

## **Nurse to Researcher: How Ready Are We? Measurement of Evidence Based Practice (EBP) Readiness and Competencies**

**Vivian Low, RN, BSN, MPH**

**El Camino Hospital**

**Cathy Patton**

### **Problem:**

To measure evidence based practice (EBP) readiness of RN clinicians in our hospital setting.

### **Evidence:**

The ACE Evidence-Based Practice Readiness Inventory (ACEERI) is an online instrument that measures self-reported EBP competencies. This inventory is based on nationally-established EBP competencies; with 90% agreement on competency statements the resulting ACE-ERI has strong justification for face and content validity (Stevens, 2005). Psychometric evaluation in Phase 1 of the survey shows reliability exceeding .90 in all subscales. (Stevens K. 2007). Revision (streamlining) of the ACE-ERI has been completed based on ACE's analysis of over 400 cases.

### **Strategy:**

The revised ACE-ERI Phase 2 testing tool was used to evaluate EBP educational needs of RNs. The ACE-ERI was used concurrently with an EBP knowledge test to establish concurrent validity. After IRB approval, all ECH RNs received an online invitation to participate. RN champions were assigned to nursing units to provide motivational support. An intranet link was set up to provide answers to FAQ. The online survey was administered over a 3-week period.

### **Practice Change:**

Process preparation for the survey increased accuracy of e-mail communication and improved used of e-mail as a communication tool. Exposure to EBP language and concepts increased RN awareness of EBP by simply completing the survey.

### **Evaluations:**

ECH will use the results in comparison to those of the entire data set to guide, focus and evaluate the level of EBP education required and to develop EBP competencies. ECH will repeat the assessment again when initial education has been completed to evaluate change in knowledge and effectiveness of the EBP educational plan.

### **Results:**

971 RNS received invitations to participate and approximately 38% participated. Data from clinicians will be analyzed by ACE. (Data pending).

### **Recommendations:**

Motivational incentives played a large role in success of participation.  
Change to direct online access could improve participation rate.

### **Bibliography:**

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Stevens, K. R. (2004). *ACE Star Model of EBP: Knowledge Transformation*. Academic Center for Evidence-based Practice. The University of Texas Health Science Center at San Antonio.

[www.acestar.uthscsa.edu](http://www.acestar.uthscsa.edu).