



## 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
		<b>TOPIC:</b>
Instructor/ Trainer	<b>Introduction:</b> <i>Explain</i> the practice/topic/concept	
Instructor/ Trainer	<b>Illustration:</b> <i>Show</i> the practice/topic/concept	
Learner	<b>Authentic learning:</b> <i>Implement</i> the practice/ topic/concept	
Learner	<b>Reflection:</b> <i>Discuss</i> with others how the practice/ topic/concept works	

Instructor/ Trainer	<b>Guidance:</b> <i>Prompt</i> and <i>guide</i> the implementation of the practice/topic/ concept	
Instructor/ Trainer	<b>Performance feedback:</b> Give <i>concrete</i> reinforcement or corrections	
Instructor/ Trainer Learner	<b>Follow-up activities</b> <i>Plan</i> for ongoing guidance and reflection for generalization and maintenance of the practice/topic/concept	

Developed 2020

## Reference

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>

This is a product of the Early Childhood Personnel Center (ECPC) and was made possible by Cooperative Agreement #H325B170008 which is funded by the U.S. Department of Education, Office of Special Education Programs. However, those contents do not necessarily represent the policy of the Department of Education, and you should not assume endorsement by the Federal Government.