Integrating Evidence-Based Practice in Nursing: Developing a Policy to Guide Pediatric Care



Megan Snyder, DNP, RN, ACCNS-P, CCRN
Villanova University M. Louise Fitzpatrick College of Nursing



Clinical Problem

- Evidence-based practice (EBP) is not the standard of care in many healthcare systems in the US and around the globe (Melnyk et al, 2018)
- Children's Hospital of Philadelphia (CHOP) Nursing procedure and standards are not always representative of current EBP
 - 55% of documents had no sources of evidence
 - Of those with references, 51% relied only on expert opinion or benchmark data
- EBP lacked infrastructure and system lacked critical appraisal of the evidence and transparency of references

Purpose

Develop policy to enhance integration of EBP into nursing guidance documents

Objectives

- Examine current state for nursing policy development and revision
- Create nursing policy that outlines the process for creation or revision of nursing documents
- Obtain acceptance for new process by System Chief Nursing Officer (CNO)

Literature Review

Key Findings

- Primary purpose of policies & procedures is to guide practice (Squires et al., 2007; Corey et al., 2018; Profetto-McGrath et al., 2010; Fatkin, 2016)
- Beneficial for staff to know source & strength of evidence (Becker et al., 2012; Corey et al., 2018; Fatkin 2016)
- Leveraging/developing Shared Governance Council for policy review engages nurses in EBP & ensures integration of EBP into policies (Becker et al., 2012; Hole, 2020)
- Implementation of EBP resulted in improved patient outcomes (Hanrahan et al, 2015; Melnyk et al., 2017)

<u>Theory</u>

ANCC Magnet Model®



The model components were used as a framework to successfully navigate change at each level of accountability within the Nursing Department.

Measures

- Acceptance of the policy by the System CNO
- Utilization of the new process as demonstrated by a linked table of evidence to each revised or newly created nursing document published within the Nursing Standard or Procedure Manuals

Intervention

- Development of a policy to integrate EBP into nursing care
- Policy includes:
- Frequency of document review
- Document review process
- Review Committee structure

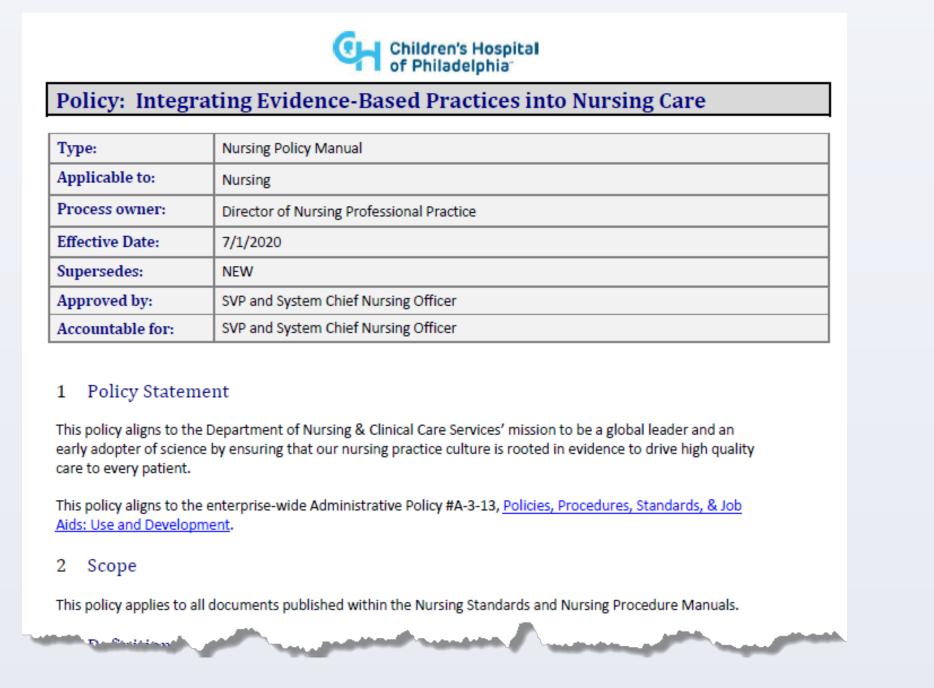
<u>Implementation</u>

Develop policy authors

Obtain approval from System CNO Implement the new policy

Evaluation

The policy was approved & implemented on 7/1/2020.



- Policy was updated on 9/9/2020 to:
 - Update links
 - Amend the format for the table of evidence (TOE)
 - Clarify that Job Aids do not require separate TOE as the document links to a parent document (nursing procedure or standard)
- 15 documents have been published with a TOE
- Update: 65 documents with a TOE as of 6/1/2021

Table 1. Blank Table of Evidence.

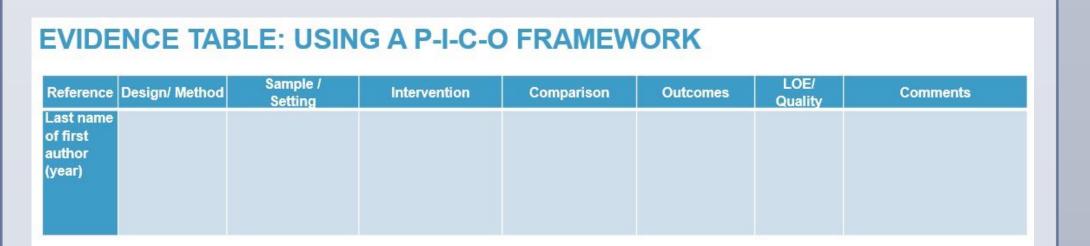
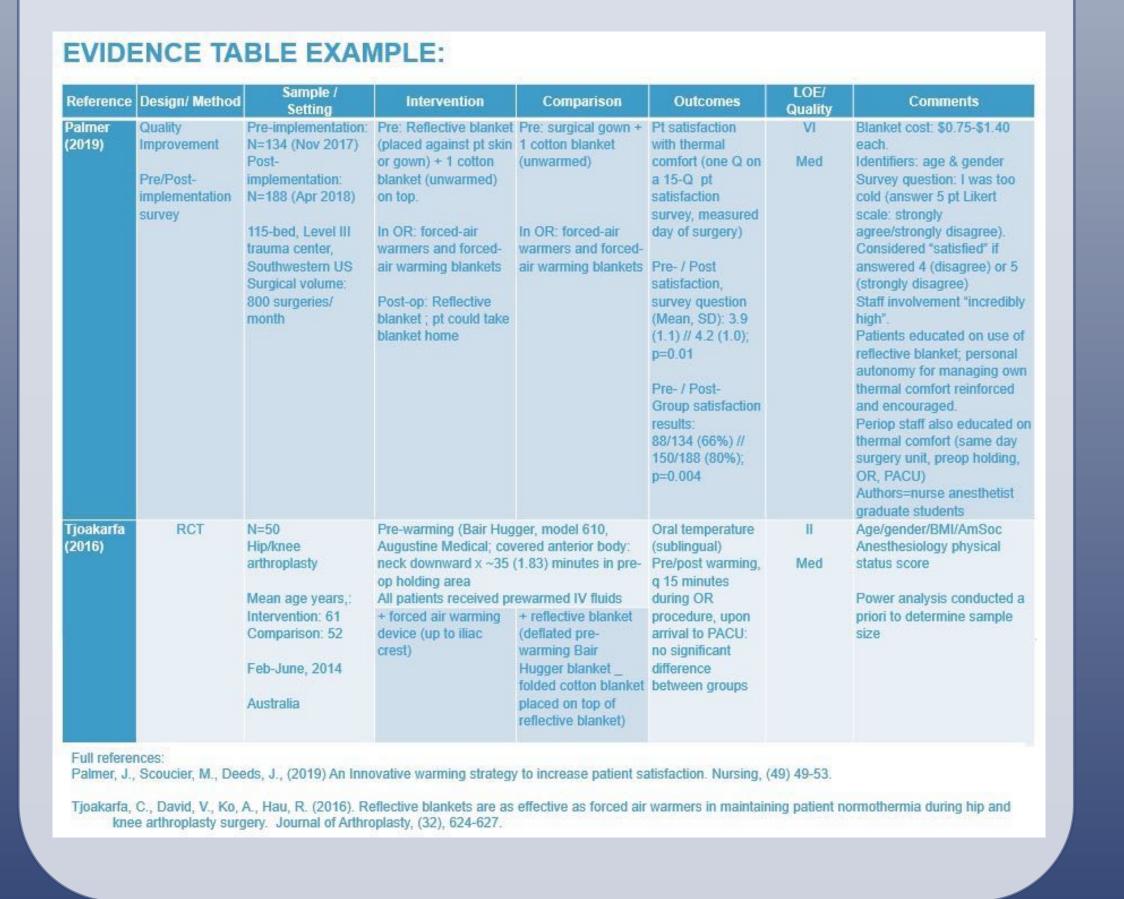


Table 2. Example of the TOE from a nursing procedure on thermoreflective blanket use.



Discussion

- Results reinforced that this policy is an effective way to increase integration of EBP into nursing guidance documents
- Resources & EBP mentor growth and development stressed by the COVID-19 pandemic
- Need to spread EBP education to all policy authors
 - Initial focus on Clinical Nurse Specialist role as the majority process owner
- Incorporated early lessons learned into policy update on 9/9/2020

Significance to Nursing Practice

- Promotes EBP & builds EBP competencies
- Drives clinical inquiry
- Improves patient outcomes
- Highlights gaps & need for future nursing research

Conclusion and Future Considerations

- This project implemented an evidence-based intervention to improve integration of EBP into nursing guidance documents
- The results will have a direct impact on the care provided to patients
- Policy serves as a best practice, and is being disseminated to other CHOP Manuals
- Will continue to seek opportunities to further develop EBP competencies for policy authors

Contact Information

Megan Snyder, DNP, RN, ACCNS-P, CCRN 3401 Civic Center Blvd.; Philadelphia, PA 19104 267-426-5968 snyderm1@chop.edu

Acknowledgement

Special thanks to Debra Shearer, Jeanne Venella, Kim DiGerolamo, Tracy Campbell, Melissa McLoone, Beth Froh, and Julia Lavenberg who were integral to the success of this project

References available upon request