ECPC

Early Childhood Personnel Center

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

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: Using authentic child assessment practices
Instructor/ Trainer	**Introduction:** *Explain* the practice/topic/concept	
Instructor/ Trainer	**Illustration:** *Show* the practice/topic/concept	
Learner	**Authentic learning:** *Implement* the practice/topic/concept	
Learner	**Reflection:** *Discuss* with others how the practice/topic/concept works	
Instructor/ Trainer	**Guidance:** *Prompt* and *guide* the implementation of the practice/topic/concept	
Instructor/ Trainer	**Performance feedback:** Give *concrete* reinforcement or corrections	

Instructor/ Trainer Learner	**Follow-up activities:** *Plan* for ongoing guidance and reflection for generalization and maintenance of the practice/topic/concept	

References

Dunst, C. J., Bruder, M. B., & Hamby, D. W. (2015). Metasynthesis of in-service professional development research: Features associated with positive educator and student outcomes. *Educational Research and Reviews, 10*(12), 1731-1744. https://ecpcta.org/wp-content/uploads/sites/2810/2019/07/4-Metasyntheses-of-Inservice-Professional-Development-Research.pdf