

# INNOVATIVE METHODS TO DEVELOP AND ENHANCE THE BEST PRACTICE SPOTLIGHT ORGANIZATION CHAMPION NETWORK

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## DESCRIPTION

Best Practice Spotlight Organizations (BPSOs) are healthcare and academic organizations selected by the Registered Nurses' Association of Ontario (RNAO) to implement and evaluate the RNAO's Best Practice Guidelines (BPGs). BPSO Best Practice Champions (BPCs) raise awareness, influence uptake, and sustainability of BPGs. Humber River Health (HRH) began its journey with RNAO as a BPSO in 2018 and obtained a "Designated BPSO" status in April 2021. Since then, HRH has been on a journey to build BPCs and their capacity. HRH has implemented new initiatives to help increase their champion network and foster growth of frontline staff.

## OBJECTIVE

To foster professional growth of HRH staff through the BPSO BPC Program.

## ACTIONS TAKEN

HRH's BPSO Department organizes and hosts two interprofessional team BPCs Open-House/Workshops Annually.

- Champions are educated to use the Knowledge-to-Action Framework to facilitate acceptance, adoption, and sustainability of BPGs
- Workshops also provide new champions with a BPSO certificate, Champion's T-Shirt, and pen to help raise awareness about the program

Post-Workshop Evaluation is completed to gather feedback to improve future workshops.

- BPGs incorporated into new staff orientation
- Staff introduced to BPGs during the course of HRH's Simulation-Based Eight Day Nursing Orientation Program

Interprofessional Preceptor & Mentorship Workshop Attendees from May 2022 to Sept 2024

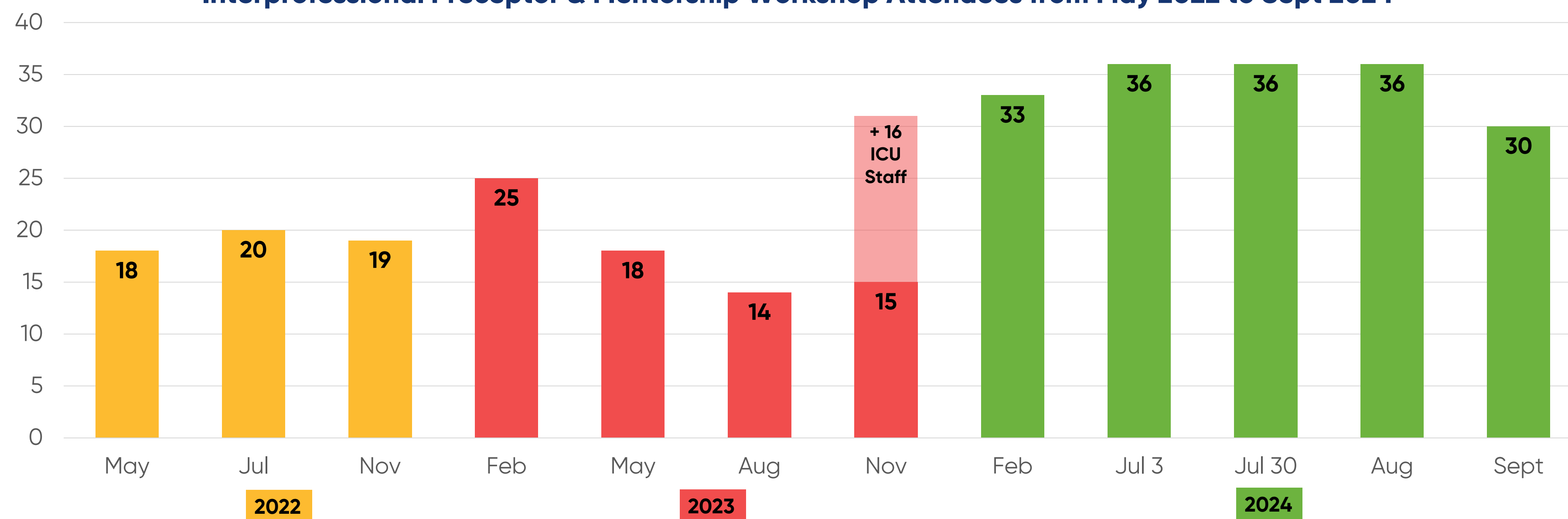


Figure 1. There were 316 attendees to the Interprofessional Preceptor and Mentorship Workshop from May 2022–September 2024.

BPSO Champions at HRH - Oct 2022 to Oct 2024 - New Staff & BPC Events

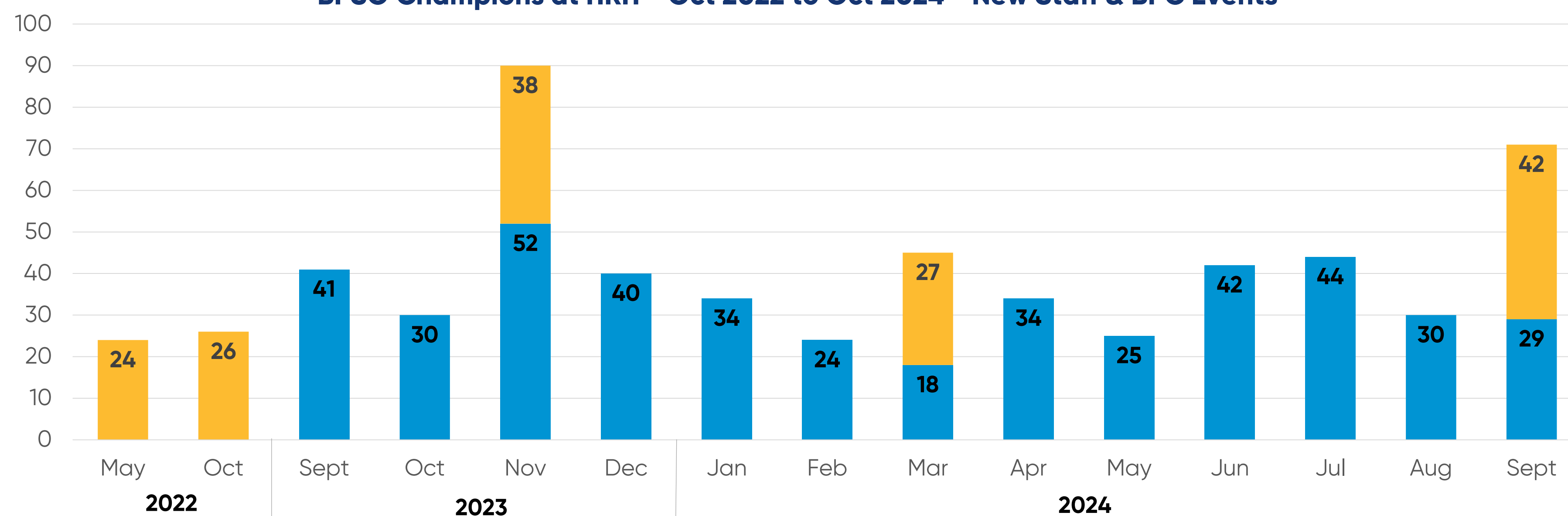


Figure 2. As of September 2024, HRH has over 600 BPSO champions.

New Staff Orientation (Jan to Oct 2024)

Are you aware of what Best Practice Champions (BPC), Best Practice Guidelines (BPG), and Best Practice Spotlight Organization (BPSO) are?

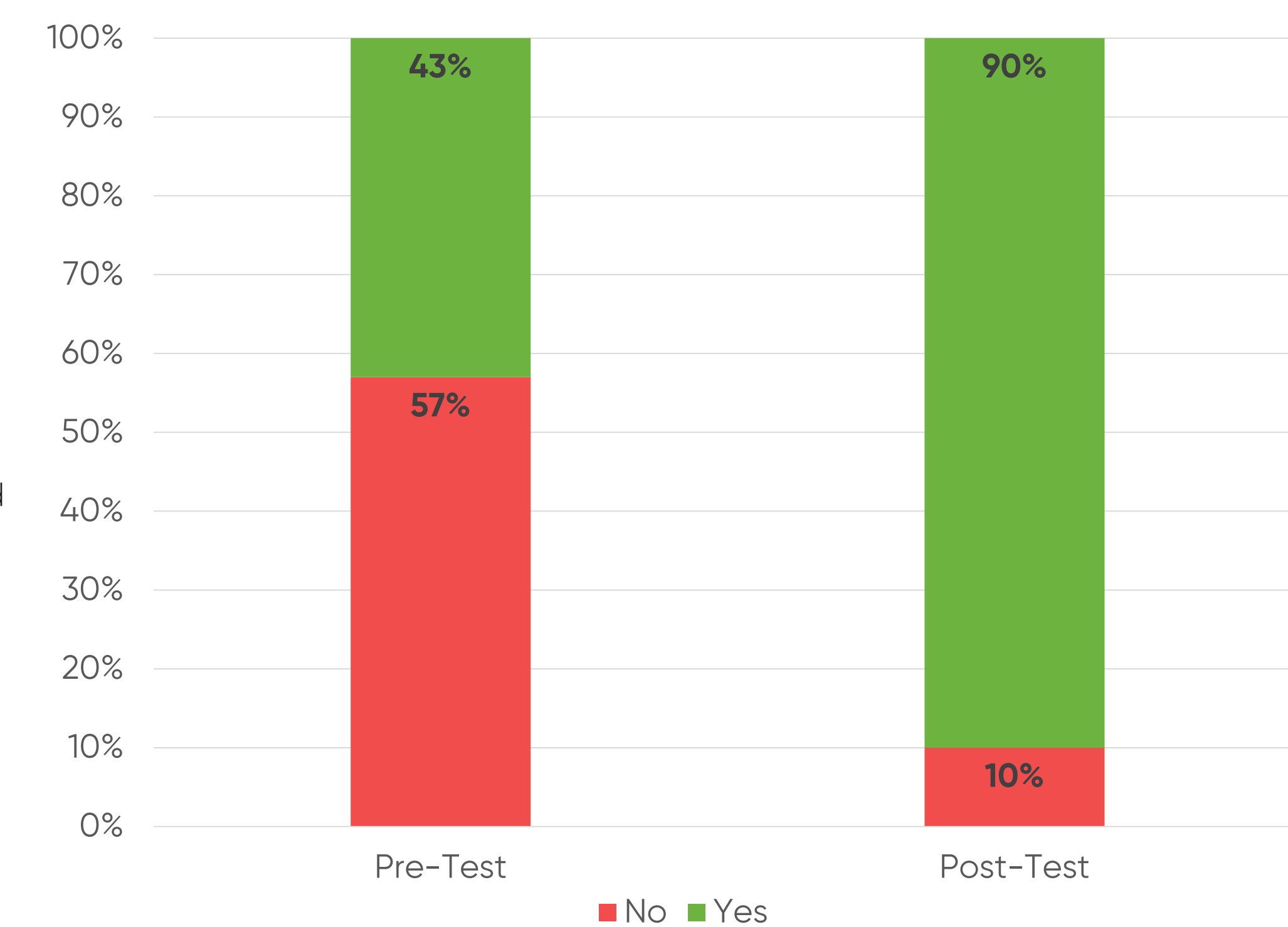


Figure 3. Awareness of Best Practice Champions and Best Practice Spotlight Organization improved post-test.



Figure 4. Attendees of the Interprofessional Team Best Practice Champion Open-House – November 2023.

## SUMMARY OF RESULTS

By employing innovative strategies, HRH has seen a significant increase in BPSO BPCs from 2018 to 2024. As of October 2024, HRH successfully onboarded 240 BPCs and noted an increase in awareness of the role. Champions have been an integral part of BPSO BPG implementation and ongoing engagement at HRH. HRH aims to continue to standardize and provide evidence-based patient care through the implementation of more BPGs.

## LESSONS LEARNED

By collaborating with staff to implement champion sustainability strategies, HRH is able to enhance the BPC network while reinforcing patient safety practices, and ongoing education on BPGs and care tools; ultimately leading to higher quality care.

