



CHRISTMAS RESEARCH NEWS

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Santa's Evidence Based Practice [EBP] Workgroup Applies the 5 EBP Process Steps



Step 1: ASK

Every September, Santa Claus develops a **PICO** question to identify current best practices for around-the-world toy delivery on Christmas Eve. He identifies **P (population of interest)** as children under age 115 years residing on planet earth. **I (intervention)** is defined as accurate, world-wide toy delivery. **C (comparison)** compares historical toy delivery methods to current best delivery practice recommendations. **O (outcome)** is described as expressions of satisfaction by children at all earthly residences on Christmas Day. Thus, Santa's **PICO** question usually ends up written similarly to: What are current best practice recommendations for accurate, world-wide toy delivery on Christmas Eve to children under age 115, residing on planet earth, to assure the highest possible level of satisfaction on Christmas Day?



Step 2: GATHER

As soon as the **PICO** question has been approved by Mrs. Claus, residents at The North Pole begin to gather evidence for Santa. Cochrane's Library and National Guidelines Clearinghouse are searched. Research articles are retrieved from scientific (peer reviewed) Christmas journals (Level 2, 3 & 4 evidence).

Historical documents and maps of delivery routes used in prior years are retrieved from Santa's Workshop (Level 5 evidence). Policies & Procedures for toy delivery are pulled from the town's library shelves (Level 6 evidence). Reindeer and Elves offer expert opinion based on their experiences with weather and roof conditions that need to be managed during travel and delivery (Level 7 evidence).



Step 3: APPRAISE

After all of the evidence is brought to Santa's office in the workshop, Santa recruits a team of Elves to assist with evidence appraisal. Many Elves prefer to continue working on development and manufacture of toys. However, a few very special Elves join the EBP workgroup to meet their profession's *Code of Ethics* by making a personal contribution to improve Christmas practices and outcomes during their career. All of the retrieved evidence is divided among team members. Each member is assigned responsibility to critique their pile of evidence and prepare a written report for the team. During the months of October through mid-November, Santa and the EBP workgroup members spend much of their time gathered at a large table in the Workshop's study as they appraise documents and create Evidence Summary Tables. Use of Evidence Tables supports ability to format findings for discussion and information synthesis so the Workgroup can develop a best practice recommendation for the current year's toy delivery.



Step 4: ACT

Every November, while shoppers are distracted by Black Friday and Cyber Monday sales, Santa finalizes his plan for around –the-world toy delivery on Christmas Eve. Toy Delivery Policies & Procedures are revised and guidelines are developed, as needed. All of Santa’s assistants, including Elves and reindeer, are educated on any practice changes deemed necessary to meet the desired toy delivery outcomes. By December 23, the sleigh is packed and North Pole residents gather for a celebration involving holiday treats and eggnog (with an optional rum topper) prior to settling down for much needed rest prior to the big event.



Step 5: Evaluate

Every January, right after New Year’s Day, the EBP Workgroup members meet to debrief on the toy delivery experience and evaluate children-satisfaction data gathered from surveys conducted during the week after Christmas. The team discusses what went well and what they might do differently for the next scheduled delivery. Outcomes results are entered in the National Database of Christmas Quality Indicators (NDCQI) for future benchmarking.



Dissemination of Project Findings

From February to August, Santa responds to Calls for Abstracts and disseminates the EBP Workgroup’s project results. He shares information internally with Mrs. Claus, Elves and the reindeer; locally at North Pole town hall meetings; and at national and international conferences via poster and podium presentations. Workgroup members also draft an article which is submitted for journal publication. In September, a new PICO question is drafted and a new EBP project begins.

Independent Variables & Dependent Variables

Independent variables can be identified as the **Intervention(s)** or factor(s) **Influencing** the outcome being measured.

Dependent variables are the factors being measured.

Identify the independent and dependent variables in the following North Pole Institutional Review Board [IRB] approved study:

Study volunteers were asked to complete the Depression Scale for Children (CES-DC) to determine if differences in levels of depression were experienced by children who did or did not receive a lump of coal in their Christmas stocking.

Independent variable: _____

Dependent variable: _____

Holiday Word Find

C	H	E	E	R	Z	W	O	N	S
S	H	O	L	I	D	A	Y	N	O
L	M	R	S	C	L	A	U	S	N
E	V	E	I	E	G	G	N	O	G
I	X	I	E	S	A	N	T	A	S
G	F	N	O	R	T	H	I	N	T
H	I	D	E	C	E	M	B	E	R
P	B	E	L	V	E	S	A	L	E
P	R	E	S	E	N	T	S	S	E
F	I	R	H	P	L	O	D	U	R

Word List:

- Cheer Eve North [pole] Santa
- Christmas Fir Pine Sleigh
- December Hint Presents Snow
- EBP Holiday Reindeer Snug [in their beds]
- Eggnog Ice Rudolph Songs
- Elves Mrs Claus Sale Tree

Research Design: Test your Knowledge by determining study designs used by Santa to conduct studies at the North Pole (Answers may be used more than once)

- A. Qualitative Research
- B. Quantitative Research
- C. Retrospective Study
- D. Randomized Control Trial
- E. Co relational Study
- F. Longitudinal Study



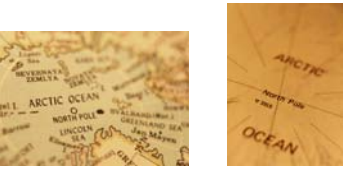
_____ 1. Workshop Elves participated in focus groups to answer interviewers' questions about knowledge and practices of packing Santa's sleigh using the *Naughty or Nice List*.



_____ 2. Residents of *The North Pole* completed surveys to convey their knowledge and beliefs regarding holiday traditions.



_____ 3. Santa's Reindeer were interviewed regarding the experience of landing on rooftops around the world.



_____ 4. Data were collected from historical *Santa's Workshop* documents to determine the most efficient delivery route(s) traveled during the past 5 years.



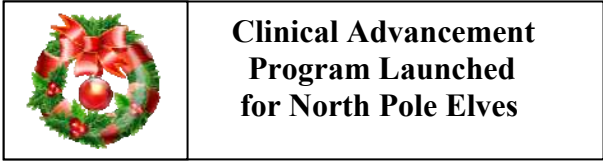
_____ 5. Mail Carriers were surveyed weekly during November and December regarding volume of mail deliveries to Santa at *The North Pole*.



_____ 6. Statements made in letters addressed to Santa were compared to the *Naughty and Nice List* to determine relationships between claims and behaviors of addressees.



_____ 7. Workshop Elves were randomly assigned to receive a glass of regular eggnog or a glass of eggnog with rum at the beginning of their shift to determine if rum intake increased creativity with toy design.



Clinical Advancement Program Launched for North Pole Elves

On December 1, Elves residing at the North Pole received notice that their job descriptions were changing as a differentiated practice program was launched to recognize achieved knowledge and competencies of different levels of practice, ranging from novice to expert. Advancement to Level III and IV is voluntary. Elves must possess the required credentials and meet performance criteria to be eligible for professional advancement. Criteria for application to advance from Level II to Level III or IV addresses Clinical Inquiry; defined as the ongoing process of questioning and evaluating practice and providing informed practice. Clinical Inquiry is described as questioning current practice; seeking advice, resources, or information to improve outcomes; and having ability to begin to compare and contrast possible practice alternatives. Elves who meet Level III advancement criteria are able to apply the 5-Step EBP process for inquiry and outcomes improvement. Elves complete a continuing education program to learn how to differentiate EBP, quality improvement, and research methodologies. They demonstrate ability to create PICO questions and attend research classes or work on EBP projects. Elves who meet Level IV criteria are able to recognize their role as a research investigator; improve or individualize practice standards and guidelines for situations or populations; question or evaluate current practices or customer responses; review evidence; and practice life-long learning. Elves practicing at Level IV consistently use clinical inquiry to improve practice and outcomes. They participate in EBP projects and/or serve as principal investigators or collaborators on IRB approved studies.

Independent Variables & Dependent Variables
Answers: The independent variable is: the lump of coal. The dependent variable is: depression score or level of depression.

Research Design Answers: 1. A; 2. B; 3. A; 4. B or B& C; 5. B or B&F; 6. B or B&E; 7. B or B&D.



Santa’s Workshop Pursues Magnet Credentialing

In preparation for Magnet credentialing, team members at Santa’s Workshop are becoming familiar with ways to demonstrate that the seven New Knowledge [NK] standards are applied consistently in their work environment. Magnet surveyors’ expectations during a site visit will require Elves to:

- Be able to discuss how they evaluate & use published research findings in their practice [NK1].
- Be able to verbalize that there is consistent membership & involvement (with voting privileges) by at least one of their peers in the governing body responsible for the protection of human subjects in research [NK2].
- Be able to describe how they support the human rights of participants in research protocols by verifying that research studies in progress have received IRB approval and that participants have signed consent forms [NK3].
- Be able to describe the structures and processes used by the organization to develop, expand and/or advance research [NK4].
- Be able to discuss how the organization disseminates knowledge generated through research to internal & external audiences [NK5].
- Be able to describe the structures & processes used to evaluate that their practices are based on evidence [NK6].
- Be able to discuss structures & processes used to translate new knowledge into practice [NK7].



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