

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

*Updated 12/2024*