Nursing Education Overview and Instructions

“Applying Evidence-Based Nursing: Successful Approaches to Data-Driven Practice”

Target Audience:
• Chief Nursing Officers
• Directors of Nursing
• Clinical Nurse Specialists
• Nurse Managers
• Nurse Educators
• Staff Nurses
• Directors of Staff Development
• Quality Professionals

Statement of Need:
This program provides nurse leaders with best practices to create the culture necessary to support evidence-based nursing, practical strategies to involve nurses in the effort, and concrete steps to implement evidence-based practice.

Educational Objectives:
At the conclusion of this audioconference, participants will be able to:
• Describe at least three reasons why EBP is a critical mission for today's nursing professionals.
• Discuss six steps to implement EBP.
• Recognize six best practices to overcome common barriers to developing and implementing EBP.
• Describe methods to apply the principles of EBP within your organizational framework.
• Explain what's at stake if nursing doesn't proceed with EBP as a profession.

Faculty:
• Jamie Gisonde (moderator) is the executive editor of the nursing market at HCPro. She edits the products and services associated with the Magnet Resource Center.
• **Sally Gerard, RN, MSN, CDE, CCRN** is an Assistant Professor of Nursing at Fairfield University, Fairfield, CT and a Clinical Instructor of Critical Care at Stamford Hospital, Stamford CT. She has 20 years of nursing experience including 12 years as an acute-care educator. Her clinical specialties are diabetes education and critical care. She is currently pursuing a Clinical Doctorate in Educational Leadership at Case Western Reserve University with research focused on diabetes knowledge of nurses.

• **Melissa Fitzpatrick, RN, MSN, FAAN** is the Chief Healthcare Strategist at the SAS Institute in Cary, NC, and the President and CEO of her own healthcare consulting firm, Fitzpatrick & Associates. She has held a variety of leadership roles including Critical Care Staff Nurse, Assistant Nurse Manager, Nurse Manager, Cardiovascular Clinical Nurse Specialist, Director of Nursing, Adjunct Professor, and Health System Vice President. From 1997-1999, Melissa served as Senior Associate Chief Operating Officer and the Chief Nurse Executive at Duke University Medical Center in Durham, North Carolina.

**Program Agenda:**

I. **Mission critical: Evidence-based practice (EBP) in nursing**
   - A. The definition of EBP
   - B. The drivers behind EBP
   - C. Know your culture: Create an environment that supports EBP
   - D. Roles of the stakeholders: CNOs, staff nurses, and other key players
   - E. EBP’s relationship to the ANCC Magnet Recognition Program's® 14 Forces of Magnetism
   - F. How to get nurses interested in EBP

II. **Six steps to implement EBP**
   - A. Use data to develop topic
   - B. Form a council
   - C. Formulate a plan based on data and council input
     1. Communicate progress to maintain interest
     2. Seek stakeholder input
   - D. Implement
   - E. Evaluate - use data to monitor outcomes
     1. Case examples that demonstrate practice change
   - F. Reassess strategy based on data/feedback

III. **Best practices to overcome barriers to development and implementation**
   - A. Identify barriers: common and unique
     1. Time constraints, lack of motivation, unique circumstances
   - B. Understand the intimidation factor
     1. Educate and motivate to overcome fears
   - C. Find interested participants
D. Techniques to spark interest
   1. Recognition programs (existing or created)
   2. Journal club
E. Research literature and best practices
   1. Critique and create to find appropriate plan
F. Resources to support EBP
   1. Library
   2. Nurse researcher
   3. Financial resources
   4. Other disciplines

IV. Applying the principles of EBP within your organization
   A. Performance management frameworks/tools
      1. Six Sigma
      2. The Malcolm Baldrige National Quality Program
      3. Case Study: One facility’s balanced scorecard approach

V. What's at stake if we don't proceed with EBP?
   A. Patient outcomes
   B. Nursing professionalism/satisfaction
   C. Community image
   D. Profitability

Live Question & Answer

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