**NPD Evidence-Based Practice Academy Justification Toolkit**

The following tools may help you communicate to your manager or supervisor why you should participate in ANPD’s Nursing Professional Development (NPD) Evidence-Based Practice (EBP) Academy.

# Purpose

The purpose of the Nursing Professional Development (NPD) Evidence-Based Practice (EBP) Academy is to enhance the EBP competencies of NPD practitioners to help them better fulfill their role as champions of scientific inquiry.

# Overview

The Evidence-Based Practice (EBP) Academy is a 12-month mentored program designed to guide the NPD practitioner through conducting an EBP change initiative at their organization or in their practice setting. Curriculum components include creating a PICOT question, gathering and critically appraising the literature, conducting an EBP initiative, implementing an intervention, evaluating the impact, dissemination, and sustainment. The Academy consists of six live webinars and 26 asynchronous modules for participants. In addition, participants are matched with a mentor who will be their guide and support them throughout the duration of the academy. Participants submit their work for inclusion in the poster presentation and are given the opportunity to be selected to present a podium presentation at the 2025 ANPD Aspire Convention. The EBP Academy launches its 2023-2024 cohort in October 2023

**Benefits**

The NPD EBP Academy is designed to prepare NPD practitioners to implement and evaluate EBP practices as well as mentor other healthcare professionals in the implementation of EBP practices. Participants gain innovative EBP competencies that enhance their organization’s strategic goals. Participants learn the following:

* How to formulate a PICOT question
* How to gather and critically appraise literature
* How to prepare the organization for EBP
* How to implement, evaluate, and sustain EBP
* How to measure the impact of EBP at the organizational level
* How to mentor staff in EBP initiatives

**Calculating Expenses – NPD EBP Academy**Your proposal to apply for the NPD Evidence Based Practice Academy should include the anticipated cost to your organization. The following worksheet helps identify the common expenses associated with participation and the value of what is received.

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| **Item** | **Value** | **Cost** |
| Tuition |  | $**2,200** for ANPD members  $**3,000** for non-members |
| Six synchronous webinars | $1,200 |  |
| Asynchronous computer-based modules (26 modules awarding approximately 7 contact hours) | $350 members, $500 non-members |  |
| Nursing Professional Development: Scope and Standards of Practice (4th ed.). | $40 members, $55 non-members |  |
| Mentoring and Networking (consultation and support for EBP initiative) | Priceless | Priceless |
| 2024 ANPD Aspire Convention 25% discount | approx. $200 |  |
| 2025 ANPD Aspire Convention full registration | approx. $800 value |  |
| Presentation opportunity at 2025 Convention | Professional recognition for individual and organization | Professional recognition for individual and organization |
| Potential cost savings from EBP initiative outcomes – participant’s and future organizational EBP initiatives facilitated by participant | Varies | Varies |

**NPD EBP Academy Justification Letter**

To: **<Supervisor name>**  
From: **<Your name>**  
Date: **<Insert date>**  
Subject: **ANPD’s NPD Evidence-based Practice (EBP) Academy – Request to Participate**

In 2009, the Institute of Medicine announced the goal for 90% of clinical decisions to be evidence-based. As champions for scientific inquiry, nursing professional development (NPD) practitioners play an integral role in integrating EBP into practice. In recognition of this responsibility, the Association for Nursing Professional Development (ANPD) recently issued a call for candidates for the Nursing Professional Development (NPD) Evidence-based Practice (EBP) Academy, a 12-month mentored program. The purpose of the NPD EBP Academy is to enhance the EBP competencies of nursing professional development (NPD) practitioners to help them better fulfill their role as champions of scientific inquiry. As a result, participants will not only design and implement EPB initiatives in their practice setting, but they will also facilitate EBP activities throughout their organizations.

The EBP Academy is a valuable opportunity for me to emerge as a champion of scientific inquiry within the organization and establish a mentoring relationship with seasoned nursing NPD specialists, as well as an opportunity to use the knowledge from the EBP Academy to refine **[hospital/facility/organization]**’s current EBP practices.

The Academy launches its next cohort in October 2023. The one-year program includes webinars, pulse checks, and asynchronous learning modules that utilize adult learning principles and mentorship to guide participants through an EBP initiative that will bring value to your organization. Participants will be recognized at the 2025 ANPD Aspire Convention with a certificate of completion, a poster presentation, and the opportunity to participate in a podium presentation to share their EBP initiative.

In addition to a statement of organizational support from **<name of supervisor/manager or leader within organization>**, I am seeking **<your organization>**’s support for tuition for the EBP Academy, should I be selected as a candidate. A requirement of the Academy is that all participants attend the live webinar, pulse checks, complete the asynchronous modules, and complete an EBP initiative within their organization. The $2200 ANPD members/$3000 non-members tuition includes:

* Evidence-Based Practice in Nursing Professional Development Course ($350 members, $500 non-members)
* Nursing Professional Development: Scope and Standards of Practice (4th ed.). ($40 members, $55 non-members)
* 2024 ANPD Aspire Convention 25% discount (approx. $200 value)
* 2025 ANPD Aspire Convention full registration (approx. $800 value)
* Six live webinars ($1200 value)
* Mentoring for the duration of the program to guide you through your EBP initiative with networking opportunities (Priceless!)

**<insert expenses table here>**

The total cost including all education and travel costs are approximately **<add your estimated cost>**.

The specific benefits to our facility resulting from my participation in the inaugural NPD EBP Academy are substantial, (insert specific details) making this an appropriate use of our education budget.

I appreciate your consideration of my request to apply for the ANPD’s NPD EBP Academy. Please let me know if you require further information.

Sincerely,   
**<your name>**