



Evidence-Based Education and Training Practices for Adult Learners with Application for Pre-Service and In-Service Learning

The Evidence Based Education and Training Practices for Adult Learners Rubric is a tool for use by higher education faculty and professional development providers when planning and implementing a topic/content/practice. These seven evidence-based adult learning practices derived from a metasynthesis of 15 research reviews of professional development which included 550 studies and 50,000 teachers and practitioners (Dunst, Bruder, & Hamby, 2015).

Examples of how to use this tool:

- Develop an assignment/activity and purposefully embed the adult learning practices during development of the material
- Review the adult learning practices embedded within an existing training/course and identify strengths and gaps

Who	Education/training practices for adult learning	Identify how you are going to teach adult learners
		TOPIC:
Instructor/ Trainer	Introduction: <i>Explain</i> the practice/topic/concept	
Instructor/ Trainer	Illustration: <i>Show</i> the practice/topic/concept	
Learner	Authentic learning: <i>Implement</i> the practice/topic/concept	
Learner	Reflection: <i>Discuss</i> with others how the practice/topic/concept works	
Instructor/ Trainer	Guidance: <i>Prompt</i> and <i>guide</i> the implementation of the practice/topic/concept	
Instructor/ Trainer	Performance feedback: Give <i>concrete</i> reinforcement or corrections	
Instructor/ Trainer Learner	Follow-up activities: <i>Plan</i> for ongoing guidance and reflection for generalization and maintenance of the practice/ topic/concept	