Growing Evidence-Based Practice in a Small Community System
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**Problem**

We are seeking Magnet Recognition®. A major component of the journey to Magnet Recognition® is the use of nursing research to develop evidence-based practice. We recognized that we were lacking evidence of these two very important components for delivery of quality patient care.

**Evidence**

Evidence that nurses did not understand evidence-based practice and nursing research was obtained through group interviews with nurses, both staff and management. The key questions asked were:

- What is nursing research & why is it important?
- What is evidence-based practice & why is it important?

**Strategy**

A position was created and a team of nurses from different units and different levels was assembled to address this knowledge deficit. With these two components in place, other strategies developed were:

- Providing classes for all nurses: evidence-based practice, introduction to nursing research, literature reviews, critiquing research articles, writing a research application, etc..
- Including evidence-based practice and nursing research in nursing orientation.
• Adoption of the Iowa Model of Evidence-Based Practice to Promote Quality Care with permission from Marita Titler, PhD, RN, FAAN, Director of Research, Quality and Outcomes Management, Iowa University Hospital System.

• Discussion of system-wide issues and developing new policies and procedures based on evidence by the Nursing Shared Leadership Global Team.

• Promote nurses attendance at Evidence-Based Practice conferences.

• An evidence-based practice and nursing research fair for nurses, other healthcare providers and physicians at Shore Health System of Maryland.

**Practice change**

All RNs have attended formal classes on nursing research and evidence-based practice.

**Evaluation**

Outcomes were measured by the conversion of policies and procedures to evidence-based, the submission of several suggestions for nursing research, and the acceptance of our Magnet document by ANCC (our site visit is in May).

**Recommendations**

Using several different methods increases nurses’ learning and retention of evidence-based practice education.

**Bibliography**


