

INTERNATIONAL AFFAIRS & BEST PRACTICE GUIDELINES CENTRE

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**An Evidence-Based Approach to Successful
Practice Change, the Toolkit: Implementation of Best
Practice Guidelines**

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Objectives

Participants will be able to:

- Describe the components of the Knowledge to Action Framework in the RNAO Toolkit and interrelationships between and among components;
- Identify how the Knowledge to Action Framework in the RNAO Toolkit has been used as a framework for the Summer Institute curriculum;
- Commit to the development of an initial Action Plan for RNAO Best Practice Guideline implementation as a personal deliverable of the Institute.

Objectives of the Toolkit

The objective of the toolkit is to assist nurses and other health-care professionals to maximize evidence informed clinical and management decisions making through context relevant implementation and sustained use of the Best Practice Guidelines (BPGs).

It is a guideline on how to implement guidelines.

A toolkit of implementation science.

How was it developed?

- Interprofessional panel of researchers and practitioners
- Evidence to support the development of the Toolkit was identified from available systematic reviews, primary studies and the expert opinion of panel members
- User-friendly, evidence-based tool to facilitate guideline implementation
- Case study approach, using experiences of our BPSOs
- Sample templates, blank templates for ease of use
- Second Edition – Fall 2012



Goals of the Toolkit...

Helping those responsible for guideline implementation

1. To identify important factors in their organization that influence the adoption process;
2. To gain the support of key stakeholders and champions; and
3. To assess organizational support and readiness to adopt the guidelines.

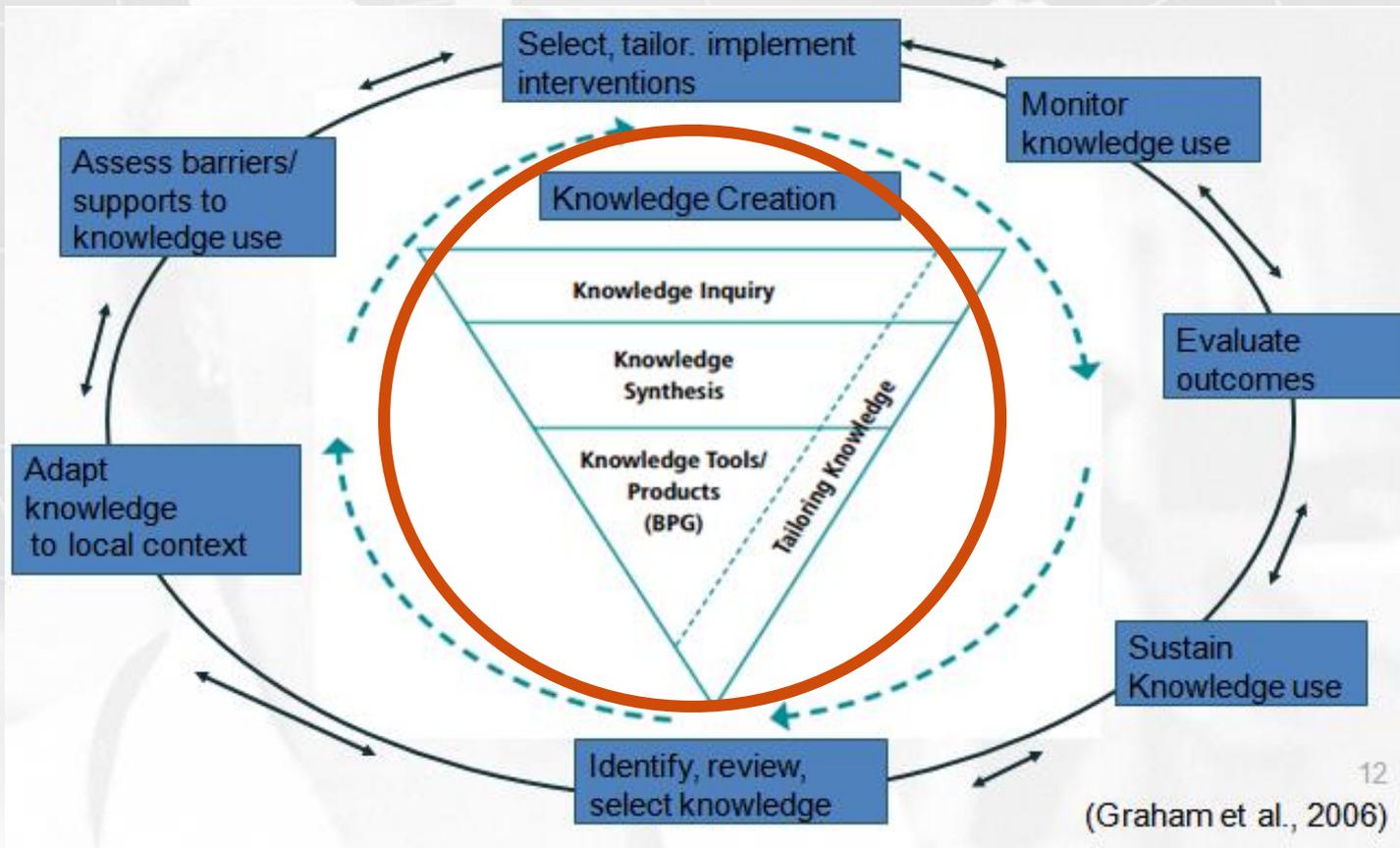


Remember, in using the Toolkit...

- Research in the field of implementation science is evolving to incorporate key structures and processes that result in guideline uptake influencing practice and clinical outcomes.
- Knowledge translation is very context specific, therefore any attempts to present a systematic process must be approached with careful attention to building in opportunities for contextualizing to the local culture.

Implementation Framework

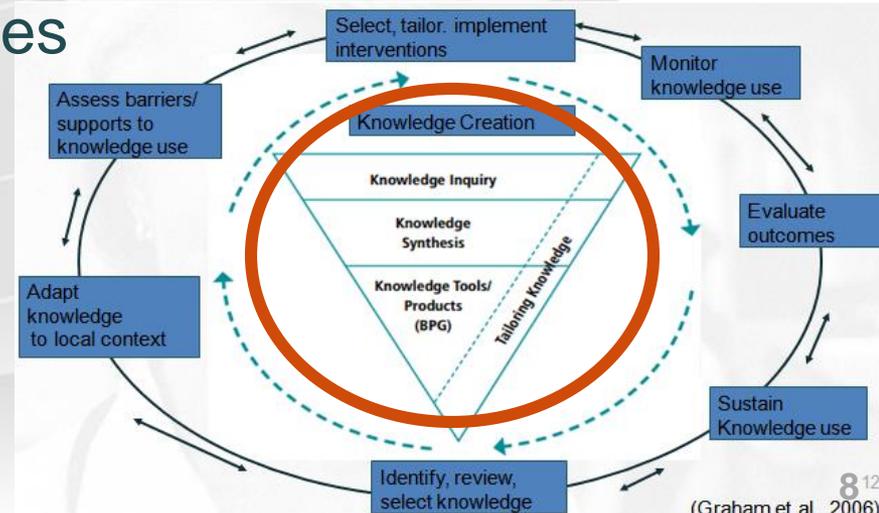
Knowledge to Action Framework (Graham et al., 2006)



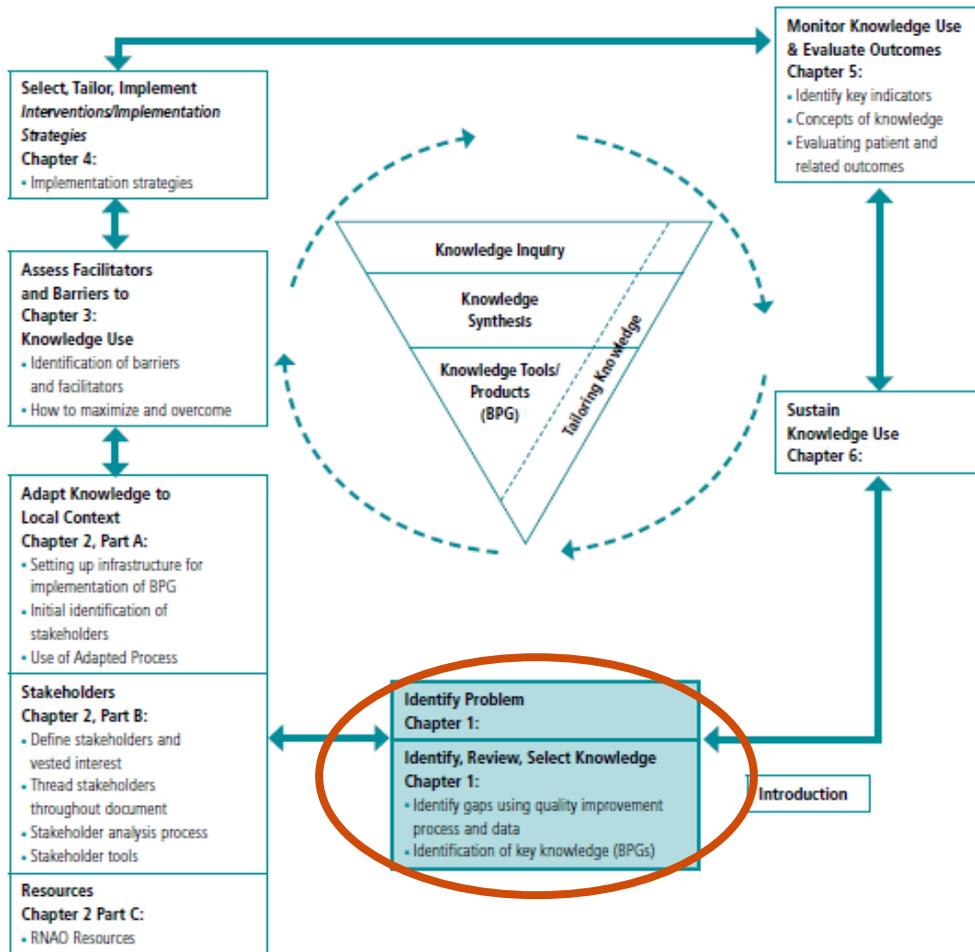
Key Phases of Guideline Implementation

The **Knowledge-to-Action Framework** has two cycles:

1. Creation of the knowledge
 - RNAO Best Practice Guidelines
 - Implementation Resources
 - Impact research
2. The action cycle.



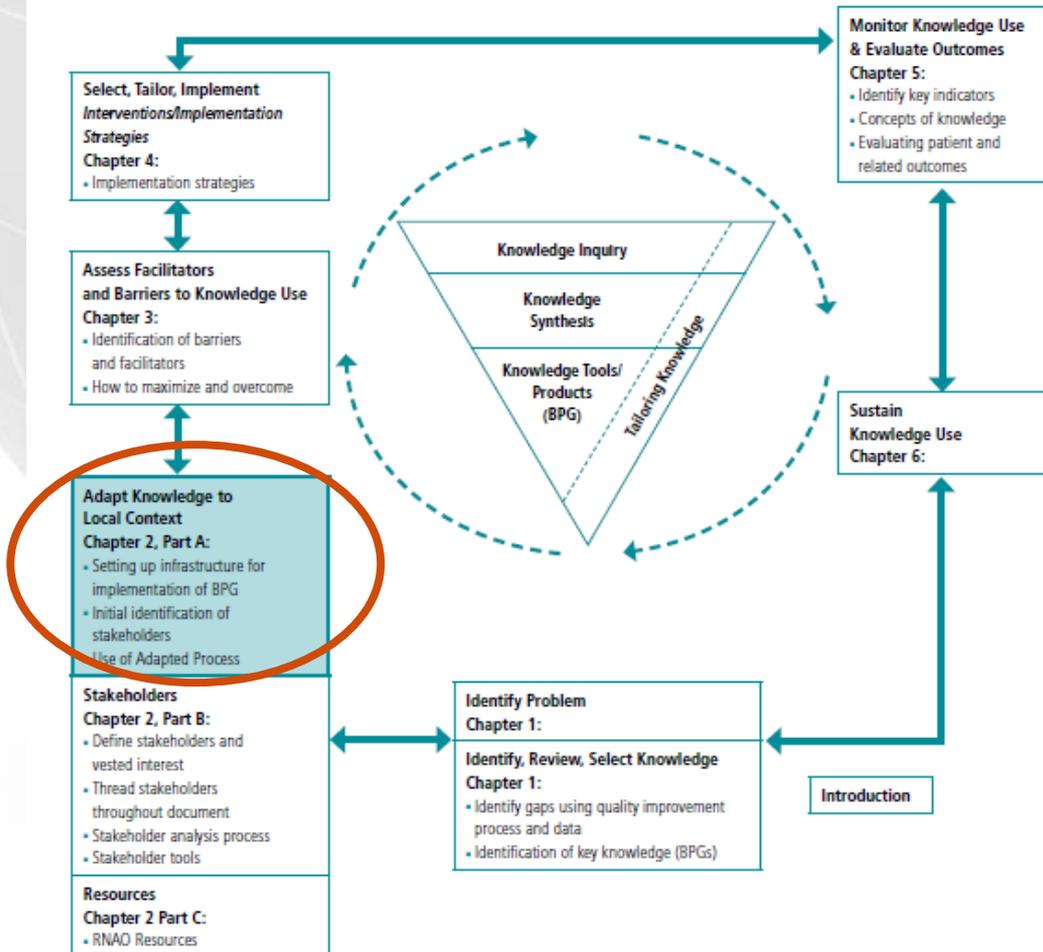
Chapter 1: Identify Problem, Review & Select Knowledge



How to identify gaps in practice, using quality improvement processes, use of indicators

Initial identification of key knowledge products and BPGs

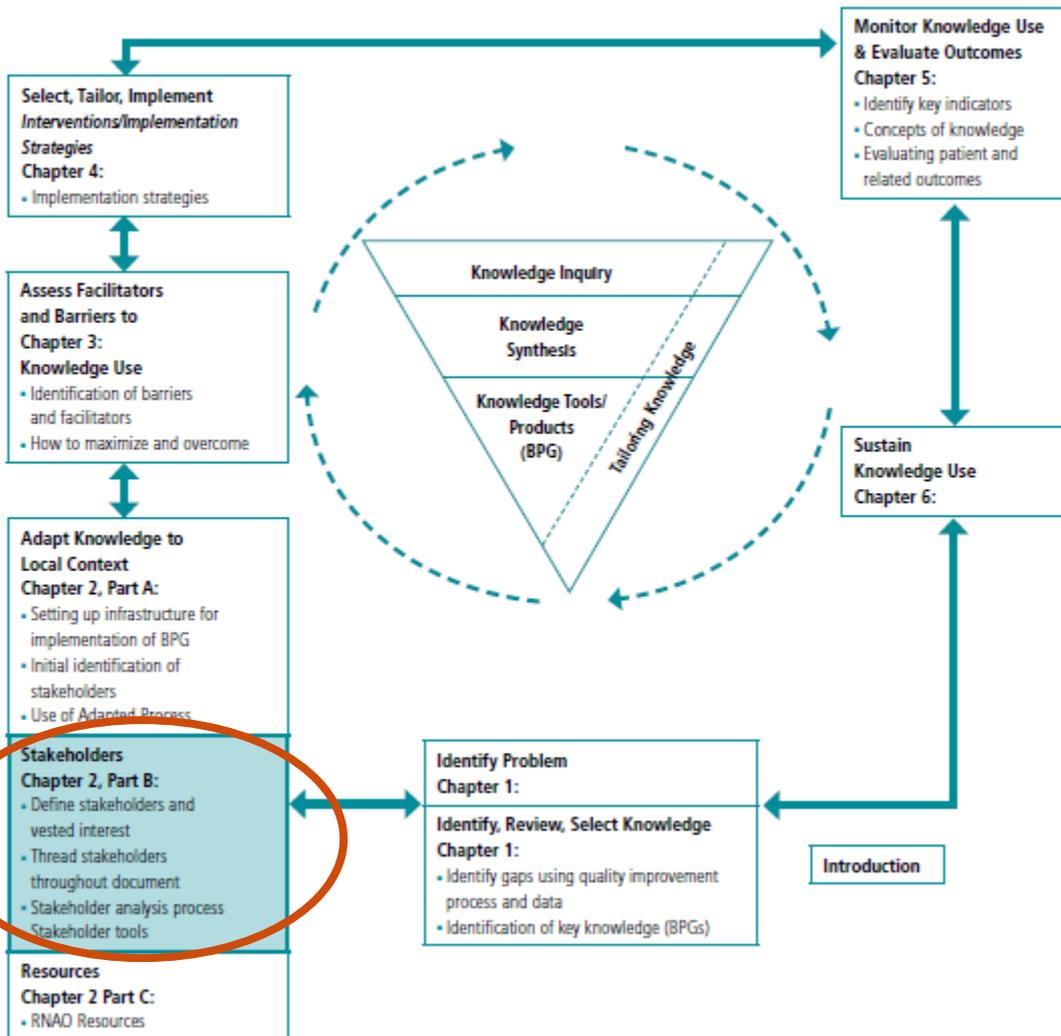
Chapter 2A: Adapt Knowledge to Local Context



Developing an infrastructure for implementing best practice

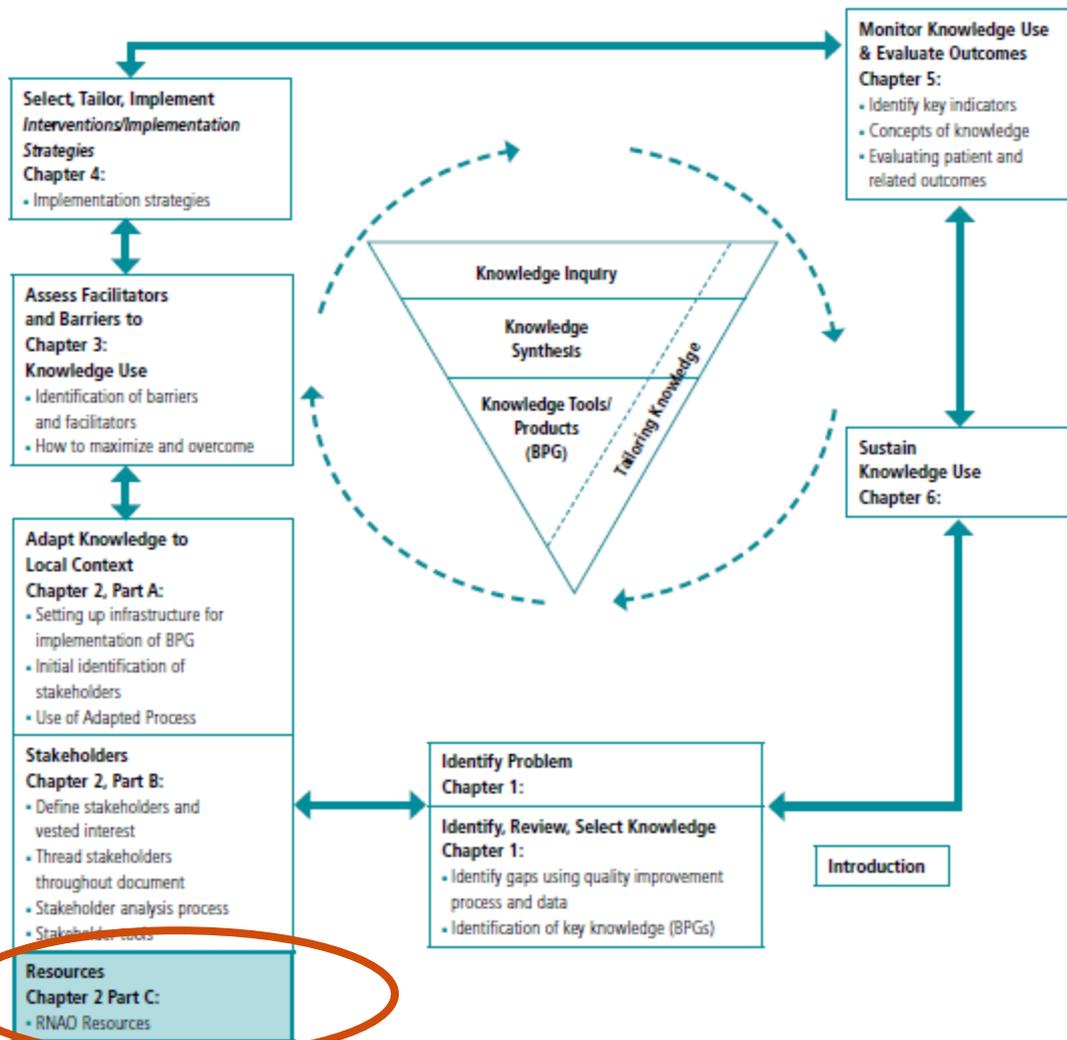
Identifying and critically appraising guidelines and use of ADAPTE, and adapting them as necessary

Chapter 2B: Stakeholders



Stakeholder identification, analysis and engagement to lead implementation process

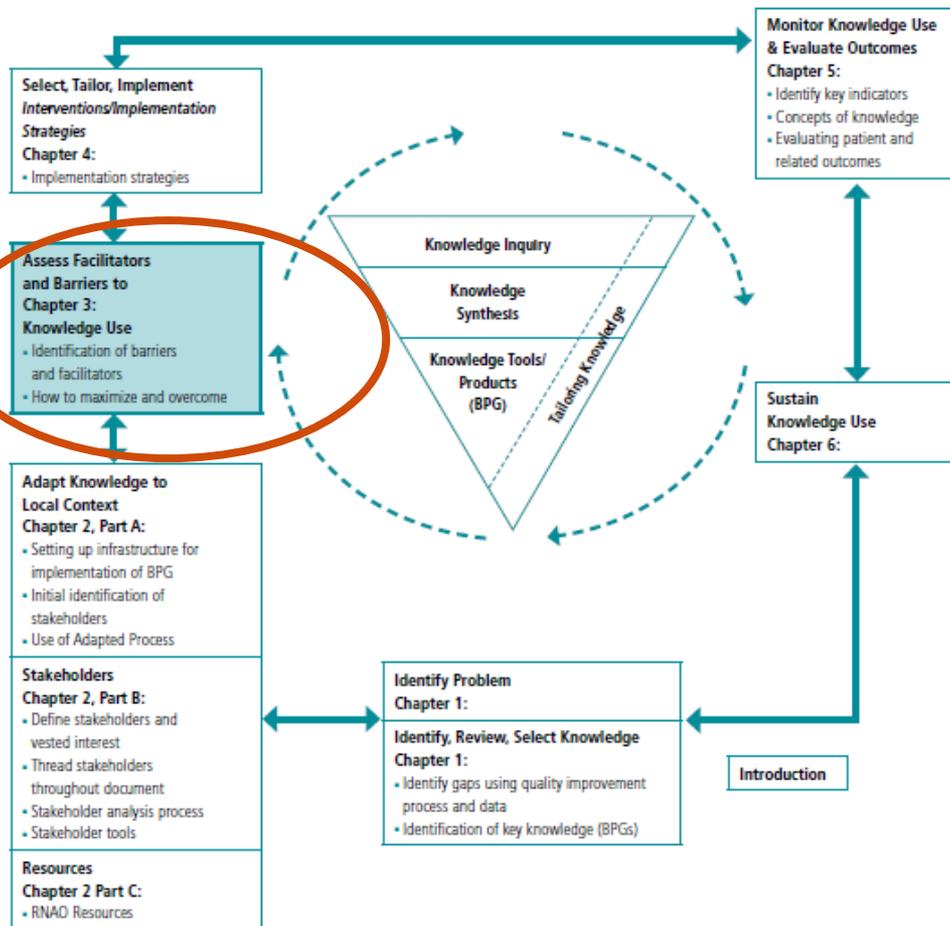
Chapter 2C: Resources



Environmental readiness assessment worksheet

Steps in the Toolkit are summarized and resources are suggested to assist in managing and monitoring guideline implementation

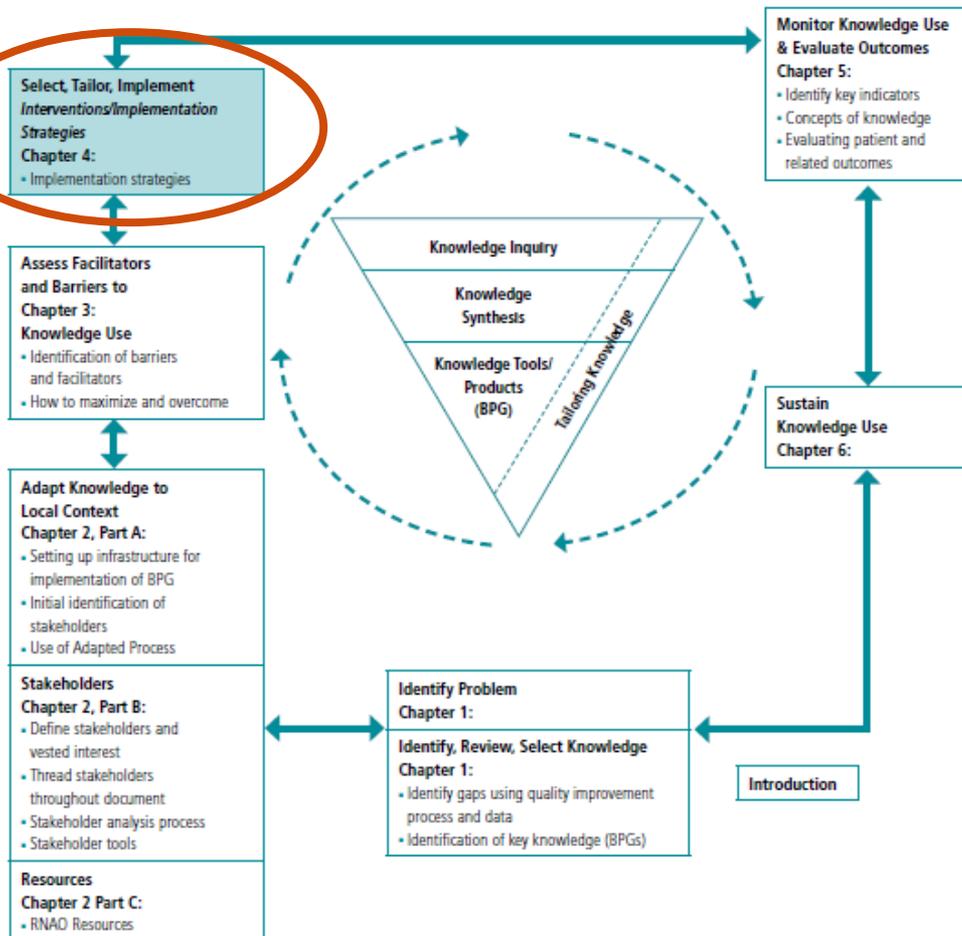
Chapter 3 : Assess Facilitators and Barriers to Knowledge Use



The importance of facilitators and barriers

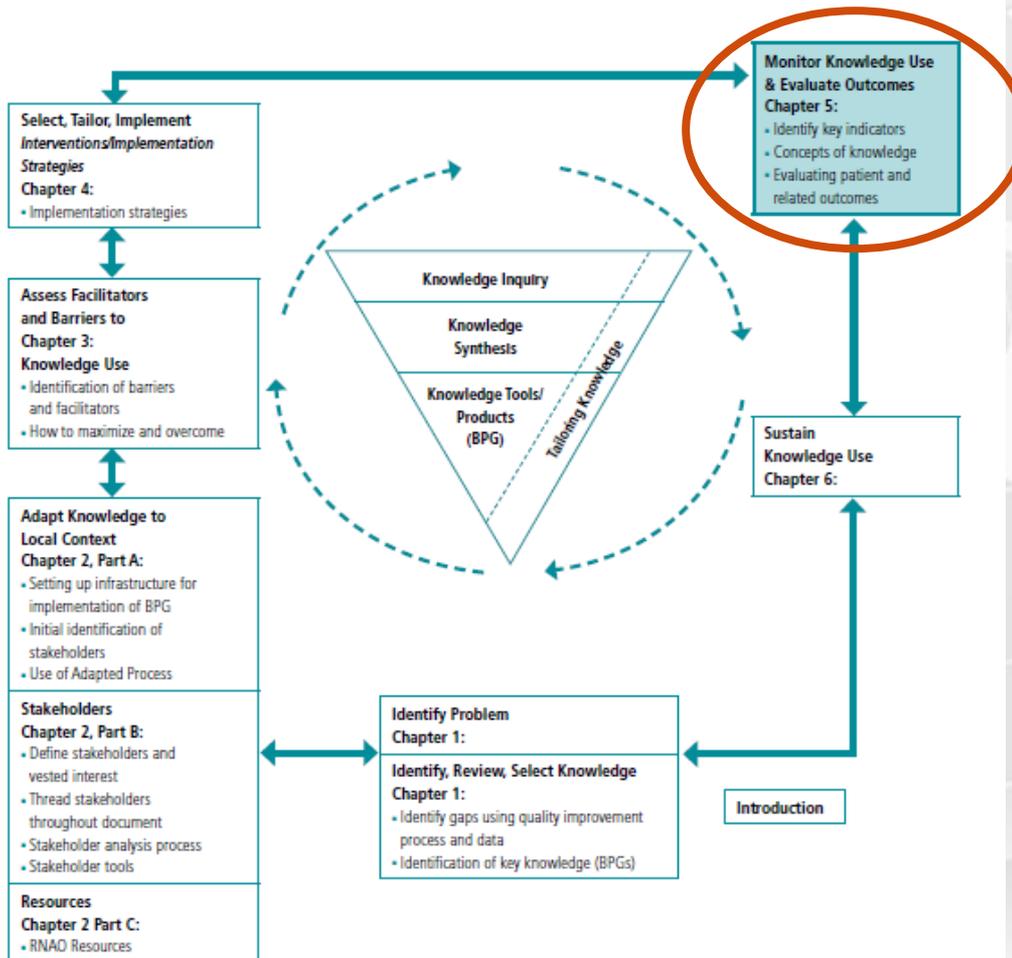
Potential strategies to assist with implementation

Chapter 4: Select and Tailor Implement Interventions and Strategies



Implementation tools categorized according to education, linkage and exchange, audit and feedback, informatics, patient-mediated and organizational interventions

Chapter 5: Monitor Knowledge Use and Evaluate Outcomes



Ongoing quality improvement processes, indicator monitoring and ongoing data collected and reviewed

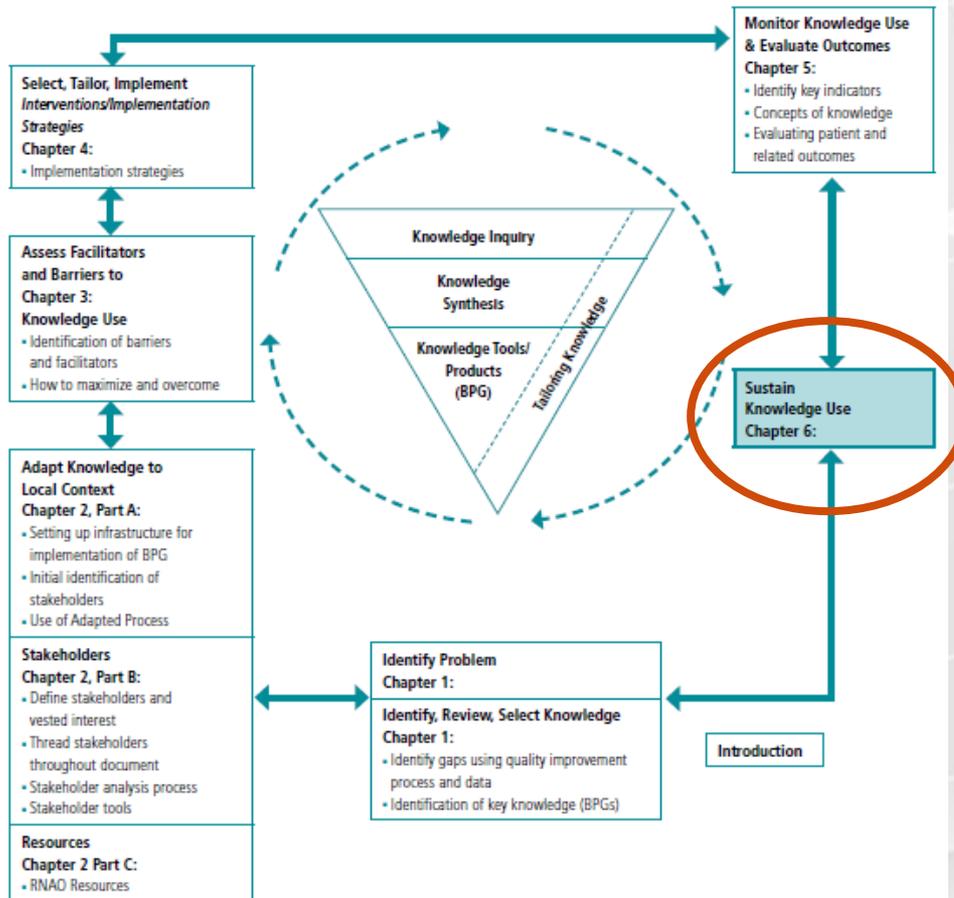
The use of e-health and electronic health records in this process

Indicator identification worksheet

Structure, process and outcome evaluation relevant to initial problem, and reducing the gaps

Evaluation models, logic model

Chapter 6: Sustain Knowledge Use



Action plan template

Embedding an evidence-based practice culture through orientation programs, position descriptions, performance appraisal, and mission, vision and values

Leveraging key organizational structures in ensuring such a culture is adopted throughout the organization at every level

Toolkit: Implementation of Clinical Practice Guidelines
Action Plan Template:

	activity	target date	most responsible person	outcome/deliverables	progress
1.	<p>Identification of project lead, champions and/or the group who will lead the identification and implementation of a CPG</p> <ul style="list-style-type: none"> a) Identify skill and role requirements. b) Communicate/recruit interested individual or group. c) Secure participation of project lead. d) Ensure project lead has clear mandate and resources required to start the planning process. 				
2.	<p>Identification of a CPG</p> <ul style="list-style-type: none"> a) Identify stakeholders who will participate in the identification, assessment and selection of a CPG. b) Access the AGREE tool. c) Ensure understanding and knowledge about the use of the AGREE tool. d) Search and retrieve all available CPGs in the topic area of interest to the organization. e) Conduct the appraisal exercise. f) Present the data to the group involved in the appraisal exercise. Decide on a CPG based on its quality and content. g) Communicate the decision to relevant stakeholders. 				

Keep in mind...

An **ACTION PLAN**:

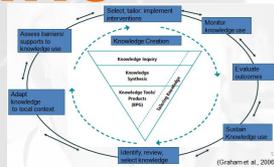
- Needs to be flexible to allow you to adapt it when unforeseen situations arise (e.g., a new challenge surfaces).
- Needs to include your key stakeholders throughout the planning process.
- Should be understood by members of the implementation team in order to monitor progress of the practice change.



Achieving Successful Implementation of Guidelines

- Nurses providing leadership at the point-of-care are a critical part of safe patient care now and of effective nursing leadership in the future.
- Point-of-care leadership can have a positive impact on clinical practice and work environments by increasing quality, safe patient care, job satisfaction and nurse retention (Abraham 2011), as well as introducing all nurses to leadership behaviours that are important in all roles.

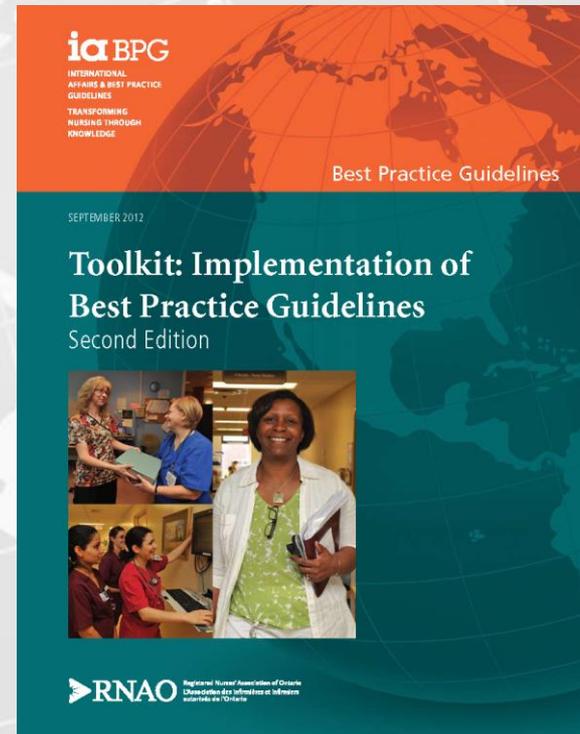
In Summary: Key Phases of Guideline Implementation



Knowledge creation results in BPGs and other knowledge tool and resources. The toolkit focuses on the Action Cycle, the seven-phase process by which the knowledge created is implemented in practice.

- Phase 1: identifying the problem is carried out through measurement and analysis and identifying knowledge/BPG that may solve the problem
- Phase 2: adaptation to local context requires understanding the local context so that knowledge can be adapted
- Phase 3: stakeholders and environmental assessment review
- Phase 4: developing the implementation plan including stakeholders, barriers and facilitator's assessments
- Phase 5, 6 and 7: include monitoring knowledge use, evaluating outcomes, and sustaining best practices.

“We have implemented numerous RNAO Best Practice Guidelines. The first lesson we learned was the **importance of using a systematic planned approach that includes stakeholders and environmental factors.** The Toolkit is great”



Freely downloadable
from RNAO web Site

www.rnao.org

Thank You
Questions and Discussion

www.rnao.org