

Improving Novice Nurses' Engagement in Evidence-Based Practice

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Purpose

Increase new graduate registered nurses' (NGRNs) knowledge, skills, attitudes, and reduce perceived barriers towards EBP by incorporating an EBP Curriculum with a project within a nurse residency program.

Aims

- 1 Evaluate the **knowledge, skills, and attitudes** of novice nurses with regards to EBP.
- 2 Evaluate **barriers** of novice nurses' engagement with evidence-based practice.
- 3 **Implement and evaluate** the process of an EBP curriculum with a project as part of a nurse residency program.

Measures

- EBP² Questionnaire
- BARRIERS Scale
- Class Evaluations
- Focus Group

Methods

- **Design:**
 - Performance Improvement
 - Non-experimental (pre/post assessment)
 - Mixed Method
- **Setting:**
 - Not-for profit, multi-site, acute care, Florida
 - IRB determination: *Exempt study*
- **Participants:**
 - Inclusion:** NGRNs hired 8/2017
 - Exclusion:** NGRNs not hired 8/2017

Intervention

- EBP Mentors
- EBP Curriculum (10 hours over 18 weeks)
- EBP Poster Showcase

Results

EBP² Questionnaire Domain Scores of Novice Nurses Pre and Post EBP Curriculum

Domain	Max Score	Pre (N=46) Sum score mean(SD)	Post (N=46) Sum Score mean(SD)	p-value
Relevance	70	63.5 ±5.8	59.7 ±6.2	p=0.001
Sympathy	35	23.9 ±6.2	21.0 ±3.6	p=0.001
Terminology	85	46.1 ±12.6	48.3 ±15.2	p=0.321
Practice	45	22.4 ±8.5	23.0 ±7.3	p=0.632
Confidence	55	38.4 ±7.7	37.6 ±7.3	p=0.578

EBP² = Evidence-based Practice Profile, (SD)= standard deviation
Sum scores of 5-point Likert scale questions; Higher numbers are more favorable towards EBP

BARRIERS Scale Factor Scores of Novice Nurses Pre and Post EBP Curriculum

Factor	Pre (N=29) mean(SD)	Post (N=29) mean(SD)	p-value
Adoption	2.2 ±0.85	2.3 ±0.82	p=0.594
Organization	2.2 ±0.79	2.4 ±0.84	p=0.517
Innovation	2.2 ±0.88	2.2 ±0.73	p=0.841
Communication	2.1 ±0.77	2.3 ±0.73	p=0.381

(SD)= standard deviation;
Survey questions scored on 5-point Likert scale, 1=to no extent, 4=to great extent, 5= n/a

EBP Class Evaluations completed by NGRNs (n=253)

Survey Question	mean(SD)
Educational needs were met	2.91(.3)
Teaching methods appropriate	2.92(.3)
Objectives met	2.91(.3)
Instructor effectiveness	2.97(.2)

EBP=Evidence-based Practice; (SD)= standard deviation
3-point Likert Scale from 1=fair, 3= above average

Focus Group: Perceptions

Before

- This is going to be horrible.
- I don't like research.
- Didn't we do this in nursing school?
- I had bad experiences with group projects from school.

During

- Chaotic-because we were in groups.
- [Each entity] has different problems and has different protocols.
- Getting the guidance while we were here really [...] helps.

After

- Easier than expected.
- I was able to put into practice what I learned in school.
- Did not expect it to be such a learning experience.
- Definitely an eye-opening experience.
- The biggest take away was that for the most part the groups didn't try to reinvent the wheel.

Conclusion

- EBP mentors important
- EBP education effective in RN residency
- NGRNs need continued support
- EBP Showcase was "eye opening"



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