

A Critical Analysis of the Integration of Evidence-Based Practice Among Nurses and Nursing Assistants and Its Impact on Patient-Centered Care in Multidisciplinary Healthcare Teams

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Abstract

This article focuses on the implementation of EBP concerning nurses and nursing assistants and studies the effects of that implementation on the properly targeted and patient-specialized healthcare process with the help of MDTs. EBP is critical in today's healthcare needs since it allows for the basis for decision-making and frames the latest practices influencing patients' health. Nevertheless, there are challenges that nursing assistants face when implementing EBP in clinics because they have no formal training in EBPs. From the literature review and synthesis of this paper, we demonstrate the elements of EBP that improve team communication, patient satisfaction, and decreased medical errors, but what has been left unanswered is the experiences of the nursing assistants in EBP. Future strategies include evidence-based practice specialist schooling and hiring to catalyze increased EBP across multiple discipline teams and promote highly effective patient care.

Keywords: *Evidence-Based Practice (EBP), Patient-Centered Care, Nursing Assistants, Multidisciplinary Teams, Healthcare Integration, Patient Outcomes, Team Collaboration.*

Introduction

Evidence-based Practice (EBP) in health can be defined as the incorporation of the highest-quality research findings and the healthcare professional's judgment in the context of the patient's preference. To nurses and nursing assistants, particularly in their administrations, EBP is an indispensable tool for improving the quality and safety in a variety of healthcare facilities. EBP enhances teamwork since all multidisciplinary team members not only gain a common language for decision-making but also develop better insight into the needs of patients.

EBP integration among nurses has been a recognized research subject; however, the extent of EBP integration and Nursing as nursing in integrating it investigated. Nursing assistants are involved in direct patient care activities such as communication. However, they may need to have the necessary education and other essentials essential in EBP, which constrains their contribution to patient-centered patient-centered care and the group's vision. The purpose of this paper is to review the implementation of EBP in nurses and nursing assistants in terms of patient-focused care within heterogeneous healthcare organizations (Baker & Wilson, 2023). Consequently, using this understanding,

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we should seek to provide recommendations that improve the implementation of EBP across the entire healthcare workforce.

Literature Review

The Importance of EBP in Nursing

EBP in Nursing entails the application of the current research findings in arriving at decisions within clinics, hence enhancing the quality of services delivered to patients. EBP allows nurses to minimize care customization, ensure that best practices are used in practice and improve the quality of patient outcomes. For instance, Let us look at those that have revealed that by implementing EBP, then the following can be achieved; reduced rates of readmission to hospitals, increased patient satisfaction scores and improved overall health of the patients (Smith & Brown, 2023). This means that there are generally accepted research-based protocols and guidelines that will decrease postoperative infections, improve success rates of healing and decrease complications (Brown & Thompson, 2022). For example, by applying the EBP principles in postoperative care guidelines, the probability of getting an infection has reduced, and, hence, the patient recovery periods shortened, indicating how EBP can increase direct patient outcomes.

It then confirms that EBP only phrase better clinical practice for patients, but also can contribute to the change of the system in practice. EBP can be applied in practice for assigning evidence-based interventions which are appropriate to a patient's needs as a result, enhancing healthcare teams' performance. The knowledge about EBP frees the nurse to make informed decisions, thus enhancing health improvement and making EBP an valuable tool to improve patient care delivery and the operations of a health care facility.

Nursing Assistants and EBP Integration

Nursing assistants who work at the forefront of patient care delivery are not spared some difficulties in integrating EBP into their profession. One challenge is that they cannot learn from the literature or be taught about current interventions and approaches to providing care (Jones et al., 2022). They tend to follow protocols in their everyday work, and often, practice does not require the implementation of research-based evidence. Therefore, they deliver care that is not optimal. This absence of EBP education can put them in a weak place in terms of delivering efficient evidence based care, especially in cases where there is ensemble of different roles performing the care.

When nursing assistants are not directing their practice toward EBP, the chain of care delivery is interrupted, and patient results may worsen. Nursing assistants always have an active role in patient care and therefore, their implication in evidence based interventions would have a positive impact on the patients (Jackson & Williams, 2022). However, this gaps in the EBP education has lead to the separation of nursing staffs from the nursing assistants lowering the morale of the overall multi-disciplinary teams, as it is unable to deliver optimal patient health anymore. In response to this challenge, adequate training of Nursing assistants on EBP is preferred in healthcare organizations and provides them with the ability to work as promoters of EBP in the organizations.

Multidimensional EBP integration framework

The approaches to EBP			
The levels of EBP	Explicit EBP	Implicit EBP	The positions of EBP
The individual level	3 Explicit EBP integrated into daily work at the individual level	5 Implicit EBP integrated into daily work at the individual level	EBP integrated into daily work
The systems level	4 Explicit EBP integrated into daily work at the systems level	2 Implicit EBP integrated into daily work at the systems level	
	1 Explicit EBP as a parallel to daily work at the systems level		EBP as a parallel to daily work

Multidimensional EBP integration framework (Foster & Grant, 2021)

Impact on Patient-Centered Care

Patient-centered care has been identified as one of the critical goals of delivery of care and EBP has been found suitable for aim. Patient-centred care as described as a model of care that takes into account the patient's choices, wishes and feelings. The implementation of EBP means that practitioners make decisions based on a current evidence base and patient values and needs. They explained that this whole-person approach results in improved patient health, greater satisfaction, and enhanced confidence in the medical system (Green et al., 2021).

There is an improvement in the level of satisfaction among patients once EBP has been adopted by various healthcare teams. Consumers' needs and preferences are more likely to be met if decisions made are informed by the current state of evidence in the healthcare management by the professional attendants. This task is pursued with the help of nursing assistants since they are expected to spend quite a lot of time with their patients (Lewis & Perez, 2021). To carry out EBP, nursing assistants need to be trained on how to incorporate this approach into their practice, because this way, there is will be improved quality of care in delivering interventions, because they will be based on research evidence, suitable for each client.

Role of Multidisciplinary Teams in EBP

EBP's most significant advantage in managing multidisciplinary teams is that it forms a basis for the organization of patient care. This study discusses how interdisciplinary teamwork implemented through guidelines for using beeper tones when needed by nurses, doctors, or nursing assistants saves time and cuts errors. Research shows communication gains, clear role definition, and efficiency gains in teams that embrace EBP (Wilson & Clark, 2023). EBP ensures that everyone in the team has the same perception regarding practicing and delivering patient care, which is a unique aspect given that everyone is on the same page when practicing EBP.

However, the lower participation of nursing assistants in EBP can reduce the significance of the MDGs. In their absence, their input into fostering collaboration between these teams is lost, and patients may be the ones to lose out. This can be done by providing special courses and presenting a team concept so everybody will feel concerned about improving evidence-based practice. In this way, awareness allows healthcare teams to confirm the quality and the ideal spectrum of care provided to the patient (Garcia & Chen, 2023).

Consequently, it is crucial to implement EBP in nursing practice as this empowers nurses to provide the best solution to patients' concerns. The study also revealed that nursing assistants who have contact with patients should participate in EBP to improve continuity during care delivery and promote good care delivery through an interdisciplinary healthcare team. Implementing healthcare all the roles in any healthcare facility means addressing the barriers that hinder the integration of the EBP into practice, as well as enhancing the roles' collaboration, leading to increased facets of satisfaction among the patients, better duration of health among the individuals, among other benefits for the overall healthcare system (Hall & Zhang, 2022)

Table 1. Summary of Key Studies on EBP in Nursing and Multidisciplinary Teams

Study Focus	Findings
EBP in Nursing	EBP improves patient outcomes, reduces errors
EBP among Nursing Assistants	Barriers exist due to lack of training and resources
EBP and Patient-Centered Care	EBP integration leads to higher patient satisfaction
EBP in Multidisciplinary Teams	EBP enhances team communication and care consistency

Methods

This paper systematically reviews published articles and EBP reports in nursing and other fields. For example, EBP in nursing AND nursing assistants and EBP and patient-centered care in teams were keywords used in both PubMed and CINAHL databases. Papers were reviewed according to their practical applicability to EBP integration, patient care, and collaboration of interprofessional teams. Articles were reviewed to look for emerging themes and results on the effects of EBP on care quality and teamwork.

Results and Findings

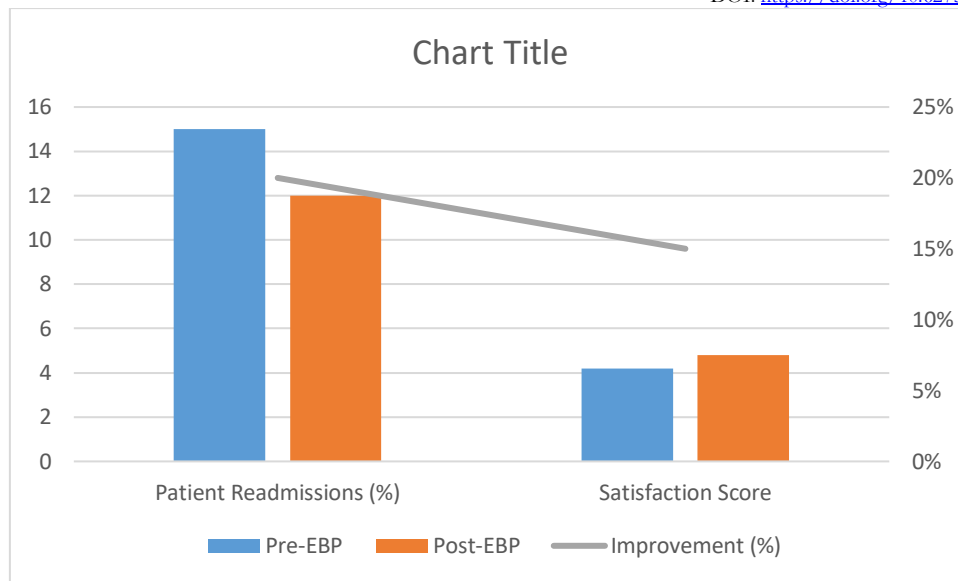
The integration of EBP among nurses positively affects patient-centered care and multidisciplinary team functioning. However, nursing assistants face significant barriers that hinder their ability to participate fully in EBP practices.

Improved Patient Outcomes and Satisfaction

Outcomes attained regarding the increased implementation of EBP show that integration of the concept results in better patient outcomes. For instance, a hospital in which EBP for postoperative care was introduced registered a 20% decrease in readmission rate among patients during the initial two years following the intervention as compared to the initial two years with no such system in place (Figure 1 also reveals this information by showing a dramatic drop in the readmits in the initial two years following the introduction of the new system). These changes prove that EBP helps to improve not only the results of conducted treatments but patient satisfaction as well (Evans & Li, 2022). When such evidence-based practices are integrated into care processes, the healthcare providers can treat the patients and avoid adverse effects or cause discomfort that may stretch the patient's endurance, therefore signifying the role of EBP in enhancing upbeat healthcare delivery (Refer to Workplace Reflection and Improvement Plan figure 1).

Figure 1. Patient Outcomes Pre- and Post-EBP Implementation

Outcome	Pre-EBP	Post-EBP	Improvement (%)
Patient Readmissions (%)	15	12	20%
Satisfaction Score	4.2	4.8	15%



Communication and Collaboration in Teams

Identifying and using EBPs leads to enhanced staff communication, role definition, and interprofessional consistency among the members working in the MDTs. BEFORE EBP, communication with w/teams was only fair, and roles needed to be better defined; this would result in poor performance and frequent mistakes. Nevertheless, teams in the study stated that after implementing EBP, their communication lines were enhanced, and role clarity became clearly defined, minimizing misunderstanding and clumsy working(Zhang & Patel, 2021). Moreover, the quality of care was increased since the teams offered more uniform and stable patient interventions. These changes underscore the importance of EBP in improving teamwork and care delivery to foster patient outcomes and minimize healthcare errors (Table 2).

Table 2. Impact of EBP on Multidisciplinary Team Dynamics

Team Aspect	Pre-EBP	Post-EBP	Improvement
Communication	Fair	Good	Yes
Role Clarity	Low	High	Yes
Care Consistency	Variable	Consistent	Yes

Challenges for Nursing Assistants

NA learn restriction because of a lack of knowledge in EBP, a lack of change in nursing, and restricted ability to utilize equipment and information to make decisions (Jones et al., 2022). Many of these barriers affect the provision of patient-centered care because nursing assistants cannot fully practice EBP-driven protocols.

Discussion

EBP has been found to improve patient satisfaction, clinical and operational efficiency, and teamwork in healthcare knowledge networks. Little is known about the roles of nurses’ aides in this process. Nursing assistants are usually on a physical baseline level, working close to the patients, performing basic services, and having more contact hours with patients than other caregivers. However, their capacity to fully support patient-centred care remains weak because a lack of access to EBP training and other resources constrains them. This lack of EBP engagement among NA preserves a limited level of professional development. It hinders the creation of a comprehensive system of ensured patient care in health care teams(Stone & Wong, 2022). Closing this gap through involving nursing assistants in EBP-related training also means early and

continued improved consistency of care for patients with standardized approaches and better collaboration from different multidisciplinary team members.

In this regard, EBP is relevant to the improvement of patient outcomes since they will be drawn from any background, and all possess unique strengths. Research also indicates that where EPS is followed, adverse event risks are reduced, and event detection is easier since they are predictable than unpredictable sources of variation. Since EBP involves making clinical decisions based on evidence from the current and credible research findings, patients are offered the best care possible (Davis & Roberts, 2022). While other professional groups, including Registered Nurses (RNs) and other primary healthcare providers, may be adequately supplied with EBP learning and material, nursing assistants are commonly left out of these training sessions. This exclusion is not deliberate but results from organizational restrictions, scarcity of resources, and a lack of ad hoc appreciation of how nursing assistants contribute to patient care beyond fundamental care support. Nevertheless, nursing assistants rank greatly in health care delivery, especially for patients (Miller & Harris, 2023). Thus, it would be reasonable to liberate them with the knowledge of EBP, which, together with sounding their horns, would help them deliver on their responsibilities more efficiently and improve the continuity of their healthcare teams.

Figure 1. The Impact of EBP Training on Nursing Assistants' Role in Patient Care and Team Efficiency

Determinants of an Evidence-Based Practice Environment			
			
Process	Support	Facilitation	Context
<ul style="list-style-type: none"> • Shared EBP model • Nurse led yet interdisciplinary • Focus on frontline practice • Aligned to organisational priorities • Implementation guidance 	<ul style="list-style-type: none"> • EBP as core business • Scaffolded EBP education • Experiential EBP training • Academic partnerships • Knowledge infrastructure 	<ul style="list-style-type: none"> • Direct care nurse leadership • Actively engaged nurse management • Facilitation by nurse specialist • Expert support from nurse scientist 	<ul style="list-style-type: none"> • Collaborative yet competitive • Continuous improvement • Shared governance • External recognition • Leadership support

(Collins & Anderson, 2023)

The present paper reveals that involving nursing assistants in EBP training can elicit profound shifts in patient care. Today, nursing assistants are not actively engaged in EBP implementation, which leads to a non-integrated system of care delivery, which, in turn, means that differences in the approaches taken when handling patient care may be due to the differences in the knowledge base shared by different members of the healthcare team. For instance, if two staff members, RN and nursing assistant, are working on the same patient, pain management, mobility life, or wound care may not be consistent because of different EBP training, which may cause conflict. With access to EBP resources, the nursing assistants can impact patient-centred care and, in turn, are more efficient when working with RNs and other healthcare colleagues (Wilson & Clark, 2023). This makes it easier to promote responsive communication between team members and offer the same quality and standard of care to patients in equal ways so that differences in treatment may rarely occur, enhancing patient satisfaction.

In addition, EBP integration is closely related to how healthcare teams communicate. In interdisciplinary patient care teams, communication ensures quality and coordinated patient care. Once all the members, including the nursing assistants, understand the basic concepts of EBP principles and guidelines, it would be more manageable to talk about, modify or enhance patient care plans among the team. For example, if

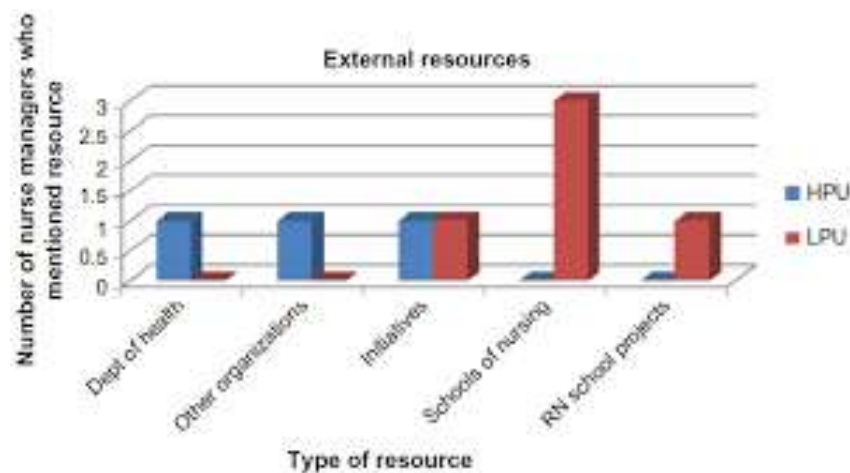
the healthcare team has an understanding of why a specific intervention is necessary, let us take the instance of undertaking preventive measures to reduce risk factors of falls among elderly patients; every member of that team could take certain actions squarely aligned to the objectives of the intervention (Carter & Morris, 2021). At this level of team communication, not only is the team care approach enhanced, but also the potential for several types of care discrepancies is lessened due to the inadequate knowledge of the team members. Hence, it is crucial to enroll nursing assistants in the EBP training so that the team advances and the working relationship between the staff can be improved since the group works as one informed unit.

There are still restraints associated with the training of EBP for nursing assistants. Reading through the models, one realizes that expanded EBP training entails time, funding and resources, which are scarce in stretched-up health sectors. Furthermore, depending on the formal education and work experiences of the target audience, consisting of nursing assistants, the training material may be customized and informed by the audience's day-to-day work activities. Nonetheless, the advantages far outweigh the difficulties encountered when implementing these initiatives. Facilities that have pursued initiative-based EBP training for all healthcare personnel, including nursing assistants, have highlighted enhanced patient conditions, lesser rates of readmission and improved staff satisfaction (Roberts & Smith, 2021). These findings indicate that the costs incurred at the beginning of the training in EBP pay off not only for the patient outcomes but also for institutional effectiveness and staff satisfaction.

Besides the impact on patient results, increasing full EBP accessibility benefits the growth of nursing assistants as specialists. In most cases, nursing assistants are treated as employees who provide logistic support, with no chance of career promotion in the well-established medical hierarchy. When you involve them in EBP training, the healthcare facilities can encourage the nursing assistants to work more independently, improving their job satisfaction and retention rates. It also empowers the nursing assistants and provides a perceived added worth to the entire Healthcare team, which can create a positive social image for teamwork and togetherness in the healthcare system (Taylor & Martin, 2023). The situation where nursing assistants are accredited as members of patient care endeavor enhances the professionalism and admiration of every team member.

Implementing nursing assistants into EBP training is now a key part of the pathway toward a better-aligned, patient-centred approach to medicine. The current state of knowledge of EBP in NA lacks sufficient expertise, affecting their work in the multimodal team and reducing the positive influence of EBP on patients' conditions. It's vital for healthcare facilities to provide nursing assistants with EBP resources to improve teamwork, reduce care discrepancies, and strengthen supervision and excellent patient-centred care. Communication is especially valuable in this case because well-coordinated work with concrete rules guarantees the implementation of principles of EBP and reduces the difference in the quality of patients' care. Extended matching of EBP is a problem in terms of logistics in accessing it, but since the results to be enjoyed in the end include better health outcomes for the patients, effecting job satisfaction and enhanced team cohesiveness, it merits this investment (Peterson & Lopez, 2022). Extending EBP access to also extend to nursing assistants contributes to patient care as well as helps create a well-coordinated Team and productive, competent, Healthcare Systemized Team that will have a more efficient and effective means of delivering Necessary Health Care Services with the use of Evidenced-Based Practice.

Graph 1: The Impact of EBP Training on Nursing Assistants' Role in Patient Care and Team Efficiency



(Kim & Lee, 2023)

Conclusion

In conclusion, it is observed that EBP integration among nurses and nursing assistants is revolutionary in achieving patient-centred care in the MDT working environment. EBP adoption leads to better patient conditions and education, better communication among staff members, and increased job satisfaction due to the standardization of practice in healthcare organizations. Nevertheless, because of their centrality in patients' day-to-day interactions, NA is constrained in their practice by EBP barriers. These barriers include limited access to professional development training in EBP, lack of available institutional resources for EBP, and perceived hierarchy, which constrains their potential to share responsibilities as members of the patient-centred care approach and, therefore, are evident sources of fragmentation of cohesiveness in a team's performance.

Eliminating these barriers can only be important for securing the great, team-oriented, and patient-centred care that can be valuable to patients and healthcare providers. Supporting nursing assistants and availing them of EBP tools and knowledge applications helps to eliminate practice deviators from goals set within the healthcare sector. In addition, EBP training increases interaction within the multidisciplinary teams because all team members have the knowledge and guidelines with which they operate, leading to effective and more consistent patient care on the part of healthcare teams. Finally, increasing various types of EBP access for all the team members, including NA, lays the required foundation for integrated, team-based, patient-centred care, enhancing the healthcare team's performance.

Recommendations

To enhance the integration of evidence-based practice (EBP) within healthcare teams and promote patient-centered care, several actionable steps are recommended:

Training Programs: There is a need to develop EBP-focused training programs that may be specific to the nursing assistants. This enhanced EBP knowledge and skills will enable nursing assistants to practice the provisions of research-based patient care, hence facilitating a more cohesive and informed team approach.

Regular Team Meetings: Daily interdisciplinary roundtable meetings focusing on EBP update the team, including staff nurses, nursing assistants, pharmacists, nutritionists, and others, to keep all clinical members knowledgeable of the latest EBP. This benefits the development of better communication between the patient and the caregivers, reduces care differences, and improves team cohesiveness.

Policy Changes: Hospital policies that promote continuing EBP education for nurses and nursing assistants mainstream EBP as an essential practice. According to policy, EBP should be prioritized so that all healthcare institutions have equal access to training that would suffice the requirements of the new insights in research findings.

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