



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>	

Updated 5/2021

This is a product of the Early Childhood Personnel Center (ECPC) awarded to the University of Connecticut Center for Excellence in Developmental Disabilities 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.