

**Evidence-Based Education and Training Practices for Adult Learners**

The Evidence Based Adult Learning Rubric is a tool for higher education faculty and professional development providers to use when planning and implementing pre-service or in-service. The six evidence-based adult learning practices on the rubric below were derived from a metasynthesis of 15 research reviews of professional development practices and 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.

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| **Who** | **What**  | **How** |
| Instructor/Trainer/Coach | **Introduction:** *Explain the practice/topic/concept.* |  |
| Instructor/Trainer/Coach | **Illustration:** *Show**practice/topic/concept.* |  |
| Learner | **Active and authentic job embedded learning opportunities:** I*mplement the practice/topic/concept in settings in which it will be implemented.* |  |
| Instructor/Trainer/Coach | **Guidance:** *Prompt and guide the implementation of the practice/topic/concept.***Performance feedback: *P****rovide reinforcement or corrections.* |  |
| Learner | **Reflection, understanding and self-monitoring:** *Practice and discuss with others how the practice/topic/ concept works.* |  |
| Instructor/Trainer/Coach/Learner | **Duration, Intensity and Follow-up:** *Plan for ongoing guidance and reflection for generalization and maintenance of the practice/topic/concept.* |  |

*Updated 5/2021*