

RNAO Best Practice Spotlight Organizations (BPSO)

Background Information

The Registered Nurses' Association of Ontario (RNAO) enters into three-year partnerships with health-care organizations committed to implementing its internationally-recognized Nursing Best Practice Guidelines (BPGs). These organizations are called 'Best Practice Spotlight Organization Candidates.' During their long-term partnerships with RNAO, each organization will implement a series of guidelines which provide nurses with the latest research evidence in patient care. This initiative is funded by the Ontario Ministry of Health and Long-Term Care, with matching funds provided by each organization.

BPSOs develop creative strategies for successfully implementing nursing best practice guidelines, evaluate implementation and outcome measures through on-going audits and/or formal research studies, and broadly share the lessons learned and results of the implementation. After the three-year mark, organizations may "graduate" to become BPSO Designates as they continue their commitment to implementing, evaluating and disseminating BPGs.

The Spotlight initiative is nurse-led and nurse-driven. In each organization, nurses working in a variety of roles – as administrators, educators, advanced practice and point-of-care nurses – become actively engaged in implementation projects. Other health team members are involved in many guideline implementation strategies as while nurses may lead these initiatives, they cannot do it without other members of the health team. In addition to improving patient outcomes, these nurse-led projects empower and energize nurses, transform nursing practice, raise the profile of nurses as knowledge professionals and help the organizations meet their strategic objectives.

Each Spotlight organization selects guidelines which will have the greatest impact on the health and well-being of patients or clients they serve, and develops strategies to implement and evaluate them.

To date, 21 health-care organizations have completed three-year partnerships with RNAO. These organizations are now officially designated as 'Best Practice Spotlight Organizations.' These organizations are currently building on the work completed during their initial three-year contract with RNAO and nurses who led implementation projects are now mentoring nurses in other organizations. There are currently sixteen new Best Practice Spotlight Candidates who began their 3 year partnership with RNAO just over one year ago.

"The aim of this initiative is to create working environments where the most current evidence is used in day-to-day practice by all nurses. Spotlight organizations support nurses to enhance their practice based on the best knowledge so they can provide the highest quality of care to their clients. Such organizations are better equipped to achieve positive health outcomes for patients, retain a qualified nursing workforce and successfully recruit additional staff as required," explains Irmajean Bajnok, Director of International Affairs and Best Practice Guidelines Programs at RNAO.

Steps to Becoming an RNAO Best Practice Spotlight Organization (BPSO)

1. Submit evidence of readiness and commitment to implementing and evaluating at least 3 clinical BPGs as a BPSO candidate in a proposal according to the BPSO RFP format. This proposal should include completed plans for each BPG identifying why they were selected, strategies that will be utilized, expected outcomes for patients, providers and the organization, and means of evaluating these outcomes.
2. Sign a letter of agreement committing to the 3 year candidacy experience
3. Identify a BPSO Lead from your organization
4. Develop a Steering Committee and project structure
5. Commit to being involved in research related to BPG implementation and impact
6. Identify a cadre of Champions (12-15% of nursing staff) who will attend Champions Workshops
7. Send 2-3 staff/faculty to RNAO BPG related institutes each year, or alternately RNAO could deliver the institute in your organization
8. Meet with other BPSO teams each month in Knowledge Exchange Teleconferences
9. Commit to sending up to 5 staff to in-person Knowledge Exchange Symposiums each year* (optional for international BPSOs).
10. Submit a report according to the standard format each 6 months and meet with the RNAO BPSO team to review, through a teleconference session.
11. Disseminate outcomes from the BPSO candidacy experience, including tools and resources
12. Following achievement of the BPSO designation, which is contingent on meeting all deliverables in the letter of agreement, commit to sustaining BPG implementation, and providing support to other BPSO candidates in a mentor role.

RNAO's Nursing Best Practice Guidelines

- RNAO's ambitious Best Practice Guidelines Program, funded by the Ministry of Health and Long-Term Care, was launched in 1999 to provide the best available evidence for patient care across a wide spectrum of health-care areas.
- RNAO's BPGs provide nurses and other members of health-care teams with current, comprehensive recommendations for patient care based on the latest research evidence. To date, 35 clinical and seven healthy work environments guidelines have been developed, implemented and evaluated by thousands of expert nurses from all regions of the province and sectors of health care.
- RNAO's guidelines are developed by teams of nurses and other health-care experts and are based on the latest research evidence.
- The guidelines have been implemented by health-care organizations across Canada and abroad.

The Registered Nurses' Association of Ontario (RNAO)

- The Registered Nurses' Association of Ontario is the professional association representing registered nurses in Ontario. Since 1925, RNAO has lobbied for healthy public policy, promoted excellence in nursing practice, increased nurses' contribution to shaping the health-care system, and influenced decisions that affect nurses and the public they serve.
- For more information about RNAO, visit our website at www.rnao.org. You can also check out our Facebook page at www.rnao.org/facebook and follow us on Twitter at www.twitter.com/rnao.