The DNP Project and Sustainability of Improvements: Key Strategies

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AACN DNP White Paper Recommendations

- Key DNP competency: Organizational and systems leadership knowledge and skills
- Develop / evaluate new models of care delivery
- Create and sustain change at the system level
- DNP Project should:
  - Focus on a change that impacts outcomes directly or indirectly;
  - Have a systems or population focus;
  - Include an evaluation of process and outcomes changes that are clinically significant; and
  - Include a plan for SUSTAINABILITY.

Sustainability = Maintaining Improvements Over Time

- Strong Leadership
- Support of Stakeholders
- Nurse Champions
- Modifiable Projects
- Planning for Sustainability

Success Factors

- Leadership promotes the importance of EBP at all levels
- Support staff in improvement efforts
  - Time
  - Money
  - Mentorship
- Identify and engage all stakeholders at the beginning of a project
- Identification and involvement of nurse champions who ask questions that arise in practice, are clinically knowledgeable about project focus, motivated for project success, and have necessary expertise to address barriers
- Ensure projects are modifiable, align with vision, mission, and goals of agency
- Conduct small tests of change to modify processes
- Include feedback from all stakeholders in process modification

Planning for Sustainability

- Disseminate successful results of initial project to all stakeholders.
- Engage stakeholders, particularly middle-level leadership and staff champions in advocating for the spread of the project.
- Determine and recommend needed resources.
- Determine the extent of the spread based on resources.
- Develop a plan for monitoring implementation ("snapshot").
- Based on "snapshot" results, develop a plan for re-education.
- Determine a time for collection of periodic outcome data.
- Review what data are telling you
- Address issues promptly

Clinical Agency Perspective: Creating the Climate for Sustainability

Organizational Stewardship

- Motivation to sponsor DNP project
- Understanding of DNP role
- Potential for DNP as an advocate
- DNP / FASD partnership

Faculty Mentor

- Interpretation of DNP project parameters
- Collaboration with strategic goals
- Identification discussion with DNP
- Case Ownership
- Dissemination

Clinical Mentor

- Empowered by organization to facilitate project completion
- Articulates priority decision-making needs to leadership
- Engages and involves stakeholders

DNP Student

- Comprehends organizational culture
- Remains flexible, resilient, and willing to adapt to shifting landscape
- Demonstrates DNP competencies throughout program
- Demonstrates ongoing commitment in the workplace

References