

# Quality Improvement Project: Incorporating Evidence Based Practice into the Nursing Culture at Ohio's Hospice Inc.

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## Disclosure

- Objectives
  - Highlight the importance of incorporating EBP in the field of hospice and palliative care
  - Examine interventions which enhance hospice and palliative care interdisciplinary professionals understanding of EBP
  - Discuss the fundamental outcomes of successfully implementing EBP in hospice and palliative care
- This EBP Project received \$2500 Grant Support from the Helene Fuld EBP Trust



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## Purpose/Background of EBP Project

Hospice one of the last areas of health care to implement EBP

Use of EBP not widely embraced in hospice nursing  
often the exception rather than the rule

Hospice and palliative interdisciplinary professionals  
often lack knowledge and skill to implement EBP

### Fundamental characteristic of EBP

Clinical decisions should not be based on research findings alone  
Consider evidence associated with intervention, medication, or treatment  
Consider patient diagnosis, prognosis, and goals of care  
Consider nurse's clinical expertise



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## EBP Project Interventions

Phase I: Develop a Spirit of Inquiry  
 Phase II: Strengthen Beliefs about the Benefits of EBP  
 Phase III: Create System Changes, including a culture where EBP is valued  
 Phase IV: Continue the EBP Journey

**The Three Phases of Implementation**

Phase I: Developing a Spirit of Inquiry  
 Phase II: Strengthening Beliefs about the Benefits of EBP  
 Phase III: Create System Changes

Cultural Shift in Hospice and Palliative Care Practice

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## Phase I: Develop a Spirit of Inquiry Assessing and Identifying the obstacles to EBP

EBP Survey Sent to 558 Nurses  
 210 nurses completed and returned the survey, 38%

Results of EBP survey pre-EBP interventions

- Nurses struggled where to find evidence to guide practice
- Nurses do not understand the process for implementing evidence into practice
- Nurses are not aware of strategies for implementing practice changes
- Nurses are not aware of EBP projects implemented in at OH

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## Phase I: Develop a Spirit of Inquiry Teach the basics of EBP

PICOT Education  
 Presented by APN  
 Delivered live and via webinar  
 Recorded as an educational program

PICOT Education  
 Basics of EBP  
 How to develop a PICOT question

**Evidence-Based Practice**

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### Phase II: Strengthen Beliefs about the Benefits of EBP Development and use of EBP Mentors


EBP Committee Developed

Spark interest to participate in EBP Poster Day 2019

Poster Development class  
Hands on training in poster development  
Searching for EBP resources using PICOT question

EBP Poster-Day Novice to Expert

- Category 1: Just Getting Started  
Novice to EBP
- Category 2: EBP Project Completed  
Advanced Beginner/Competent in EBP
- Category 3: EBP Publications  
Proficient/Expert in EBP



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### Phase II: Strengthen Beliefs about the Benefits of EBP Poster Day 2019

November 2019 EBP Poster day  
Kick off with Key Note speaker EBP presentation

Total of 28 interdisciplinary posters were developed

Four separate EBP Poster Categories  
Category 1 identified a clinical program  
Category 2 displayed a completed EBP project  
Category 3 displayed published EBP projects  
Category 4 displayed project/clinical information



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### Phase II: Strengthen Beliefs about the Benefits of EBP EBP Project: Bedside Rounding in a Hospice Inpatient Unit

Implementing an EBP project  
Project idea  
Steps to implementation  
Barriers to the project  
Successes for the project





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### Phase III: Create System Changes, including a Culture in which EBP is Valued

Encourage nurse to participate in EBP projects and report out to EBP committee

Implementing Journal Club

Continue growing EBP Committee and EBP Mentors

Collaborating with IT to post EBP resources on Intranet

Development of EBP Fellowship

#### System Wide Strategies




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### Phase IV Continue EBP Journey Reassess EBP Knowledge

EPB Survey resent to nursing  
191 nurses completed and returned survey, 32%

Results of EBP survey post-EBP interventions

- Improved scores: knowing where to find evidence to guide practice
- Improved scores: understanding the process for implementing evidence into practice
- Improved scores: awareness of EBP projects implemented in the organization
- Decreased scores: awareness of strategies for implementing practice changes
- 57% of nurse completing survey indicated they attended Poster Day




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### Lessons Learned

Need buy in from Key Stakeholders

- Senior nursing leadership
- Team leaders
- Key nurses from each team

Know what office-based programs available to nurses

- PowerPoint was not available to all nurses

Look ahead on calendar!

- Poster day was held on election day

Parking

- Repaving of parking lot during poster day




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### Successes!

OHI Nursing Care Process updated reflecting importance of EBP

Development of EBP Committee

Development of EBP Mentors

Professional development of nurses

Integration of EBP into OHI Clinical Ladder

EBP Nurse Fellowship



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### QUESTIONS?



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**Thank you!**

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