



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.

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

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