

Becoming ACE Stars: Evidence-Based Practice Staff Development
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Problem: Frequently nurses need staff development to become knowledgeable about and comfortable with evidence-based practice (EBP).

Evidence: Data collected at a Southeast Texas hospital found nurses' mean score on a pretest measuring EBP knowledge to be 50.56%. Prior to staff development, nurses' comfort with using EBP in their daily practice was a mean score of 3.53 on a visual analogue scale of 0 to 10.

Strategy: Six half day staff development sessions on EBP and the ACE model were provided to staff over a six month time period.

Practice Change: Nurses (N = 18) attending the first and sixth staff development sessions were asked how many times during a day they typically thought about what research supported their decisions and interventions.

Evaluation: Following the six staff development sessions on EBP and the ACE model, participants: 1) completed a 10 item post-test exam about EBP and ACE knowledge, 2) rated comfort with using EBP in daily practice as measured by a visual analogue scale, and 3) recorded daily frequency of thinking about the research basis for practice decisions and interventions.

Results: Attendees' post-test EBP and ACE knowledge increased significantly to 67.78% (*paired t* = 3.84; *p* = .001) compared with the pre-test. Nurses' comfort with using EBP in practice increased significantly to 6.60 (*paired t* = 4.82; *p* = .000) compared with before the sessions. The majority of the nurses reported thinking about the research basis for decisions and interventions 0 to 2 times daily at the beginning of the sessions and 3 to 5 times daily after the six sessions.

Recommendations: Staff development sessions on EBP and the ACE model can make statistically significant improvements in nurses' knowledge and comfort with EBP and ACE. Offering six development sessions within a shorter timeframe than six months may increase retention of knowledge.

Bibliography:

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