



Showcase for Hopkins Inquiry and Nursing Excellence

SHINE

Conference

The Impact of a Nurse-Led Unit Practice Council in the Special Care Nursery on Practice Changes and Autonomy: An Evidence-Based Care Approach

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JOHNS HOPKINS
NURSING

Financial Relationships

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This educational activity has not received any form of commercial support.

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This presentation will not discuss the off-label or investigational use of a drug, biological product, or medical device name.

Objectives

Discuss

- Discuss the evidence-based process to support the implementation of a nurse-led unit practice council

Discuss

- Discuss the creation of a nurse-led unit practice council

Describe

- Describe the unit practice council leadership, structure, nursing engagement and communication strategies for dissemination of practice changes

List

- List practice changes and cost-saving benefits of the unit practice council





Practice Problem: Evidence-based practices (EBP) are not immediately applied in nursing units. Implementation delays are common and lead to outdated clinical practices.



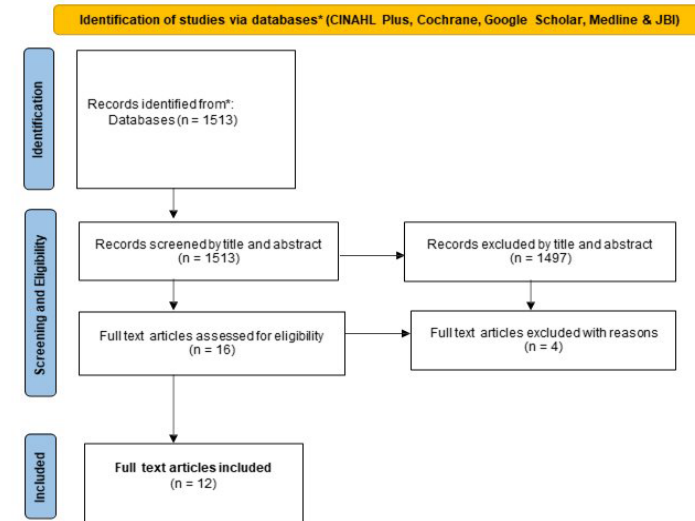
"What are best ways to implement evidence-based practice changes (I) to increase EBP and autonomy (O) in an inpatient neonatal nursing unit (P)?

No comparison - C

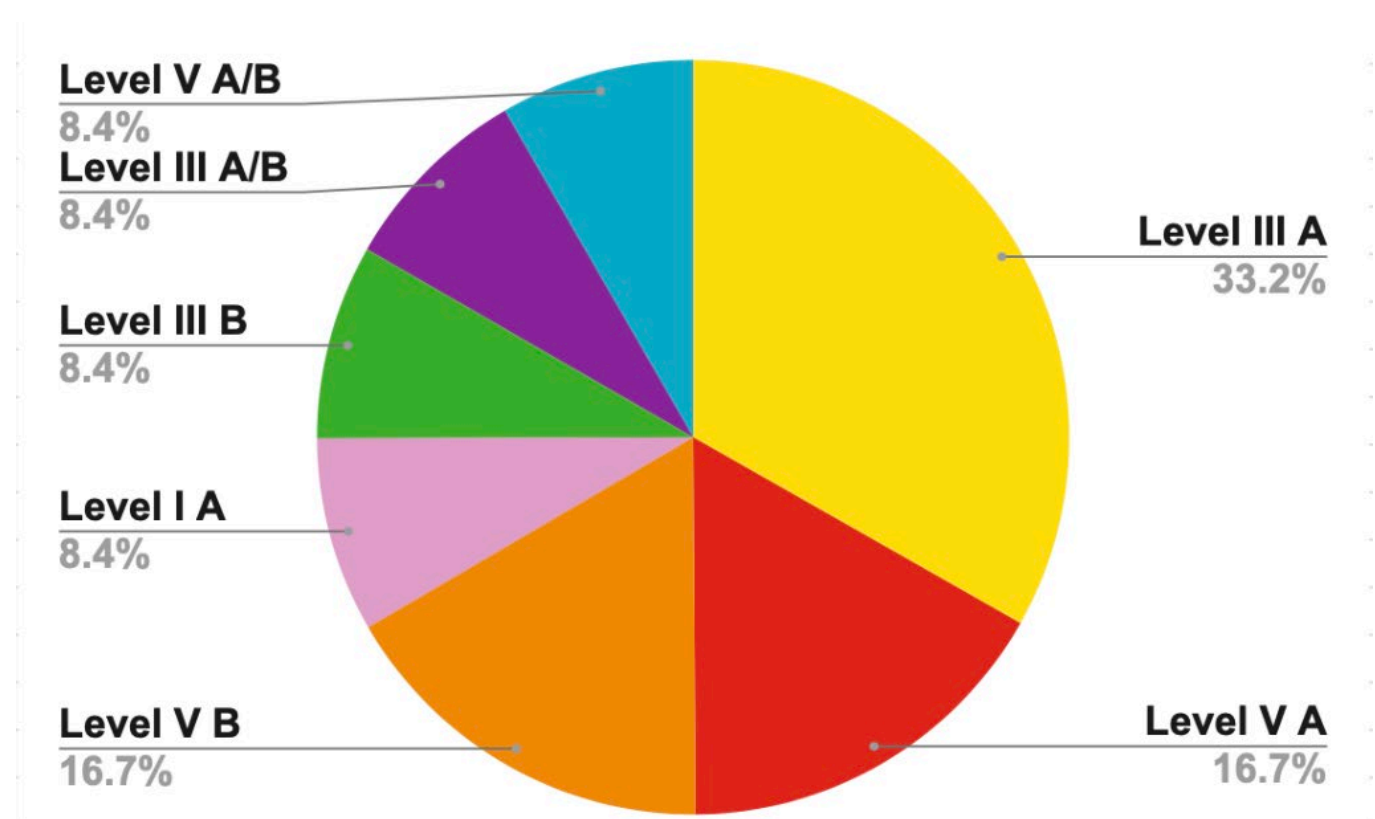
Search Strategy

- **Search Words:** Nurse practice council, Autonomy, EBP, SCN, NICU, Unit practice council
- **Inclusion Criteria:** 2019 – Present, English language, Inpatient, Nurses
- **Exclusion Criteria:** Outpatient, Nursing students

Unit Practice Council PRISMA Flow Diagram for Identification of Studies



- Final selection yielded 12 articles for inclusion and appraisal
 - Level I A: 1
 - Level III A: 4
 - Level III A/B: 1
 - Level III B: 1
 - Level V A: 2
 - Level V A/B: 1
 - Level V B: 2



Synthesis and Best Evidence Recommendations

- Good and consistent evidence
- Nurses should serve as clinical champions
- Encourage new nurses to assume leadership role
- Nursing leadership support & robust infrastructure – sustainability and integration



Poll Question

By show of hands, how many people work in a unit with practice councils?



- Action Plan:

- Clinical nurse champion selected to lead unit practice council
- Monthly meetings open to all staff
- Minutes & newsletters distributed via email and posted in unit

JULY 2022

PRACTICE COUNCIL NEWSLETTER

NEW PRACTICE:

Situation:
Equipment (isolettes, bill lights, respiratory equipment, etc.) is often left at the bedside for more than 24 hours after being discontinued.

Background:
Leaving equipment at the bedside has been our practice in order to ensure the infant truly no longer needs the equipment prior to removal.

Assessment:
The bedside gets cluttered with unnecessary equipment and cleaning is frequently left for the next shift.

Recommendation:
Please ensure that you are removing unused equipment from the bedside **within 2 care times**. The likelihood of needing the equipment again after 2 care times is lower, and this practice will help to prevent clutter.

AN UPDATE ON 2-PERSON MED CHECKS:

Meds that **DO** require a 2-person check:

- TPN
- Heparin
- Reconstituted meds (ampicillin)
- Narcotics & high-risk medications
- Hepatitis B vaccine
- Caffeine
- Any weight-based medications

Meds that **DO NOT** require a 2-person check:

- Polyvisol
- Destin
- Vitamin K vaccine
- Erythromycin eye ointment
- Other medications that are not based on infant weight

NEW WHITE BOARDS & CRIB CARDS

We will be updating the white boards in the rooms and adding crib cards to better communicate feeding information.

Please review the new white board and crib card templates (attached below).

Send any feedback to Charlotte: ccoastel2@jhmi.edu

UPDATES FROM PREVIOUS MEETINGS

IN PROGRESS:

Teresa is working on a proposal for updating the par levels in our carts – stay tuned for an update at the August practice council meeting!

Continue to bring your feeding related questions to practice council! Charlotte and Christina will be working on revising our feeding policy in the upcoming months.

NEW PRACTICES IN PLACE

- Buretrols have been phased out
- New breastmilk labels and use first bins are in effect
- Isolettes & cribs are consistently positioned with the head of the bed toward the wall

FEEDING REMINDER

If you are feeding a baby in a side-lying position please ensure you are switching sides between feeds.

This will help prevent our babies from getting accustomed to one side and will help prevent plagiocephaly.

PENDING REVIEW...

New thermoregulation and pain policies have been drafted and are currently under review!

Staff will be updated throughout the review and approval process.

STYLISH SCN

Reminder that infants can be dressed in clothes from home! Parents remain responsible for laundering.

THE "EYES" HAVE IT

A pupil assessment is not part of our nursing practice. Do not chart "unable to assess" under pupils in EPIC... simply leave the area blank.

- SCN Practice Council created in: February 2022
 - First meeting March 2022
- Led by Charlotte Costello, MSN, RN: 16 months experience at time of inception
 - Unit manager, educator, and physician representative present at meetings
- Average of 14 staff members per meeting
- Changes
 - Policy & practice changes
 - Supply changes leading to financial savings
 - Improved patient experience & communication
- Led to development of a department-based practice council

Implementation: Policy & Practice Changes

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- Five policies implemented, three in development:
 - Management of Thermoregulation of the Neonate
 - Practice Council: April 2022
 - Published: October 2022
 - Gavage Feeding of the Newborn
 - Practice Council: June 2022 & September 2022
 - Published: July 2023
 - Skin to Skin Contact for the Newborn
 - Practice Council: February 2023
 - Published: August 2023

January 2023
SPECIAL CARE NURSERY

PRACTICE COUNCIL NEWSLETTER

ISOLETTE SELECTION

Situation:
Small and premature infants are being placed into isolettes that are not equipped with scales.

Background:
Small/premature infants require minimal handling in order to provide developmentally appropriate care. Taking these infants out of the Isolette to weigh them causes increased stimulation & disruption.

Assessment:
Small/premature infants should be placed into Isolettes that are equipped with scales. This will allow the infant to be weighed every night with minimal disruption.

Recommendation:
Staff should ensure that the isolettes they select are appropriate for their patient (i.e. equipped with scales when necessary & possible).

HATS FOR THERMOREGULATION

Reminder that infant hats and extra blankets are acceptable when needed for thermoregulation. When these items are not needed for thermoregulation, remove them in order to practice safe sleep.

REDUCING HANDOFF INTERRUPTIONS

Ask parents if there's anything they need prior to handoff/at the end of your shift. This will help to reduce interruptions during report and will allow us to balance customer service with safe handoff reports.

Implementation: Supplies & Savings

- Buretrols in practice in SCN prior to creation of Practice Council
- Discussed in May 2022 meeting – stopped ordering 5/22/22
- \$205.53/case = \$4.28/unit
- 795 ordered from March 2021 through May 2022: \$3402.6
- Estimated savings of ~\$5345.7 since May 2022
 - Approx. \$243/month



Implementation: Patient Experience & Communication



- **New patient whiteboards**

- Practice Council: April 2022
- Implemented: August 2022

- **Feeding Plan Crib Cards**

- Practice Council: June 2022
- Implemented: November 2022

- **Mirrors**

- Practice Council: November 2022
- Implemented: Spring 2023

SIBLEY MEMORIAL HOSPITAL
ADVANCING MEDICINE

Welcome to the Special Care Nursery
 (202) 537-4176

My Name is:	My Room #:
Birth Date:	Today's Date:

My Care Team	Plan of Care
Nurse:	Today's Weight:
Phone #:	Today's Goal/Plan:
Doctor:	
Family Support Persons:	
Phone #:	Care/Feeding Schedule:

Notes From My Family

What is most important to you during your baby's stay?

Next Bath Due:

I am Practicing Safe Sleep!

Discharge Goals

<input type="checkbox"/> CCHD	<input type="checkbox"/> Circumcision
<input type="checkbox"/> Hearing Screen	<input type="checkbox"/> CPR Ed.
<input type="checkbox"/> Car Seat Challenge	<input type="checkbox"/> Other: _____

Metabolic Screen:

<input type="checkbox"/> #1	<input type="checkbox"/> #2	<input type="checkbox"/> Other: _____
<input type="checkbox"/> Hep B		

Question for the Care team:

My Feeding Plan

Watch for my feeding cues!
Awake before the feed, rooting, bringing hands to mouth, taking the pacifier, opening mouth, lip smacking

My Feeding Times are:	I Eat:
	<input type="checkbox"/> Breastmilk
	<input type="checkbox"/> Fortified Breastmilk
	<input type="checkbox"/> Formula

I Like to Be Positioned:	I Eat _____ mL:
	<input type="checkbox"/> By Mouth
	<input type="checkbox"/> By Feeding Tube
	<input type="checkbox"/> Both!

I Use a:	Notes From my Care Team:
<input type="checkbox"/> Standard Nipple	
<input type="checkbox"/> Slow-flow Nipple	
<input type="checkbox"/> Specialty Feeder	
<input type="checkbox"/> Other _____	

I Breastfeed:
_____ times a day
for _____ minutes.

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Questions?



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