

LIGHTING THE EVIDENCE BASE PRACTICE FIRE AND KEEPING IT LIT!

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Evidenced Based Practice

EBP can be the spark that lights the professional nursing fire, enhancing professional growth in the Nurse Clinician and ultimately improving and enhancing a patient's hospital experience while changing and/or improving outcomes.

Value must be placed on EBP in the clinical setting and it should always be applied in conjunction with critical thinking skills.

Upper administrators to unit managers must recognize the importance and value of developing nurses in their professional growth

Nurse Clinician and EBP

Nurse Clinicians have an influential role in:

- application of EBP
- development of ideas through questions
- further development of projects and research for EBP
- closing the loop between question to development of data through direct clinical application at the bedside and enhanced patient outcomes

Know the Nurse

Understand who you are assisting in their growth:

- educational background
- previous nursing presentations or teaching
- committee and process work
 - nurse practice committee
 - critical care advisory committee

Expectations:

- WHAT will be learned?
- WHY is it important?
- HOW will it be applied in practice and profession?

Getting Started

Start with the questions:

- What is intriguing?
- What is challenging?
- Why do we do it this way?
- How can we improve our practice?

The three most exciting words in your work environment are:

- WHY
- WHAT
- HOW

Create a Team

We can/you can! Create a team

Know your resources:

- Find a mentor
 - CNS, Nurse Researcher, Nurse Manager
- Librarian
 - Literature reviews
- Statistician
 - Data analysis

Developing the Question

Development of the question/idea

- create a concise specific question
- bring it to a fine point because in the end...this will be your point

Start utilizing your resources

- work with CNS and/or Nurse Researcher

Proceed with:

- IRB/Human Subjects Division approval if needed
- development of data tool
- data collection
- data base
- data summarization

Dissemination of Knowledge: an obligation

Professional obligation to share new/learned knowledge

What will be your forum:

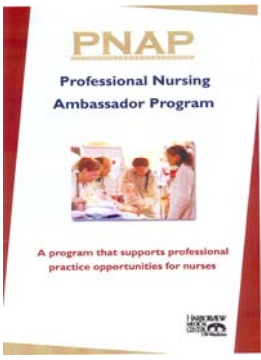
- Hospital
 - policy/procedure
 - other venues e.g. newsletter
- Local, regional and national conferences
 - abstract
 - poster
 - podium
- Manuscript

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How we financed Clinical Nurse driven projects

- utilized the unused FTE dollars within the budget
- one unfilled FTE allows for 40 hours/week
 - e.g. 90% nurse can work 8 hours every two weeks without affecting the budget
 - track "nonproductive time"
 - record on payroll as "education"
- straight time ONLY
- nurse clinicians who worked full time are allowed a maximum of one 8 hour shift of education every two weeks

Professional Nurse Ambassador Program



The Question is the Spark

In 2007 two MICU nurses admitted a patient from acute care s/p Pulseless Electrical Activity cardiac arrest

Their questions were:

- WHY did the patient have a PEA cardiac arrest?
- WHAT signs/symptoms did the patient have before PEA cardiac arrest?
- HOW could this PEA cardiac arrest been prevented?

From question to manuscript submission = 4 years

Four computers, six moves, two marriages and a baby later...

The life of a Nurse Clinician:

1. Personal, home life
2. Career as a nurse clinician
3. Professional growth through development of EBP

Months to years for development to evolve
Life goes on....and that's the challenge

Structuring for Success and Longevity

What works for staff?

- group with specific intent e.g. Sepsis Case Review Group
- committee with more global intent e.g. Best Practice Committee

Identify the facilitator

Identify your leader

Identify your resources

Develop the question

Lighting the Fire: Sepsis Case Review Group

In 2008 Harborview Medical Center (HMC) implemented a formalized program for Early Goal Directed Therapy (EGDT) for sepsis

- Code Sepsis is called when a patient meets criteria with a suspicion of infection
- If patient is unresponsive to fluids EGDT is initiated
- Sepsis order bundle commenced in the ICU's
- MCICU admitted > 75% of patients with sepsis
- HOW, WHY, WHAT were frequently being asked about both the patients and the orders

A practice improvement model was initiated as a forum to answer these questions and sustain/improve EGDT

Nuts and Bolts

Date and time for the group to meet was set:

- choosing the right time is important
- inclusive to both day and night shift

Assistant Nurse Manager (ANM) to be the facilitator

Start listening for How, Why, What

- invite those nurses to join and present a case

Emails one week and one day before meeting

Text message sent the morning of the meeting

Evolution of the Group

First meeting

- ANM presented a case study based on suggestions from staff

Second meeting

- staff presented a patient for which they provided care
- utilized a timeline model to answer the questions:
 - What antibiotics were ordered?
 - When were antibiotics given?
 - How could we have better utilized the EGDT order set?
 - What could we have done better?

Evolution of the Group

Third meeting

- Developed an agenda
 - 20 minutes of education
 - 20 minutes for case review
 - 10-15 minutes for discussion

Ideas for educational topics and cases to review are from STAFF

Who presents? STAFF

- PowerPoint presentation to group

SCRG Agenda for November 2011

AGENDA

SEPSIS CASE REVIEW GROUP MONTHLY MEETING

Thursday November 10, 2011 at 1800

MCICU report room

- 1800-1820 Jess Cochran
PLR Poster presentation
- 1820-1840 Ann Pedack and Kayla Lee
Patient case review: Sepsis and Heart Failure "It's Shock-ing"
- 1840-1855 Update on MCICU pilot: sepsis triggers and screening

Medical Cardiac ICU Sepsis Web Site

Sepsis Case Reviews and More!



It was on a short-cut through the hospital kitchen that Albert was first approached by a member of the Anti-Banker Resistance.

Do you know about a missed Sepsis Case?

[Email Tina Spencer, Assistant Nurse Manager, MCICU](#)

Resources

[Early Goal Directed Therapy \(EGDT\) for Sepsis Algorithm](#)

[What Antibiotics to look for if your patient has a penicillin \(PCN\) allergy](#)

Journal Articles

[Bundled care for septic shock: An analysis of clinical trials](#)

Growth of the Professional Nurse Clinician

Recognize that a practice improvement model can be used for professional growth of the Nurse Clinician
How? What? Why?

- questions at the bedside are brought to SCRG
- presented by staff at SCRG as a case review or educational topic

Staff were asked to be involved in developing those questions and SCRG topics into a project for national, regional, local conferences (obligation to share knowledge)

- e.g. passive leg raise (PLR) to guide fluid resuscitation

Activated the members of the resource team

- Nurse Manager, CNS, Nurse Researcher

STOP!

Take the time to establish guidelines of professional expectations and behavior!

Professional expectations:

- growth of self and an EBP project take TIME
- can you commit? i.e. 4 computers, 6 moves, 2 marriages and a baby!
- Starting thinking now about how you will share information:
 - committee work
 - speaking in front of an audience
 - writing

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The “talk”

You must talk about professional behavior!

Discuss and establish :

- appropriate use of language
- actions and media
- dress
 - wrinkle free and wrinkle resistant are NOT the same fabric and will not achieve the same look or result

Not talking about professionalism will only achieve a LACK of professionalism

The Flame

Facilitator calls a mandatory meeting

- involves staff from SCRG and Best Practice Committee resource team
 - Nurse Manager
 - CNS
 - Nurse Researcher
- Discuss:
 - professional expectations and behavior
 - encourage staff to work with at least one other person
 - determine forum or conference
 - type of presentation
 - guidelines for submission of project
 - timeline/due date

Setting the Timeline

Establish meetings date, time, location of future meetings

- Goals or outcomes of meetings
- type of meeting
 - review of outline
 - “group write”
 - review of abstract by group
 - review of abstract by CNS
 - mandatory review of abstract by Nurse Researcher
 - submission of abstract one week prior to due date
 - Discuss the criteria of submission
 - Bioform
 - resume or curriculum vitae
 - the process varies and the time to submit varies

Keeping the Fire Lit

- Can professional Nurse Clinician growth sustain EBP?
- Can EBP be a format for creating and sustaining professional nurse clinician growth?
- The combined effect of EBP on professional Nurse Clinician growth AND professional clinician growth on EBP is synergistic
- The synergy between the two develops a professional nurse clinician practicing, **developing**, implementing and **disseminating** EBP