The Implementation of an Evidence-Based Practice Mentoring Program

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Abstract

The purpose of the DNP project was to establish a formal evidence-based practice (EBP) mentoring program to foster a work environment supportive of clinical nurse EBP engagement in a three-hospital, not-for-profit healthcare system. A multifaceted approach that included education for the EBP mentors, addition of EBP resources, and the establishment of structures and processes for EBP mentorship and EBP project implementation was used. The healthcare system’s existing shared governance structure for nurses was used to implement the EBP mentorship program. Post implementation, the overall outcomes indicated that the EBP mentorship program had the biggest impact on increasing the number of EBP and performance improvement projects led or co-led by clinical nurses, achieving the overall goal of the DNP project. In addition, statistically significant improvements were noted in the self-reported EBP self-efficacy of the EBP mentors. There were also improvements in the quality of the EBP implementation methods as measured by the Evidence-based Process Quality Assessment guidelines. While improvements were noted in the general nursing workforce in EBP knowledge, skills, and utilization, statistically significant improvements were minimal as measured by the Evidence-based Practice Questionnaire. This project demonstrated that the implementation of a formal nursing EBP mentorship program had a positive impact on improving the nursing work environment to be more supportive of EBP project development and implementation.