Professional Role Progression: Moving Beyond Novice

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Components included in this module

1. Introduction to Evidence-Based Practice
2. Professional Development
Introduction to Evidence-Based Practice (EBP)
Objectives

- Define EBP in nursing practice (vs. nursing research)
- Describe the steps of evidence-based practice
- Identify and use sources for finding evidence
- Identify barriers to evidence-based practice and strategies to address each barrier
- Describe strategies for implementing evidence-based practice changes
- Identify steps for evaluating an evidence-based change in practice
- Use research findings and other forms of evidence to improve the quality of care
Pre-test

1. Identify the four components of EBP
2. Define PICOT
3. Identify the levels of evidence
4. List three ways to incorporate EBP into your practice

1. See slide 9
2. See slide 13
3. See slide 16
4. See slide 22
Nursing and EBP

EBP is defined as

The conscientious, explicit, and judicious use of theory-derived, research-based information in making decisions about care delivery to individuals or groups of patients and in consideration of individual needs and preferences.

(Ingorsoll, 2000)

Involves the examination and application of research findings or other reliable evidence.
What is the difference between research and evidence-based practice?

**EBP vs research**

Research

- Generates new knowledge

EBP

- Used to make decisions concerning patient care based on the best current evidence
Evidence-based practice components

- Evidence from research, evidence-based theories, opinion leaders, expert panels
- Evidence from assessing patient history, physical exam and available healthcare resources
- Clinical expertise
- Information about patient preferences/values

These are the four components utilized in EBP.
Nursing and EBP

- To be competent, a nurse must have the ability to provide care based on evidence
- Nurses must emphasize the use of theory-derived research-based information
- Nurses use critical thinking skills to review and assess the evidence
- Nurses use clinical decision-making skills and expertise to apply the evidence to patient care practices

How do nurses use EBP?
Criteria to consider when selecting an evidence-based topic

- Priority for the organization/department
- High clinical benefit/impact
  - Important to patient outcomes
  - High volume
  - High cost
  - High risk
- High fiscal benefit/impact
- Staff interest/expertise/commitment
- Applicability
- Multidisciplinary potential
Evidence-based practice process

- Formulate question
- Systematic search
- Appraisal research
- Integration
- Implementation
- Evaluate

EBP is a systematic approach to addressing a clinical issue.
<table>
<thead>
<tr>
<th>Formulate the question-PICOT</th>
</tr>
</thead>
<tbody>
<tr>
<td>Population or patient condition of interest</td>
</tr>
<tr>
<td>Intervention of interest</td>
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<tr>
<td>Comparison of interest</td>
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<tr>
<td>Outcome of interest</td>
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<tr>
<td>Time (not always included)</td>
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</table>

EBP starts with the formulation of the PICOT question. The T or Time can be omitted.
Reviewing the literature

Systematic search--things to consider

- Where do gaps exist?
- Conflicts in the research?
- Do we need to extend existing knowledge?
- Are there different populations?
- Is there a new aspect?
- Does the research still need further validation?

Again, indents need to move left
Best sources for literature search

- CINAHL
- MEDLINE
- PubMed
- Joanna Briggs Institute EBP
- Cochrane Collaboration Library
- Google Scholar
Appraisal: assess strength of evidence

Level:

1. Meta-analysis or systematic review of randomized controlled trials (RCTs) and experimental studies
2. RCTS or experimental studies
3. Quasi-experimental studies
4. Non-experimental studies
5. Case reports, program evaluation, qualitative research
6. Opinion of respected authorities
Appraisal: assess strength of evidence

**Quality**
- Extent to which a study’s design, implementation, and analysis minimizes bias

**Quantity**
- Number of studies that have evaluated the research question, including sample size across studies

**Consistency**
- Degree to which studies have similar and different designs yet the same research question and similar findings
Decision point: is the research base sufficient for practice?

- Strength of evidence
- Consistency of findings
- Feasibility for practice
- Risk-benefit ratio
- Validate current practice
- Minor practice changes
- Major practice changes

Please remove the arrow art
Implementation of EBP

Two implementation models

**Stetler**
Focuses on how individuals can adopt research findings into patient care

**IOWA**
A systematic method to help organizations change practice
Implementation of EBP

- Procedures
- Policies
- Practice protocols
- Standards
- Practice guidelines
- Critical pathways
Barriers to EBP in practice

Individual
- Lack of time
- Difficulty accessing the literature
- Resistance to change
- Lack of resources
- Lack of knowledge

Organizational
- Resistance to change
- Lack of resources
- Lack of facilitators
Implementation of evidence-based practice changes

**Strategies for success**

- Education
- Participative change
- Include resisters early on
- Recruit those who value EBP
- Use EBP to meet accreditation standards
- Change champions
Successful change champions

- Expert clinicians
- Informal leaders
- Positive working relationship
- Committed to providing quality care
Where does EBP fit into your governance?

- Quality council
- Practice council
- Staff development
- Advance practice council
- Project teams
- Journal clubs
How nurses advance practice

- Critical reading
- Critical thinking
- Read widely
- Understand scientific principles
- Be an intelligent consumer of knowledge
- Identify clinical issues
- Assist in developing evidence-based interventions
Post-test

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EBP pre & post-test answers

1. Refer to slide 9
2. Refer to slide 13
3. Refer to slide 16
4. Refer to slide 22
References
Professional Development
Objectives

- Assess progress toward becoming a competent professional nurse

- Discuss professional development opportunities within the work setting as well as outside professional organizations and education

- Construct an individual professional career development plan
Pre-test

1. Name two opportunities for professional development for a registered nurse
2. Name two advantages of being a member of your professional nursing specialty organization
3. What are the requirements for becoming a certified nurse?

1. See slide 35
2. See slide 38
3. See slide 37
Becoming a competent professional nurse

- Novice – student nurse, no experience
- Advanced beginner – new graduate, minimal experience
- Competent – 1-2 years of experience
- Proficient – 2-5 years of experience
- Expert – greater than 5 years experience, though not everyone will achieve this level

(Benner, 2001)

Discuss Benner’s Novice to Expert
Discuss where a new graduate is in the continuum
Competent professional nurse

The goal of a nurse residency program is to decrease the time required to move from advanced beginner stage to competent stage

- When will you feel “competent”?
- When will your co-workers and leaders think you are “competent”?

Discuss what competent means and how the new grad will know when they have reached this stage.
Professional development opportunities

What are your plans for the future?

Personal goals?

Professional goals?

- 1 year from now
- 5 years from now
- 10 years from now
Professional development opportunities

- Continuing nursing education (CNE)
- Specialty certification
- Professional organization membership
- Advanced degree
- Career ladder
- Attend conferences
- Present at a conference
- Publish an article

Which of these opportunities are participants interested in pursuing?
Discuss local opportunities for CNE and how to apply and fund them.
### Specialty certification

- Shows excellence and advanced knowledge in your nursing specialty
- Literature suggests certification is related to higher quality care and improved patient safety
- A nursing credential received by passing a test from a certifying organization
- Added letters in signature after RN, such as “RN-BC” or “CCRN”
- May require 1-2 years of experience before allowed to sit for the exam
- Renew certification by earning continuing education credits before certification expires in 3-5 years

(Hansen, 2011)

Discuss the difference between nursing specialty certifications and those required for your position, such as BLS, ACLS, PALS.

Discuss the most popular certifications in your organization.

Are there opportunities for preparation with a group?
Discuss professional organizations that are active within your workplace.
Discuss professional organizations recognized by ANCC.
Notify the participants if the membership fee is reimbursed by the employer.
Sigma Theta Tau, American Nurses Association, American Association of Critical-Care Nurses are common examples to discuss.
Advanced nursing degree

- Completion of BSN is highest priority
- MSN – leadership, education, etc.
- MSN – Advanced Practice Nurse
  - Nurse Practitioner
  - Clinical Nurse Specialist
  - Nurse Anesthetist
  - Nurse Midwife
- Doctor of Nursing Practice (DNP) vs. PhD

Discuss local and online opportunities for advancing your nursing degree.
Discuss how to access tuition reimbursement.
Discuss requirement to complete BSN within what timeframe, if appropriate.
Career ladder

- Track professional development activities for credit towards advancement in the staff nurse role
- May be an annual bonus vs. an advancement to a higher pay scale
- Requirements for maintaining this level

Discuss name of career ladder program at your organization.
Discuss how to apply and obtain an advanced level.
Discuss opportunities for having conference registration paid by the employer.

Stress importance of knowledge of the abstract due date, typically months before the conference.
Publish

- Write about a quality or process improvement project
- Consider need for mentor/co-author and editor
- Follow author guidelines for manuscript preparation
Individual professional career development plan

- 5-year plan
- Education plan for advancing degree
  - 1st goal is to complete BSN if not done
  - Tuition reimbursement availability
  - Full-time vs. part-time work / school
- Goals for the future
- Consider practice in another specialty to gain additional experience

See example of education plan on next slide.
Education plan example

<table>
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<tr>
<th>Name:</th>
<th>Department:</th>
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<tbody>
<tr>
<td>Current Job Title:</td>
<td>Current Degree:</td>
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<td>Degree Seeking:</td>
<td>Goal for Completion Date:</td>
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<tr>
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<th>Spring</th>
<th>Summer</th>
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<tbody>
<tr>
<td>Course and Credits</td>
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**Year 1**

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Post-test

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