Practice Innovation Committee: Fostering the Use of Evidence-Based Practice in the Emergency Department

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Objectives

- ✓ Describe ways to utilize a DNP-prepared nurse to mentor nurses in the development of practice initiatives.
- ✓ Describe the role of a Practice Innovation Committee (PIC) in supporting nurses working collaboratively in the implementation of Evidence-Based Practice (EBP).
- ✓ Describe ways in which a PIC can foster professional development through engagement in nursing excellence.
- ✓ List facilitators and barriers to the implementation of a PIC.

120-bed level I trauma center

800-bed academic medical center

Special Acknowledgement

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Nurse Educator for Emergency Nursing

Melissa Derleth, MS, RN, NE-BC
Associate Director of Emergency Nursing

What is EBP?

"The conscientious, explicit and judicious use of current best evidence in making decisions about the care of the individual patient. It means integrating individual clinical expertise with the best available external clinical evidence from systematic research."

(Sackett D., 1996)

Why use EBP?

❖ Provide high quality care to our patients

❖ Improvement in patient outcomes

❖ Reduction in costs of healthcare: reduce costs by 30% if all pts. receive evidenced-based healthcare

❖ Greater staff satisfaction and autonomy

❖ Patient centered

❖ Interdisciplinary collaboration

❖ Third party payer/quality requirements

Melnyk, B., Fineout-Overholt, E., Stillwell, S., & Williamson, K. (2009).

Nurse's Role in EBP

❖ **Standards of Professional Performance**

"The registered nurse actively participates in research activities at various levels appropriate to the nurse's level of education and position."

- American Nurses Association, 2010

❖ **Magnet Recognition Program**

"Magnet requires organizations to develop, disseminate and enculturate evidence-based criteria that result in a positive work environment for nurses and, by extension, all employees."

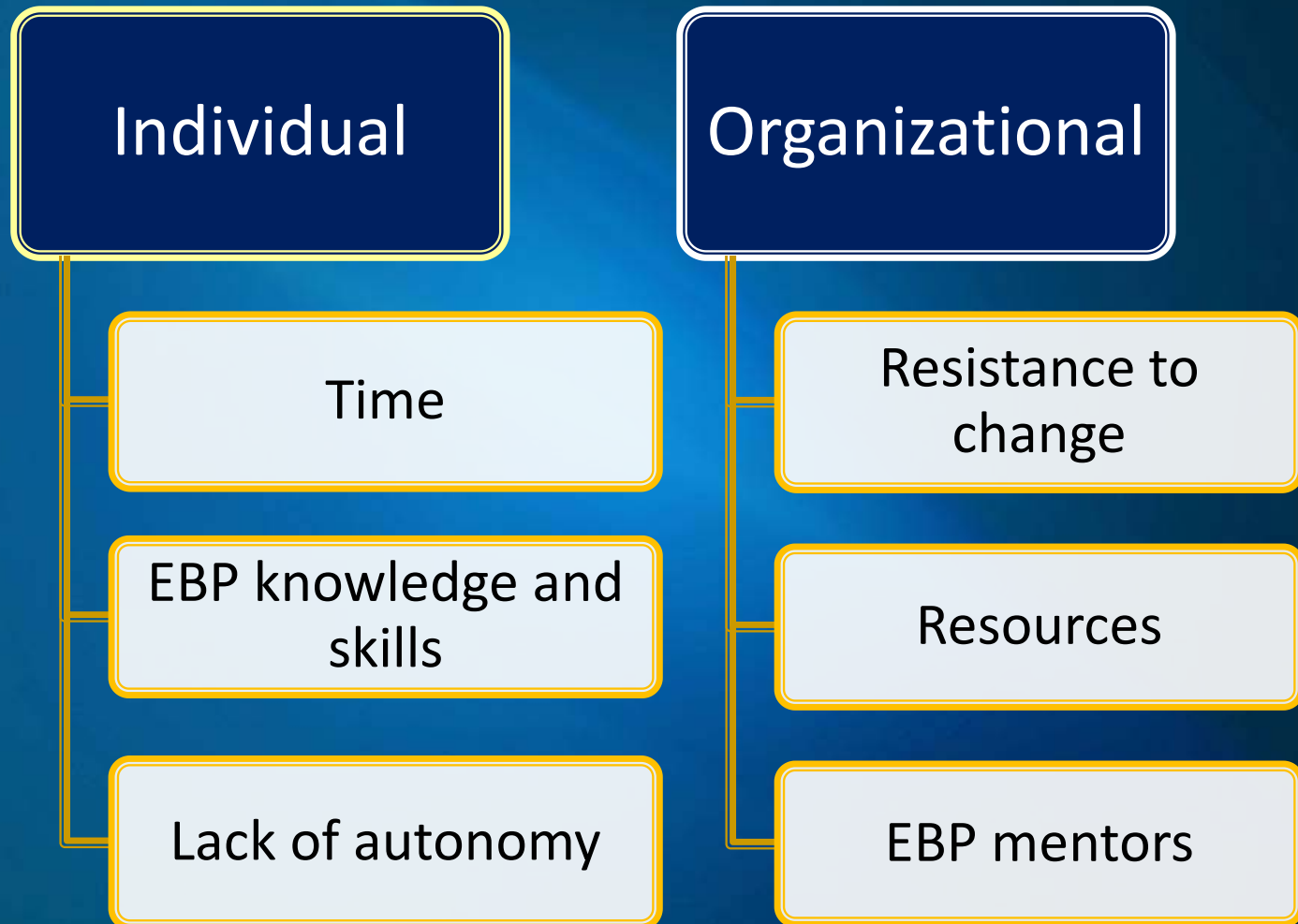- American Nurses Credentialing Center, 2006

Role of the BS-Prepared Nurse

❖ Generate clinical questions to identify nursing research projects

❖ Participate in the implementation of nursing research

❖ Critically read and understand research studies

❖ Determine the strength of evidence

❖ Disseminate findings of nursing research studies

❖ Participate on nursing research-related committees

LoBiondo-Wood & Haber, 2014

Barriers to Utilizing EBP

Individual

- Time
- EBP knowledge and skills
- Lack of autonomy

Organizational

- Resistance to change
- Resources
- EBP mentors

LoBiondo-Wood & Haber, 2014

EBP Mentor

❖ Doctor of Nursing Practice (DNP) Foundational Coursework
- ❖ Evidence-Based Practice
- ❖ Clinical and Translational Research Design
- ❖ Performance Improvement
- ❖ Informatics
- ❖ Healthcare Systems and Leadership
- ❖ Health Policy
- ❖ Interprofessional Collaboration

AACN, 2015

Nurse Burnout and Turnover

❖ Half of all emergency departments in the US have turnover rates of 20% or greater

❖ Emergency Nursing is associated with many stressors:
  - ❖ High acuity and patient to nurse ratio
  - ❖ Overcrowding and pressure to improve wait times and quality of care
  - ❖ Daily exposure to patients experiencing traumatic events (Secondary Traumatic Stress)

ENA, 2006; Hooper, C., Craig, J., Janvrin, D. R., Wetsel, M. A. & Reimels, E. (2010)

Job Satisfaction

❖ Complex phenomenon influenced by both individual and organizational factors

❖ Engagement is KEY!!

❖ Press Ganey
  ❖ The environment at this organization makes employees want to go above and beyond what's expected of them
  ❖ I am satisfied with the recognition I receive for doing a good job

Sawatzky & Enns, 2012; Sengin, 2003

Program Phases

1. Creation of the Practice Innovation Committee
2. Introduction of the PIC and Recruitment Strategies
3. PIC Kickoff Meeting
4. Addition of the Observation Unit
5. PIC Present Initiatives and Accomplishments

Phase #1: Creation of the PIC

1. Complete a unit needs assessment and enlist support of unit leadership

2. Who will mentor the committee members?

3. Mission statement and objectives

4. Who can join the committee?

5. How will the committee work?

Strong Memorial Hospital Emergency Department

❖ 90 FT RNs and 9 FT LPNs

❖ Creation of a Graduate Nurse Resident program
  ❖ 3 cohorts of NRs hired a year

❖ 75% of the ED nurses have less than 4 years ED experience
 ❖ Looking for active engagement in unit initiatives and professional growth

Phase #1: Creation of the PIC

❖ Unit Needs Assessment
- ❖ Creation of a Core Triage and Core Trauma Group
- ❖ Competitive environment
- ❖ Spirit of inquiry
- ❖ Lack of EBP knowledge and skills

❖ EBP Mentor   **KEY**
- ❖ Unit leadership
- ❖ Nurse educator
- ❖ MS or DNP-prepared nurse

The Role of a Mentor
Guide
Teach
Support
Encourage
www.ciaomom.com
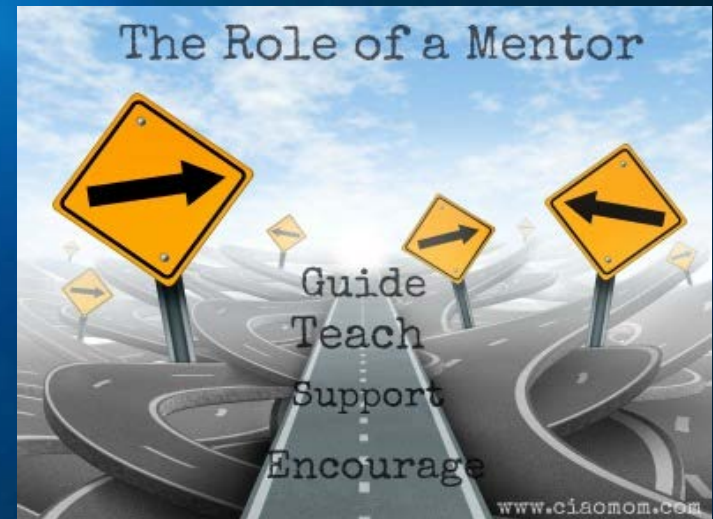
Phase #1: Creation of the PIC

Mission: To promote excellence in patient care by engaging and empowering the nursing staff in the delivery and innovation of safe, quality, patient centered care based on EBP.

Objectives: To work as a collaborating team of expert

 emergency nurses to…..

- ✓ Review current evidence to guide the development of best practice initiatives
- ✓ Plan, develop and implement innovative initiatives for improved outcomes
- ✓ Contribute to the professional development of nursing through education and recognition of nursing excellence

Phase #1: Creation of the PIC

Collaborative Team: The Practice Innovation Committee will be comprised of a collaborative team of expert emergency nurses who work together to promote high quality, safe patient care.

- ✓ Senior Level III Mentor Nurses
- ✓ Level III Expert Nurses
- ✓ Mentor Licensed Practical Nurses
- ✓ Expert Licensed Practical Nurses
- ✓ Prospective Level III or Expert Licensed Practical Nurses

Phase #1: Creation of the PIC

Monthly Meetings: 2nd Monday of the month 9am-10:30am

- ✓ Committee initiatives
- ✓ Individual projects for advancement
- ✓ Continual monitoring of existing staff projects
- ✓ Evidence-Based Practice knowledge and skill development
- ✓ Professional growth and development

Phase #2: Introduction of PIC and Recruitment

1. Introducing the Practice Innovation Committee

2. Recruitment Strategies

3. Timing is Everything!!

standinternational.org

Phase #2: Introduction of PIC and Recruitment

- ❖ Coming Soon!!
  - ❖ Introductory email in July 2015
  - ❖ Associate Director of Emergency Nursing

- ❖ Recruitment Strategies
  - ❖ August 2015
  - ❖ Introductory email from PIC mentor
  - ❖ Informational session at August staff meeting
  - ❖ 4 – 3 hour informational sessions (staff invited to come hear about the PIC and discuss their own project interests)

New Member Information Sheet

Practice Innovation Committee

Name: _____

How long have you been a nurse? _____

How long have you worked in the ED? _____

Please circle which one applies to you:

(1) LPN.........If you are an LPN, which level are you currently at in the CAS system at Strong?

Proficient LPN   Expert LPN   Mentor LPN

(2) RN........If you are an RN, what degree did you obtain?

Associate's Degree   Bachelor's Degree   Master's Degree

Which level are you currently at in the CAS system at Strong?

Level I   Level II   Level III   Senior Level III   Level IV

Please list any project ideas that you have or topics that you are interested in.

/

What are you career goals within the ED and as a nurse?

Phase #3: PIC Kickoff Meeting

❖ 32 Nurses (27 RNs and 5 LPNs) joined between August and September

❖ October 2015 Kickoff Meeting
  - ✓ Overview of the PIC
  - ✓ Committee member expectations
  - ✓ Committee member recognition
  - ✓ Monthly Meeting Topics
  - ✓ Project Topics

Nursing Professional Practice Model

PIC Organizing Framework

Magnet Model Principle	E.D. Practice Innovation Committee
Structural Empowerment	Serves as a vehicle for nurses to participate in healthcare decision making that promotes high quality, patient-centered, evidence-based care.
Transformational Leadership	Facilitates the development of practice role models who motivate and inspire others to engage in nursing practice excellence.
Knowledge, Innovation, Improvement	Promotes integration of evidence-based practice and fosters identification of ways to improve the delivery and outcomes of care.
Exemplary Professional Practice	Engages in interprofessional collaboration to achieve effective, efficient, high-quality care.
Empirical Outcomes	Supports the systematic collection, analysis, and synthesis of project data in order to evaluate the impact of practice initiatives.

Phase #3: PIC Kickoff Meeting

❖ Committee Member Expectations
- ❖ Attend monthly meetings
- ❖ Support group and individual projects
- ❖ Teamwork and collaboration

❖ Committee Member Recognition
- ❖ Recognition for completing projects/advancement
- ❖ Displaying projects on poster boards in the ED
- ❖ Displaying projects at conferences
- ❖ Recognition or presentation at annual nurses retreats

Phase #3: PIC Kickoff Meeting

❖ Monthly Meeting Topics

    ❖ How you can use the PIC in your yearly evaluation

    ❖ Emergency Nursing Journal Article Review

    ❖ CAS Advancement/Project Process

    ❖ How to use PowerPoint

    ❖ Portfolios and Resumes

    ❖ Poster Creation

Practice Innovation Committee Project Topics

Process Improvement

- Pharmacy
- Belongings
- Influenza Screening
- E-Record
- Pharmaceutical Waste
- ED-IP Handoff

Education

Staff
- Telemetry
- Alarm Fatigue
- Continuing Education
- CEN Review
- Precepting
- Professional Development
- Medication Administration
- Accuvein
- Wounds and Burn Care

Patient
- PCP Resources
- Community Resources

Safety

Staff
- Needle Sticks
- Isolation Precautions
- Work Place Environment
- Back Injuries
- Horizontal Violence

Patient
- Falls
- Hand-Washing and Gloving
- Mislabeled Specimens
- Delirium and Dementia
- Activity Boxes
- CIWA Screening
- Sedation

Satisfaction

Staff
- Mentoring
- Debriefing
- Wellness
- Team Building (Inter-professional Collaboration)

Patient
- Pain
- Communication (Hearing Impaired and Non-English Speaking)
- Patient Satisfaction

Phase #4: Addition of the Observation Unit

❖ 24 Bed Observation Unit (20 RNs)
  ❖ Staff eager to work on projects
  ❖ Enthusiasm is Contagious!

❖ November 2015
  ❖ Attended 2 staff meetings to introduce the committee
 ❖ 8 nurses joined the committee

Phase #5 PIC Present Initiatives and Accomplishments

1. Practice Innovation Committee Members

2. Group Projects

3. Individual Projects
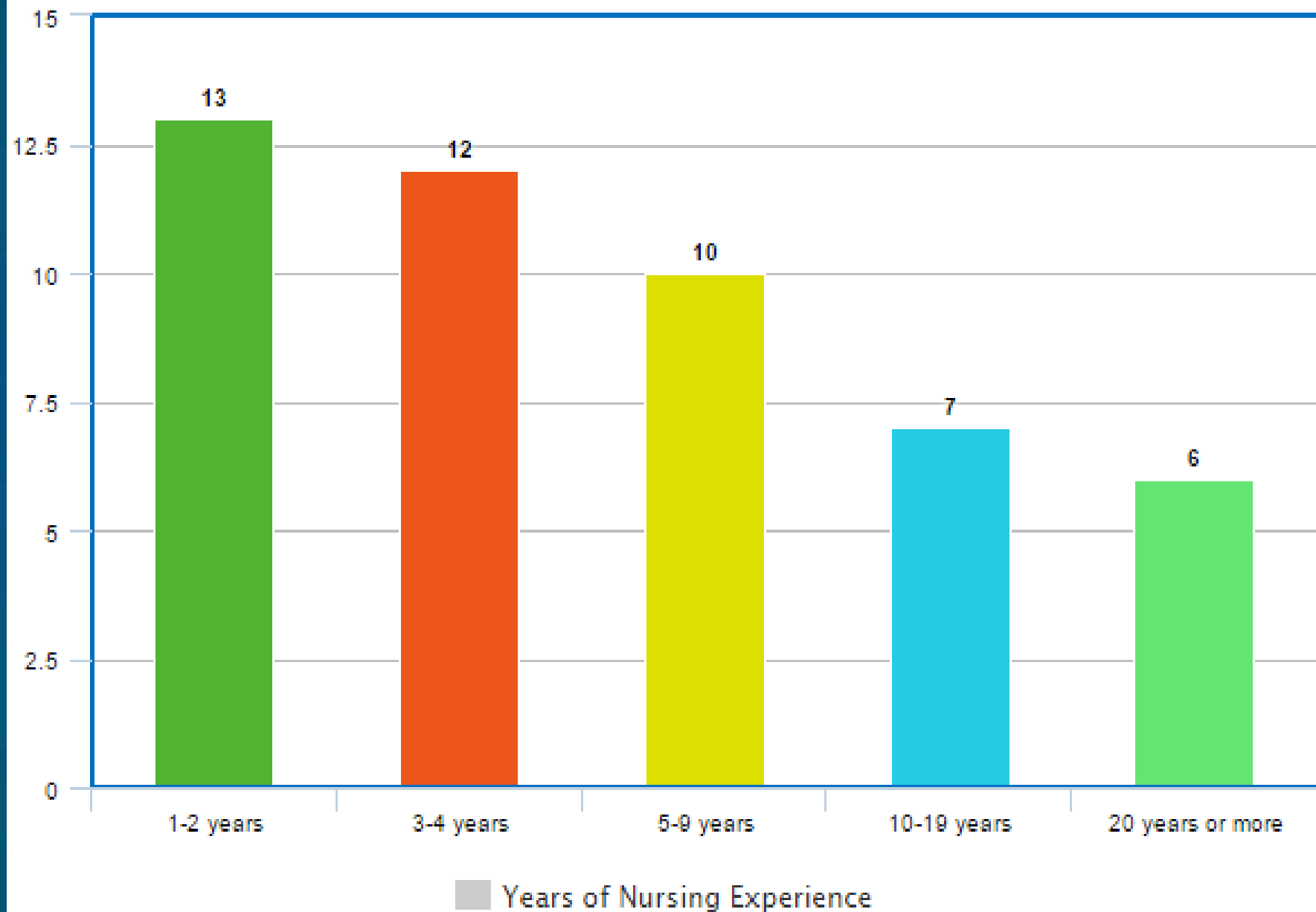

4. Career Advancement System

Phase #5 PIC Present Initiatives and Accomplishments

❖ 48 Current Members
  ❖ 39 ED Nurses
  ❖ 9 Observation Unit Nurses

❖ Attrition: 4 Nurses (Unit Transfers)

❖ Monthly Meeting Attendance
  ❖ 10-20 Nurses
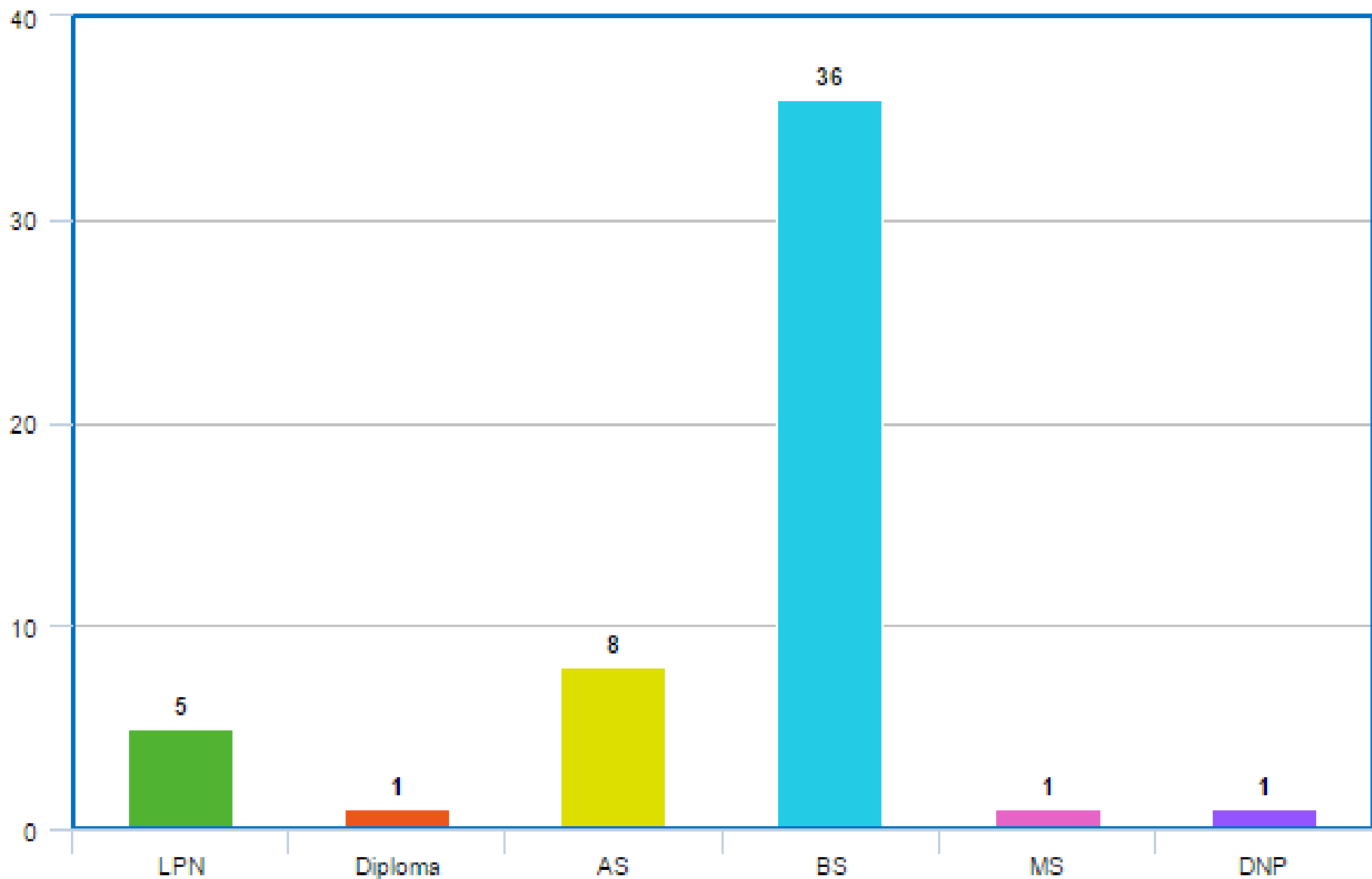
PIC Members Level of Education

meta-chart.com

Phase #5 Group Projects

✓ CEN Review – July 2016
  ✓ Increase the number of certified nurses

✓ Hand-Washing and Universal Gloving
  ✓ ED implementation of a hospital-wide initiative

✓ University of Rochester Emergency Nursing Conference
  ✓ Poster session

Phase #5 Individual Projects

- ✓ Mentoring Program
- ✓ ED-IP Handoff
- ✓ Patient Satisfaction: Enhancing Communication
- ✓ Dementia and Delirium/Activity Boxes
- ✓ Debriefing and Wellness
- ✓ Sedation
- ✓ CIWA
- ✓ Sedation
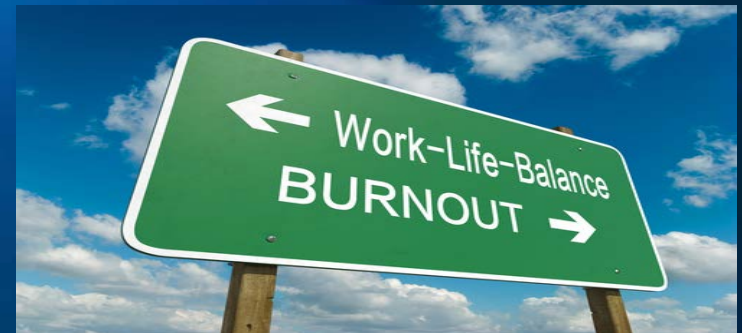
Phase #5: Keys To Success

❖ CAS Presentation Template
- ❖ Define the Nursing Process
- ❖ Define the 5 Pillars of Magnet

❖ ED Project Communication Tool

❖ Individual Project Presentations at the Monthly Meetings
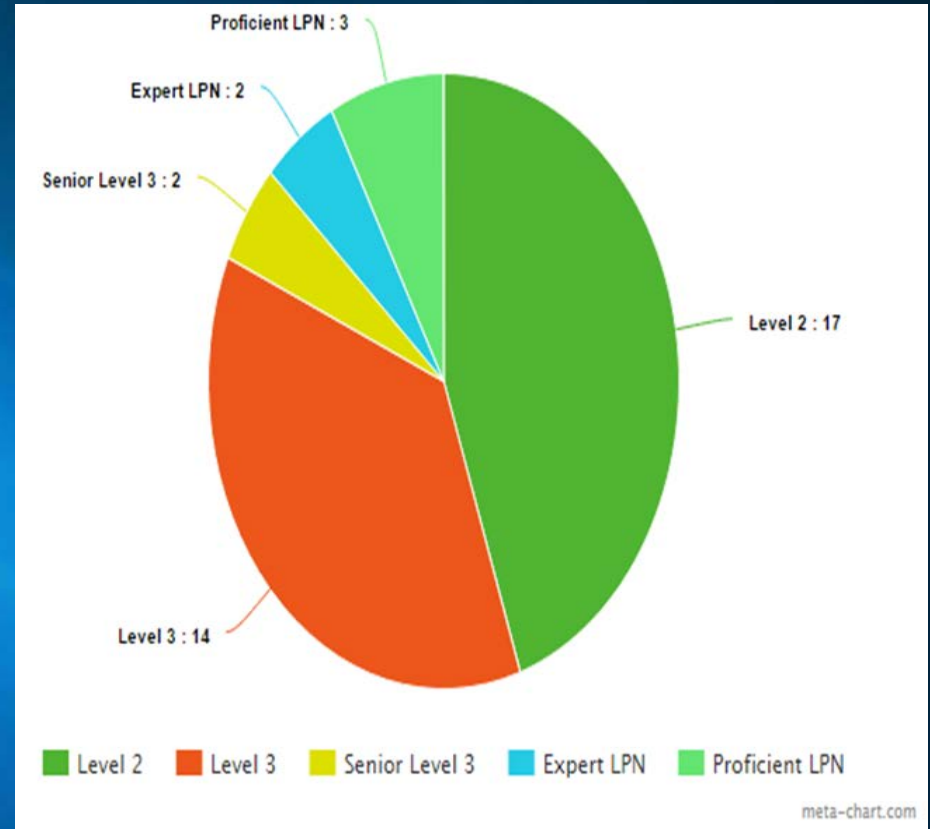- ❖ Recognition
- ❖ Project Exposure
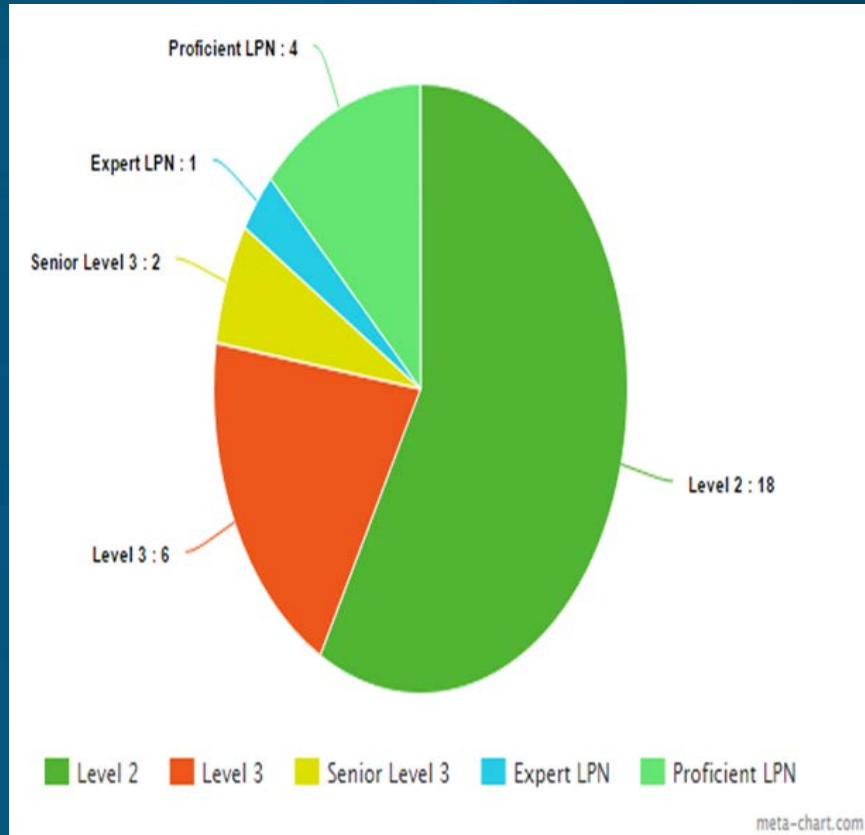
ED Project Communication Tool

Project Title:

Date:

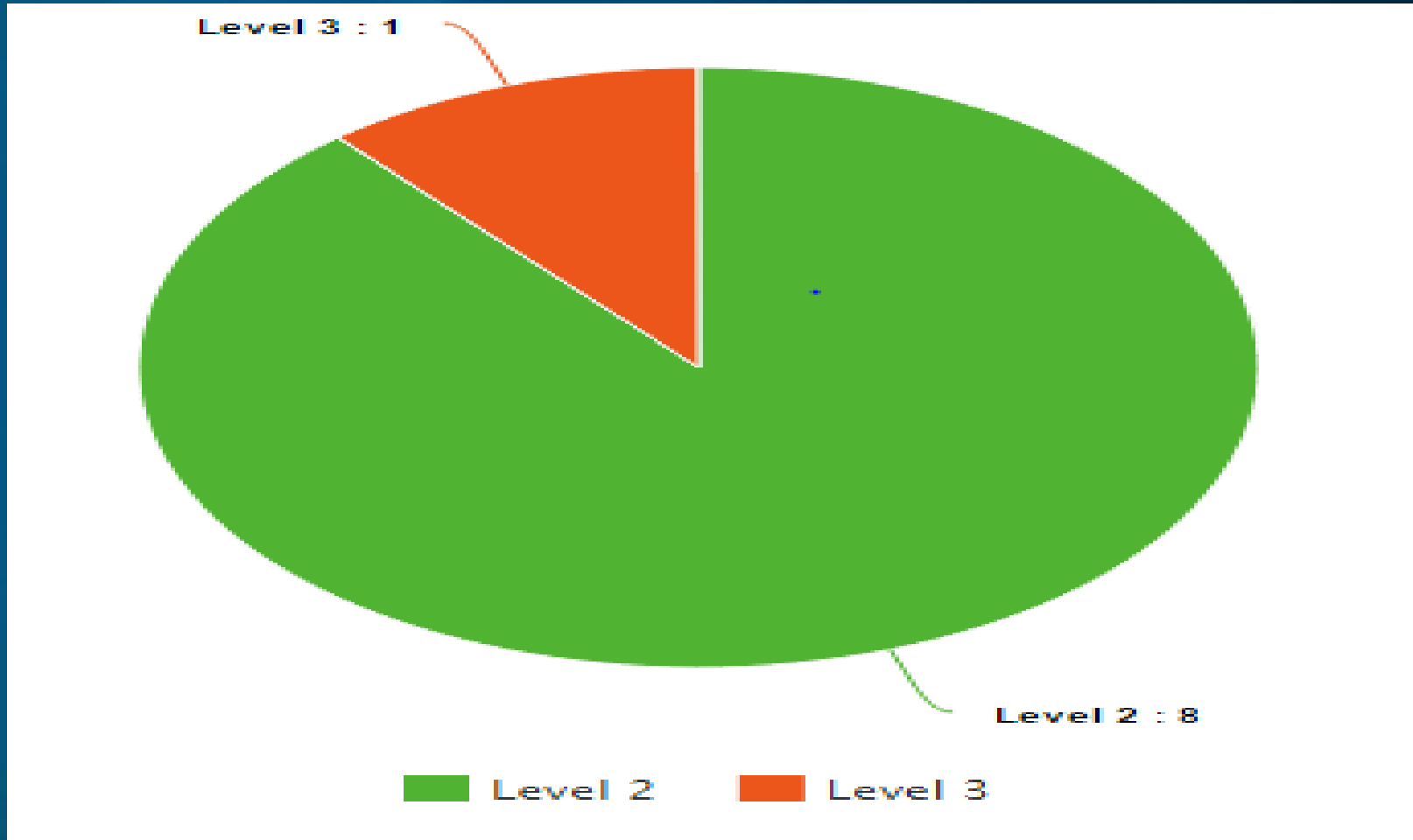**Communication Summary (Project Progression):**

Next Steps (Timeline):

Career Advancement System

❖ 9 Level 2 → Level 3

❖ 1 Proficient LPN → Expert LPN

❖ 5 Additional Active Projects

Career Advancement System

❖ ED Observation Nurses → 3 Active Projects

PIC Implementation

Facilitators

- ❖ Leadership Support
- ❖ Staff Engagement
- ❖ Qualified Mentor
- ❖ Collaborative Environment
- ❖ Staff Autonomy

Barriers

- ❖ Start-Up Time
- ❖ Time (Mentor and Mentees)
- ❖ Support Needs
- ❖ Unit Scheduling Needs
- ❖ Staff Accountability

Questions?

Thank you!

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