A Journey within the Journey: Our Foundational Year with EBP
Andrea Hazelton, RN, MS
Fairview Hospital
Anne Marie Sills, PT

Background
As a 25 bed Critical Access hospital seeking Magnet Recognition, our gap analysis identified the need for specific focus related to the use of evidence based practice and research. The interdisciplinary Evidence-Based Practice and Research Council was established in February 2008 with the goal of promoting a culture that values and readily uses evidence and research.

Level of Educational Program
The programs were designed to assist all clinical professionals in the acquisition of new knowledge and skill.

Targeted Learning Outcomes
Outcomes were targeted towards both council members and clinical staff: 1) Develop council members to best serve as interdisciplinary clinical staff mentors 2) Monitor scholarly publications for possible EBP or research projects, and 3) Advance clinical staff through activities aimed at elevating knowledge and encouraging participation in EBP and research projects.

Teaching-Learning Activities
These activities included: initial and recurrent consultation with affiliate university professors; two multi-topic half day presentations; acquisition of text based resources; a ‘Poster Day’ for staff currently enrolled in advanced degree programs; outside educational programs for council members; completion of the NIH Protection of Human Subjects program; administration of a survey designed to assess clinical staff’s knowledge and use of internet data bases; direct mentoring by council members; the establishment of a journal club in Rehabilitation Services and; the completion of one and the start of three EBP and research projects.

Evaluation of Approach
The construction of a sound foundation is evident through our approach. Evaluation indicates an engaged and active interdisciplinary EBP and Research council that reviews scholarly publications and provides inclusive and non-threatening staff development activities. Evaluation also demonstrates that clinical staff are routinely using the language of EBP, seeking mentors and are more consistently searching for best practice evidence. Additionally, clinical staff members are initiating suggestions for and participating in EBP and research projects.
References
http://phrp.nihtraining.com/users/pdf.php