The EBP Immersion Program; a Tested and Successful Educational Approach for Developing EBP Competence

Lynn Gallagher-Ford PhD, RN, DPFNAP, NE-BC
Cindy Zellefrow DNP MS Ed RN LSAP AHN-BC

BACKGROUND/SIGNIFICANCE

Evidence-based practice (EBP) is a life-long problem solving approach to the delivery of healthcare that integrates the best evidence from well-designed studies and organizational data with a clinician’s expertise and patient’s preferences/values. Research has supported that EBP promotes high-value health care (enhanced quality and reliability, improved health outcomes, reduced variations in care and costs). EBP is becoming the standard of practice in high reliability organizations across the country but standardizing the language around EBP and approach to EBP within organizations is an issue. In 2011, a five-day EBP immersion workshop was created to provide EBP education to clinicians from all walks of healthcare. Melnyk et al’s EBP competencies

EBP COMPETENCIES

In 2014, the first set of evidence-based practice competencies for practicing registered nurses and advanced practice nurses were developed through a Delphi study conducted at The Ohio State University College of Nursing. The aim of the study was to develop a set of clear EBP competencies to be used in both clinical and academic organizations to achieve high performance and improve healthcare outcomes.

THE SOLUTION: AN INNOVATIVE APPROACH TO EBP EDUCATION

In 2011, a five-day EBP immersion workshop was created to provide EBP education to clinicians from all walks of healthcare. Melnyk et al’s EBP competencies. This well established, innovative program that focuses on QSEN’s Quality and Safety competency of EBP has provided methodologically sound education to clinicians and academicians for more than 5 years with a wide range of measurable results.

CORNERSTONES OF THE EBP IMMERSION WORKSHOP

Approach to teaching

Health systems who are engaging in EBP after attending the educational program report:
• experiencing an increase in the number of staff engaging in EBP and research projects
• Strengthening of shared governance with an intentional and meaningful focus on EBP
• Reduced costs

In a 3 month follow-up survey, here is what participants are saying:
• “Learning the evidence hierarchy has been most beneficial. I placed too much weight on expert opinion prior to the immersion. I assumed that all expert opinion went through a diligent evidence based practice discovery process in order to come to a conclusion. However now I know that is not always the case.”
• “I am reminded to look at all of the information or evidence, not just the parts that say what I want/need them to say.”
• “I find myself looking for sacred cows – opportunities to put evidence in place for performance improvement.”

Here’s what participants are saying...

• In a 3 month follow up survey, here is what participants are saying:
  • “Learning the evidence hierarchy has been most beneficial. I placed too much weight on expert opinion prior to the immersion. I assumed that all expert opinion went through a diligent evidence based practice discovery process in order to come to a conclusion. However now I know that is not always the case.”
  • “I am reminded to look at all of the information or evidence, not just the parts that say what I want/need them to say.”
  • “I find myself looking for sacred cows – opportunities to put evidence in place for performance improvement.”

Impact in clinical settings

Content is taught using a teach and embed approach. Through the course of the week, participants learn the EBP competencies through completion of a capstone EBP project on a topic of their choice.

SUMMARY

• Real world implementation of scientifically derived EBP competencies are an effective strategy to build, promote and sustain EBP knowledge, skills, attitudes, and cultures in clinical settings.
• Building EBP competence within a practice setting contributes to a culture of EBP which is critical to improving healthcare quality and patient outcomes as well as reducing morbidity, mortality, medical errors, and costs.

FUTURE STEPS

• Publish results from 3 yr longitudinal study on the impact of the 5-day immersion workshop on EBP knowledge, beliefs, attitudes, organizational culture and readiness and
• Publish results from TriServices Nursing Research Program: Grant with the United States Air Force; “Impact of Formal Education on Evidence-Based Practice Competence of Nurse Teams”.
• October 2017: Opening of the Helene Fuld Health Trust National Institute for Evidence-based Practice in Nursing & Healthcare
• National Summit on Transforming Healthcare through EBP; October 18-20, 2017.

REFERENCES


Copyright 2017 Center for Transdisciplinary Evidence-based Practice