Frontline Nurse Immersion in EBP: Practice Changes Emerge from Mixed Methods
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**Problem:** Frontline nurses lack knowledge of evidence-based geriatric best practices, and many lack skill in accessing current literature and synthesizing findings.

**Evidence:** Nursing professionals are poorly prepared to provide age-specific care to geriatric patients in a time when aging of the American population is a critical U.S. public health issue. Many frontline nurses have not had formal education in geriatrics or in evidence-based practice/research, but little has been done to change this.

**Strategy:** Education was provided to frontline nurses in a 2-day workshop in combination with a series of six monthly project development day-long sessions. Multiple teaching methodologies were utilized in delivering content within workshop sessions. Topics covered in didactic sessions included: evidence-based geriatric best practices related to geriatric syndromes; age-related physiologic changes; literature searching; reading and synthesizing research articles; project development; practice change implementation; and presentation tips and templates. Other learning modalities included project development meetings and collaboration with topic-related experts.

**Practice Change:** Frontline nurse-led teams designed and implemented evidence-based practice changes.

**Evaluation:** Program success was determined through participant satisfaction; participants’ demonstration of research skills; project development and implementation; and dissemination of project findings to professional colleagues.

**Results:** Three project teams implemented practice changes and one team recommended further hospital-wide education. Team members have submitted six different abstracts to professional conferences.

**Recommendations:** Mixed teaching methodologies and ample coaching and mentoring contribute to a successful program when teaching frontline nurses to design and implement evidence-based practice changes.

**Lessons Learned:** Plan additional time for individual and team coaching sessions. Coaching unleashes human potential to produce excellence in personal performance.

**Bibliography:**