



FLORIDA DEPARTMENT OF
EDUCATION
fldoe.org

Building Knowledge of Adult Learners



Five Principles of Adult Learning

1. Personal Benefit
2. Experience
3. Self Direction
4. Application & Action
5. Learning Styles



Facilitating Adult Learning:
How to Teach so People Learn, Dr. Lela Vandenberg
http://www.canr.msu.edu/od/uploads/files/pd/facilitating_adult_learning.pdf

Academic Impact Model

**Student
Outcomes
& Results**

Student Understandings and Actions

Teacher Actions

Teacher Knowledge, Skills and Beliefs

Adapted from Teach For America

Adult Learner Characteristics

- **Resistors**
- **Redecorators**
- **Renovators**
- **Accessorizers**



Adapted from Room to Improve: H. Hertberg and C. Brighton

Coaching Adult Learners

Table Discussions:

- Room to Improve Article
- Teacher Characteristics Coaching Guide

The Resistors



- Overt resistance: anger, resentment
- Covert resistance: avoidance behavior
- Lack of engagement
- Dramatic refusals
- Verbal acknowledgement of disagreement
- Disdain for new practices

Reaching the Resistors

Reasons for Resisting...



Turn and share an experience you have had with a resistor.

Reaching the Resistors

Reasons:

- Fear, frustration, or anger
- Feeling threatened
- Lack of skills and covers up
- Personal issues/illness
- Cynical due to so many initiatives over the years



Turn and share your experience with a resistor.

Reaching the Resistor

Try to uncover the real reason for the resistance

- **Wearing a Mask** – the teacher has a fear of anyone knowing she is not as knowledgeable as she has pretended
- **Cynical** about another initiative or change
- **Health** issues
- **Fear**, frustration or anger
- Feeling **threatened**



The Redecorators

- Deep beliefs about teaching and learning.
- Implements approaches, but will not release beliefs.
- Holds strong to traditional beliefs regarding teaching.
- Not usually “showy”
- Strong command of content



Reaching the Redecorators

- Give them time and care.
- Explain the logistics.
- Understand their workable solutions before they try new practices.
- They believe in the idea of new practices but don't think they are workable.
- Approach them on an intellectual level



Turn and share your experience with a redecorator.

The Renovators

- Knowledgeable of content
- Willing to consider change
- Reflective about beliefs
- Motivated by students
- Personal need to grow
- Understands risk taking
- Good classroom management
- Views change as a complex journey, not the final destination



The Renovators

Motivated and open to NEW ideas BUT MAY...

- allow other's resistance or cynicism to discourage them
- become frustrated with lack of resources
- become so excited that anxious about timeline and implementation
- require extra support



Share your experience with a renovator.

The Accessorizers

- Outspoken advocate but trouble implementing in their own classrooms
- Shallow understanding of the principles behind the practice
- Talks the talk
- Limited ability for self-reflection
- Teaching students the names of strategies but not helping them understand their purpose or how to use them for their own learning
- High perception of personal competence, often reinforced by parents, administrators, and students



The Accessorizers

Require a delicate balance between affirming efforts and honest feedback

MAY NOT...

- have background knowledge to understand or implement new practices
- be accustomed to reflecting
- know the purpose of their instruction

MAY...

- Enjoy the *showy* qualities of teaching
- Be enthusiastic, charming, popular and have a desire to do the right thing for students



Putting Your DIY Skills to the Test!

https://www.youtube.com/watch?v=AfbvspitraU&list=PLmFr8dtDPc_3YInvNlt4cfeX8UvjXxpK2

- View video
- Discuss with your tablemates and identify the *teacher traits* you might connect to this teacher.



Coaching a Variety of Learners

Based on what you viewed how might you adjust the coaching provided?



Putting Your DIY Skills to the Test!

<http://rmls.florida-ese.org/#/section/3/VocabularyLessons/s1zzz6s7h9>

- View video
- Discuss with your tablemates and identify the *teacher traits* you might connect to this teacher.



Coaching a Variety of Learners

Based on what you viewed how might you adjust the coaching provided?



Facilitating Adult Learning



Facilitating Adult Learning

- The Learning Environment
- Learning Resources
- Instructional Design
- Session Planning
- Communication
- Listening/Questioning/Feedback
- Evaluation



In Closing...



- Literacy Coaches honor the characteristics of adult learners.
- Honor each adult learner as an individual whose needs and interests are respected and incorporated into the coach/learner relationship.

Action Plan



How will you use this information about adult learners to coach your teachers as you develop your action plan?



www.FLDOE.org

