

ASPIRE to Excellence: A Mentoring Academy for Evidence-Based Practice

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Background

- The ASPIRE (Achieving Synergy in Practice through Impact, Relationships and Evidence) Program is our evidence-based clinical ladder
- ASPIRE serves to recognize and reward clinical nurses who go above and beyond by exploring practice improvement needs at the unit level
- The program is based on BSWH Professional Nursing Practice Model and the Magnet Sources of Evidence
- The Austin Round Rock Region (ARRR) had minimal participation in the ASPIRE program
 - Zero ASPIRE applications in 2018
 - Zero completed ASPIRE portfolios for the ARRR
- 1st ASPIRE Academy held December 2019

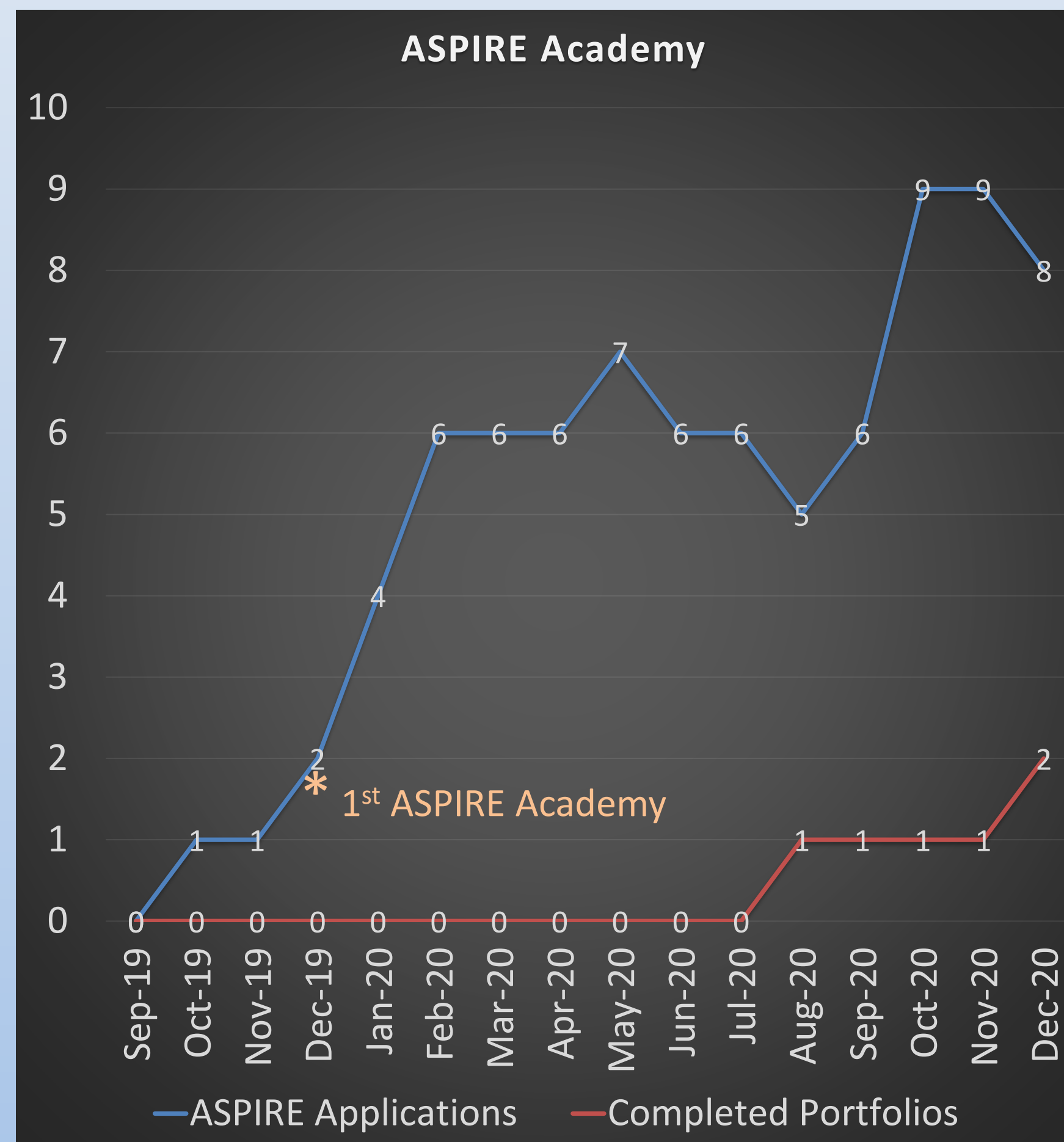
Statement of Purpose

- The ASPIRE Academy was created to mentor the clinical nurse from project development through dissemination
- Increase awareness and participation in the ASPIRE program and optimize organizational performance
- Promote professional development and leadership for the clinical nurse
- Increase the number of completed evidence-based projects, and research projects in the Austin Round Rock Region

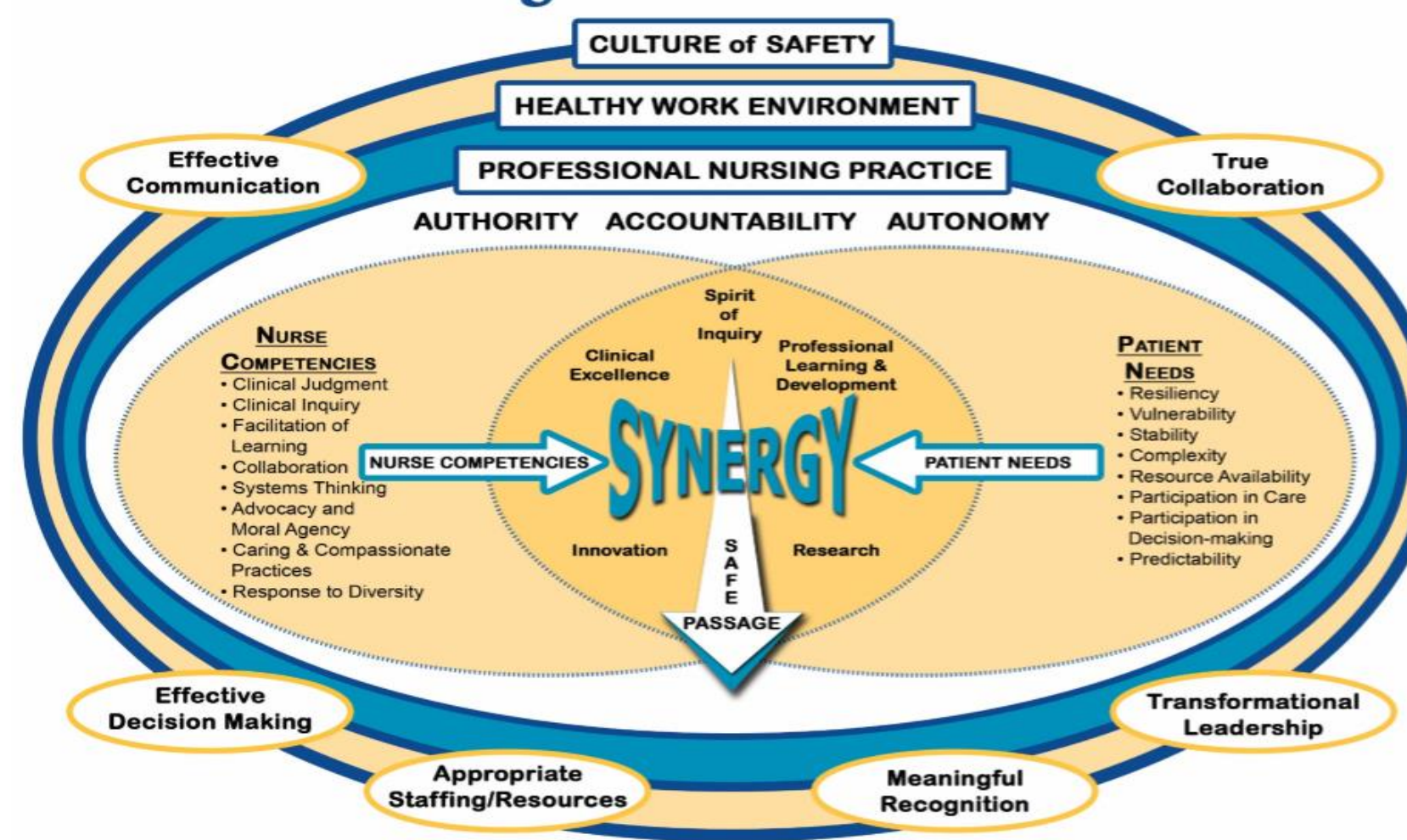
Method/Implementation

- Traveling monthly mentoring sessions around the region
- Subject matter experts available during mentor sessions
- Provide ASPIRE Portfolio binder with resources and outline
- ASPIRE resources through a TEAMS account
- Curriculum Development around ASPIRE topics
 - What is ASPIRE
 - Building a PICOT question
 - Resources for Literature Search
 - ASPIRE application Process
 - PDCA Cycle
 - Collecting Data
 - Building ASPIRE Portfolio

Results/Outcomes



BSWH Nursing Professional Practice Model



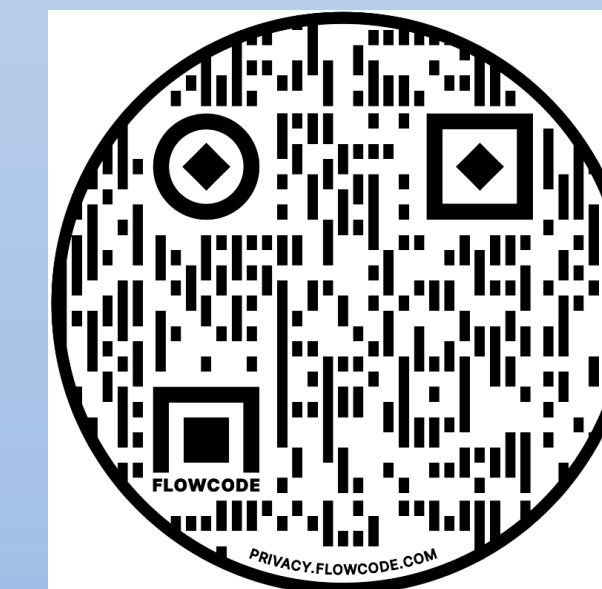
Conclusion

- Clinical nurses are impacting daily work and patient outcomes using evidence, innovation, and initiatives outside of typical job expectations
- Clinical nurses are driving organizational performance
- Through the ASPIRE Academy, the nurse is confident in their knowledge and skill to analyze and utilize data to improve daily work and drive optimal patient outcomes

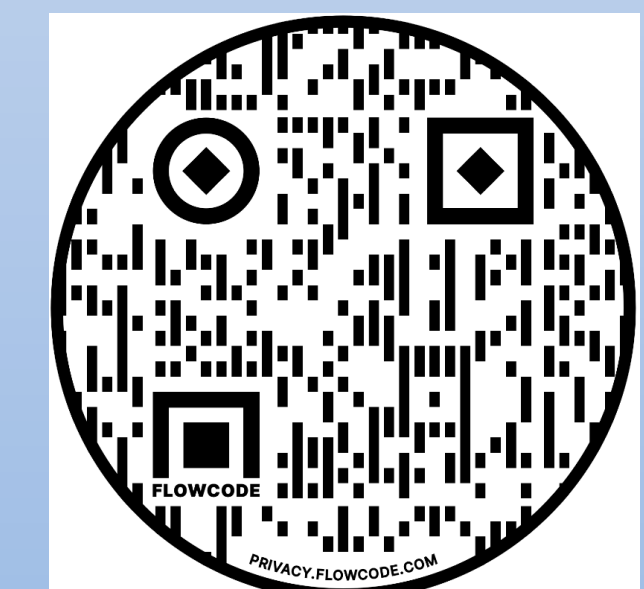
Future Implication

- Expand the ASPIRE Academy to benefit other regions in our healthcare system
- Develop a Mentor the Mentor ASPIRE Academy for ASPIRE mentors
- Develop an ASPIRE workshop for managers to explore how they can help their employees with their ASPIRE portfolios and how it may impact their budget.
- Increase the amount of research based ASPIRE projects

ASPIRE Portfolio Example



What is ASPIRE?



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