviews, critiquing research articles, writing a research application, etc..
- Including evidence-based practice and nursing research in nursing orientation.

- Adoption of the Iowa Model of Evidence-Based Practice to Promote Quality Care with permission from Marita Titler, PhD, RN, FAAN, Director of Research, Quality and Outcomes Management, Iowa University Hospital System.
- Discussion of system-wide issues and developing new policies and procedures based on evidence by the Nursing Shared Leadership Global Team.
- Promote nurses attendance at Evidence-Based Practice conferences.
- An evidence-based practice and nursing research fair for nurses, other healthcare providers and physicians at Shore Health System of Maryland.

Practice change

All RNs have attended formal classes on nursing research and evidence-based practice.

Evaluation

Outcomes were measured by the conversion of policies and procedures to evidence-based, the submission of several suggestions for nursing research, and the acceptance of our Magnet document by ANCC (our site visit is in May).

Recommendations

Using several different methods increases nurses' learning and retention of evidence-based practice education.

Bibliography

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