

Empowering Change: Leveraging Frameworks and Fellowship to Advance Pressure Injury Prevention at Baycrest

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Introduction

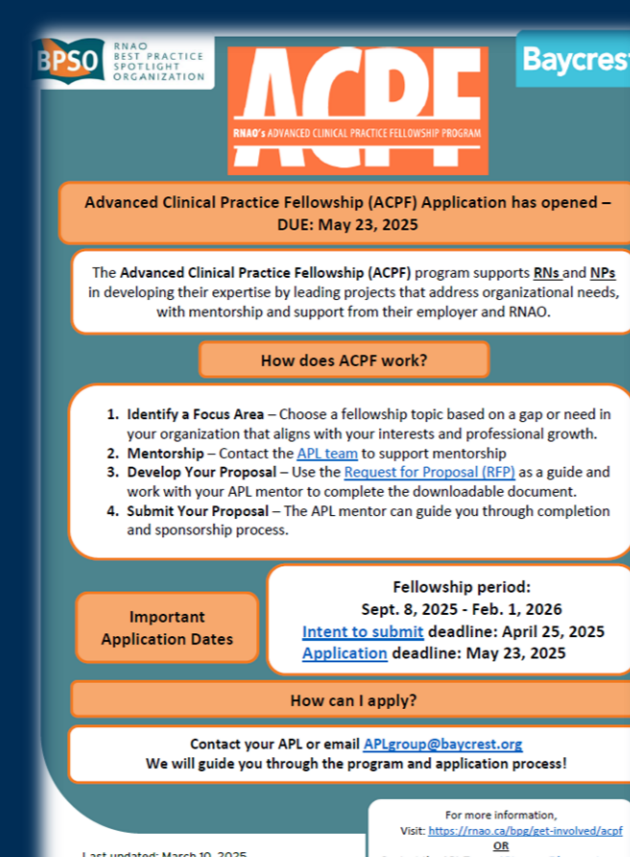
Advancing Practice through Guideline Integration and Framework-Driven Change- Baycrest Hospital grounded its efforts in the *Pressure Injury Prevention and Management: Risk Assessment, Prevention, and Treatment (4th edition, 2024)* guideline, ensuring alignment with existing clinical practices and using it as a lens to guide organizational integration. Implementation was further strengthened by applying evidence-based change frameworks, including *Leading Change, Social Movement Action, and Knowledge-to-Action*, to build sustainable capacity and momentum.



Evaluation and Continuous Improvement- Building on this foundation, Baycrest assessed the *Pressure Injury Championship Program* and aligned activities with annual quality improvement priorities. This process reinforced a commitment to excellence by enhancing knowledge-to-action translation, fostering continuous improvement, and embedding evidence-informed practices into frontline care.



Leveraging Advanced Clinical Practice Fellowship (ACPF) for Capacity Building – Through partnership with RNAO and support from the ACPF, Baycrest advanced evidence translation, champion development, and sustainable best practice integration. This investment acted as both catalyst and capacity-building mechanism, embedding practice change into organizational culture.



Methodology

- 1. Review:** Launched a structured team-based process to support RNAO guideline integration and leveraged existing working groups to understand current state
- 2. Gap Analysis:** Compared current practices with updated recommendations to identify improvement areas.
- 3. Stakeholder Engagement:** Collected feedback from clinical leaders, champions, frontline staff, and QI leads via huddles and other forums; engaged Champions to further advance knowledge
- 4. Education & Hands-On Support:** Updated Pressure Injury Champions training and provided 1:1 staff education for assessment, tools, and documentation; updated policies; developed resource tools etc.
- 5. Monitoring & Sustainability:** Analyzed audit and outcome data; implemented ongoing evaluation to ensure

Results

Culture of Continuous Improvement

- Increased frontline engagement and sustainability, reinforced by ACPF activities.

Staff Capacity Building

- Sponsored staff to attend regional conferences
- ACPF trained 51 nurses and 8 new hires, and developed presentations, communication tools, gamification, and visual guides.

Strengthened QI Processes

- ACPF reviewed the 2023–24 QI workplan, engaged with the QI team, and provided frontline feedback that shaped documentation tools (e.g., wound dressing screen flow sheet).
- Highlighted Complex Continuing Care unit P&I data as a critical data source for accurately defining the issue.

Sustainability of Best Practices

- ACPF analyzed sustainability models, created educational tools for new hires, and piloted gamified learning.
- Resources were reviewed with Professional Practice and embedded into ongoing education.

Knowledge Translation Activities

- ACPF developed and presented education for assessment and prevention for pressure injuries
- Posters, pamphlets, and communication aids were used to build staff and patient capacity.
- ACPF expanded Pressure Injury Champions and promoted BPSO certification, increasing the number of certified champions at Baycrest.

Conclusion

Through its long-standing partnership with RNAO and commitment to evidence-based practice, Baycrest has demonstrated sustained success as a Best Practice Spotlight Organization (BPSO®). Integration of the Leading Change Framework, Social Movement Action Framework, and Knowledge-to-Action Framework has driven meaningful, lasting improvements in care. By fostering collaboration, innovation, and continuous learning, Baycrest advances clinical excellence and enhances outcomes for older adults.