Moving Toward Magnet Status: Results of an Evidence-Based Practice Online Education Program for Nurse Leaders in a Community Hospital

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ABSTRACT

MOVING TOWARD MAGNET STATUS: RESULTS OF AN EVIDENCE-BASED PRACTICE ONLINE EDUCATION PROGRAM FOR NURSE LEADERS IN A COMMUNITY HOSPITAL

Objective
The objective of the study was to determine the effectiveness of an online education to improve attitude, beliefs, and implementation of evidence-based practice (EBP).

Background
EBP is imperative for nursing to provide excellence in clinical practice and achieve Magnet status. Studies indicate that nurse leader support is essential for bedside nurses to consistently use evidence in practice. No studies were found that investigated whether using an online program increases the attitudes, beliefs, and implementation of EBP. A hospital working toward magnet status lacked clear evidence that nursing was using EBP. Nursing leadership agreed that their knowledge and skill to perform EBP was lacking. Collaboration between hospital education leadership and local nursing faculty designed an education solution using an online method.

Methods: An online educational program consisting of five modules was offered to nurse leaders guiding them through the process of EBP. An EBP protocol and budget was the end-product. Pre- and post-intervention measures using the EBP Belief Scale (EBPB) and the EBP Implementation Scale (EBPI) were used to evaluate program effectiveness.

Results: Thirty-eight participants completed the pre-intervention EBPB and 27 the post-intervention. 33 completed the pre-intervention EBPI and 27 the post intervention. There were no significant differences in overall scores; however there were significant findings on individual items instruments indicating that there was an increased understanding of the EBP process and reading research papers. Six submitted protocols were implemented, two of which were published.

Conclusions: This program resulted in six new evidence-based practice protocols, all of which were implemented. Interviews with leaders one year later indicate that several more projects had been implemented. Further research is needed to determine if increasing numbers will improve scores on the instruments.