Implementing an Organizational Evidence Based Practice Council
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Problem
Creating an organizational culture of inquiry that impacts and influences advanced practice, managerial and staff nurses was a senior leader priority. Participation in evidence-based practice (EBP) activities is a new performance objective for all professional nursing staff.

Evidence
Creating an evidence based practice environment improves patient and staff safety, improves clinical outcomes and the satisfaction of patients and families while reducing costs and promoting innovative care1,7,8.

Strategy
Eight staff attended a week long Evidence Based Practice Advanced Project Leader’s Course. An Evidenced-Based Practice Council for the U.S. Army Burn Center was created in October 2010 that meets weekly. A website to market the Evidence-Based Practice Council and its projects was created showing team members and project status updates for all staff to view.

Practice Change
In order to create an environment of clinical inquiry, a needs assessment was conducted, weekly EBP council meetings were designed to facilitate evidence-base education, project development progress and literature critiques in journal club formats.

Evaluation
The needs assessment assisted with prioritization of nursing evidence based topics that were correlated with leadership and organizational priorities. A 360 degree peer survey will provide feedback regarding council member’s satisfaction about evidence based practice education and training.

Results
The three high priority evidence-based topics were: uninterrupted medication administration, nursing handoff communication and preceptorship program. A total of 8 EBP projects have been rolled out organization wide. Peer survey feedback will be presented in the poster.

Recommendations
Empowering nurses with knowledge and education allowed project leaders develop and apply the skill sets necessary to conduct evidence based practice projects.

Lessons Learned
Attaining Chief Nurse support, encouragement and resources were instrumental of the Council’s success. Starting with small and simple projects provided the foundation for nursing clinical inquiry and initiation of five additional EBP nursing projects. Lastly, engaging the end user stakeholders in the EBP process was key.
Bibliography


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