

Steps for Implementation of NIC/NOC in a Clinical Setting

These steps are provided to assist individuals to implement NIC or NOC (or both) in a clinical setting. More implementation assistance is available in the chapters in the NIC and NOC classification books.

A. Establish organizational commitment

- Identify the key person responsible for implementation (e.g. person in charge of nursing informatics).
- Create an implementation task force with representatives from key areas.
- Provide NIC/NOC materials to all members of the task force.
- Have key persons sign up and take the Center's web course: *NIC/NOC 101: The Basics*
- Purchase copies of the NIC/NOC books, circulate readings about NIC and/or NOC, post copies of the *NIC/NOC Letter*. Show the NIC video.
- Review the CD-Rom that links diagnoses with outcomes and interventions and assists with building care plans
- Have members of the task force begin to use the language in every day discussion.
- Have key individuals from the task force sign onto the Center for Nursing Classification & Clinical Effectiveness' List Serv.

B. Prepare an implementation plan

- Write the specific goals to be accomplished.
- Do a force field analysis to determine driving and restraining forces.
- Determine if an in-house evaluation will be done and the nature of the evaluation effort.
- Identify which of NIC interventions and/ or NOC outcomes are most appropriate for the agency/unit
- Determine the extent to which NIC/NOC is to be implemented; for example, in standards, care planning, documentation, discharge summary, and performance evaluation.
- Prioritize the implementation efforts.
- Choose 1-3 pilot units. Get members from these units involved in the planning.
- Develop a written timeline for implementation
- Review current system and determine the logical sequence of actions to integrate NIC/NOC.
- Create work groups of expert clinical users to review NIC interventions and activities and/or NOC outcomes, indicators and measures; determine how these will be used in agency, and develop needed forms.
- Note the guidelines for implementation: Do not change the labels and definitions.
- Distribute the work of the expert clinicians to other users for evaluation and feedback before implementation,
- Encourage the development of a *NIC/NOC champion* on each of the units.
- Keep other key decision makers in agency informed.
- Determine the nature of the total nursing data set. Work to ensure that all units are collecting data on all variables in a uniform manner so that future research can be done.
- Make plans to ensure that all nursing data are retrievable.
- Identify learning needs of staff and plan ways to address these.

C. Carry out the implementation plan

- Develop the screens/forms for implementation.
- Provide training time for staff.
- Implement NIC/NOC on the pilot unit(s) and obtain feedback.
- Update content or create new computer functions as needed.
- Use focus groups to clarify issues and address concerns/questions.
- Use data on positive aspects of implementation in house-wide presentations
- Implement NIC/NOC house wide.
- Collect post-implementation evaluation data and make changes as needed.
- Identify key markers to use for ongoing evaluation and continue to monitor and maintain the system.