

How adults learn best

What we know about adult learners	What this means for adult ESOL programs
<p>▶ Adults are goal oriented.</p>	<p>As you create your outcomes for the program, build in flexibility to allow instructors to focus on students' own goals. Use tools to find out what those goals are either before or at the beginning of class.</p>
<p>▶ Adults expect what they learn to be relevant to them to help them complete tasks and deal with issues in their lives.</p>	<p>This tells you some things not to do. For example, don't simply explain abstract grammar concepts and tell students to "make sentences." You'll want your instructors to contextualize the language so they can complete tasks around their goals like speaking with their child's teacher, going to the doctor, or going back to school.</p>
<p>▶ Adults come to classes with vast life experience.</p>	<p>Encourage your instructors to have students work together. They will often learn more from each other than from instructors.</p>
<p>▶ Adults have busy lives with multiple priorities.</p>	<p>Consider this when scheduling your classes and deciding what type of program you will have. Help instructors to manage expectations about what students will do outside class.</p>
<p>▶ Adults expect to be treated with respect.</p>	<p>Be sure you, your staff, and instructors understand and consistently maintain courteous and polite attitudes and behavior toward students. It is also important for your instructors to keep this in mind in their classroom management to build teacher-learner rapport.</p>
<p>▶ Adults work well through collaboration and tasks to complete.</p>	<p>Work with instructors to help them maximize student to student interaction.</p>
<p>▶ Adults are very practical and want to apply what they learn.</p>	<p>You'll want to get instructors to let students practice what they learn.</p>
<p>▶ Adults have varying learning styles.</p>	<p>Help your instructors to learn more about engaging learners using visual, auditory and kinesthetic styles.</p>
<p>▶ Adults want to see the benefit of what they are doing.</p>	<p>Set basic guidelines for classes like writing objectives on the board and exit tickets so students can talk about and be aware of what they learned and still have questions about.</p>