Employing Strategies to Increase EBP Competency in Frontline Nurses while Aligning Nursing Skills with Current Evidence: A Quality Improvement Project

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Employing Strategies to Increase EBP Competency in Frontline Nurses while Aligning Nursing Skills with Current Evidence: A Quality Improvement Project

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Introduction
- Clinical nurses are required to demonstrate expertise for diverse patient conditions
- Clinical nurses must balance efforts to improve both staff satisfaction and clinical outcomes through implementation of evidence-based practice (EBP) (O'Shea & Fischer-Cartlidge, 2020)
- Nurse leaders must implement and measure effectiveness of strategies to maintain clinical competence for themselves and their peers
- Nurse leaders empower clinical nurses to ensure the highest quality of evidence-based care is delivered (Mthiyane & Habedi, 2018)
- Clinical outcomes include the earliest patient touch points of care delivery both reliably and consistently

Purpose
The purpose of the project was to engage direct care nurses as skills “champions” to improve clinical skills of nurses working in a resource pool

Background & Significance
- Nurse leaders combat challenges of ensuring skills competencies among clinical nurses are based on the latest evidence (Nkewel et al., 2017)
- Nurse leaders have a direct impact on tying research findings to nurse clinical skills for improved clinical outcomes and job satisfaction
- Developing nurses’ translational research skillset for use at the point of care delivery remains imperative to the delivery of evidence-based care in highly reliable ways
- Over time, clinical nurses may lose skills in confidence and in EBP (Klaic, McDermott, & Haines, 2019)

Research Question
- Does empowering clinical nurses to “champion” and lead a skills competency event impact staff satisfaction and effective use of skills to their practice?

Methods
- Clinical nurses were empowered to “champion” and lead a skills competency event
- The skills event encompassed nine skills with 11 direct care nurse leads over a three-day period
- Clinical nurse leads were chosen based upon clinical experience, career ladder advancement, leadership potential, and career mapping

Results
- Sample size included 41 clinical nurses working in the critical care areas

Conclusion
- Nurse leaders are charged with a role to inspire clinical nurses to seize evidence-based practice as imperative to lifelong learning for professional practice
- Finding a strategy to teach evidence-based practice skills, develop relationships, and improve care delivery may accelerate skill and leadership development (Macyk, 2017)

References
- Arora, V. (2016). Staff Nurse Engagement, Decisional Involvement, Staff Nurse Participation in Shared Governance Councils and the Relationship to Evidence-Based Practice Belief and Implementation. Staff Nurse Engagement, Decisional Involvement, Staff Nurse Participation in Shared Governance Councils & the Relationship to Evidence-Based Practice Belief & Implementation. 1.

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