Identifying Appropriate Adult Educator Practice: Beliefs, Feelings and Behaviors

John A. Henschke EdD
Lindenwood University, jHenschke1@lindenwood.edu

Follow this and additional works at: http://trace.tennessee.edu/utk_IACE-browseall

Part of the Community College Leadership Commons, Curriculum and Instruction Commons, Curriculum and Social Inquiry Commons, Disability and Equity in Education Commons, Educational Administration and Supervision Commons, Educational Leadership Commons, Educational Methods Commons, Educational Psychology Commons, Higher Education Commons, Instructional Media Design Commons, International and Comparative Education Commons, Online and Distance Education Commons, Other Education Commons, Social and Philosophical Foundations of Education Commons, Special Education and Teaching Commons, Student Counseling and Personnel Services Commons, and the Teacher Education and Professional Development Commons

Recommended Citation
January 1989

Identifying Appropriate Adult Educator Practice: Beliefs, Feelings and Behaviors
1989 Midwest
Research-to-Practice
Conference in Adult,
Continuing and Community
Education

October 12-13, 1989
J. C. Penney Building
University of Missouri-St. Louis
8001 Natural Bridge Road
St. Louis, Missouri 63121-4499

Sponsored by
- American Association for Adult and Continuing Education
- American Society for Training & Development, St. Louis Chapter
- Illinois Adult and Continuing Educators Association
- Illinois Community Education Association
- Indiana Association for Adult and Continuing Education
- Indiana Community Education Association
- Michigan Association for Adult and Continuing Education
- Michigan Association of Community and Adult Education
- Michigan Council on Learning for Adults
- Milwaukee Council for Adult Learning
- Missouri Association for Adult, Continuing & Community Education
- Missouri Valley Adult Education Association
- Ohio Association for Adult and Continuing Education
- St. Louis Chapter, National Society for Performance and Instruction
- Wisconsin Association for Adult and Continuing Education
- Wisconsin Community Education Association

University of Missouri-St. Louis

and

University Extension-East Central Region
St. Louis, Missouri
IDENTIFYING APPROPRIATE ADULT EDUCATOR PRACTICES: BELIEFS, FEELINGS AND BEHAVIORS

Dr. John A. Henschke

Associate Professor of Adult Education
Chair, Department of Educational Studies and
School of Education
University of Missouri-St. Louis

Continuing Education Specialist
East Central Region
University Extension
University of Missouri

269 Marillac Hall
Department of Educational Studies
University of Missouri-St. Louis
8001 Natural Bridge Road
St. Louis, Missouri 63121-4499
(314) 553-5946

ABSTRACT:
The literature of adult education provides a broad spectrum of characteristics necessary for adult educators to practice in this emerging field. It was the purpose of this study to take some major steps toward developing an assessment instrument indicating the beliefs, feelings and behaviors adult educators need to possess. The instrument emphasizes the teacher's personal and contextual identification, actions and competencies in the classroom, and philosophical beliefs for guiding practice. Two major groups totaling six hundred adult educators were used to test and refine the instrument: faculty in an Adult Basic Education/General Education Development/English as a Second Language Program in Chicago City Colleges (CCC) and faculty at the St. Louis Community College (SLCC). The instrument was developed into a Likert type scale. Each question became "How frequently do you...?" The answer for each item had four choices: Never, Rarely, Sometimes, Often. The factors analysis for the CCC group from top rank in descending order were:

Factors       Mean
Teacher empathy with learners       3.79
Teacher trust of learners           3.53
Planning and delivery of instruction 3.50
Accommodating learner uniqueness     3.28
Teacher insensitivity toward learners 2.86
Learner-centered learning processes  2.75
(experience-based learning techniques)
Teacher-centered learning processes  1.89

The factor analysis for the SLCC group from top rank in descending order were:

Factors       Mean
Sensitivity to learner differences   3.82
Teacher trust of learners           3.45
Teacher-centered learning process    3.10
Experience-based learning techniques 2.70
Teacher insensitivity toward learners 2.42
IDENTIFYING APPROPRIATE ADULT EDUCATOR PRACTICES: 
BELIEFS, FEELINGS AND BEHAVIORS

The literature of adult education provides a broad spectrum of 
characteristics necessary for adult educators to practice in this 
emerging field. On the one hand, emphasis is placed on the adult 
teacher identifying her/himself as a co-learner with other learners 
(Gessner, 1956). On the other hand, focus is placed upon the actions 
of the adult teacher in the conduct of the classroom activities (Conti, 
1982). Still another point of view emphasizes competencies necessary 
for adult educators (Knowles, 1980). Again, an additional opposing view 
"debunks" competencies in favor of philosophical knowledge as being 
necessary (Collins, 1980). Although there is hardly a question that 
each of these views has some basic important considerations, each 
appears to leave a gap in necessary abilities for adult educators.

However, when taken together, these ideas have some elements of 
cohesion. For a teacher to identify her/himself as a co-learner with 
other learners connects solidly with a context which is dynamic. 
Emphasizing important actions of a teacher in conducting classroom 
activities indicates that the behavior of a teacher is crucial in 
relationship to the learning process. The competencies of the teacher 
could generate various feelings in her/himself or the learners 
depending on the level of functioning. And philosophical knowledge 
undergirds beliefs which in turn guide professional practice. This 
scope of characteristics necessary for adult educators to practice in 
this emerging field would include: contextual and personal identification, 
actions in the classroom, competencies for functioning, and 
philosophical beliefs for guiding practice.

The Research Question

This study was initiated to answer the following question: what 
beliefs, feelings and behaviors do adult educators need to possess to 
practice in the emerging field of adult education? The purpose was to 
take some major steps toward developing an assessment instrument.

Background

Over a period of two decades this author has been drawing upon the 
adult education literature, observing the practice of others in the 
field as well as developing and testing ideas of his own through 
practice and research that arises out of practice which will work in 
the field and help to answer the above research question. In 1987, out 
of the known practice of a variety of adult educators, the rich literature 
in the field as well as his own adult education practice relating to 
a variety of subject matters and his own research, he developed a 
model which identified five major elements as being necessary for an 
adult educator to practice in the field. The five elements are: 
beliefs and notions about adult learners; perceptions concerning 
qualities of effective teachers of adults; phases and sequences of the 
adult learning process; teaching tips and adult learning techniques; and, implementing the prepared plan.

Methodology—First Round

To achieve balance in developing the original instrument, five 
negative and five positive questions were generated for each of the 
five major elements above, for a total of fifty questions. 
When the fifty items were developed, it became apparent that there was 
not a clear separation of each of the five elements. There were ideas 
from all elements that overlapped into other elements. Also, it became 
clear that some of the ideas needed to be categorized as beliefs,
others as feelings and still others as behaviors. They were not all just action or learning, or competencies or philosophical knowledge. However, this then became problematic in that the original five categories did not hold if the inventory were to emerge into a useful instrument. The best organization of the items at this stage of development was to divide the items between positive and negative characteristics. The result became thirty-three positive and seventeen negative characteristics.

The instrument was developed into a Likert type scale. Each question became "How frequently do you...?" The answer for each item had four choices: Never, Rarely, Sometimes, Often; with the numerical value of 1, 2, 3, 4 given respectively.

The opportunity came to test the instrument with nearly six hundred adult educators. Three hundred eighty-nine of those are adult learning specialist (ALSP) instructors in one major institution. They completed these forms voluntarily. These instructors teach in the Adult Basic Education (ABE), General Educational Development (GED), and/or the English as a Second Language (ESL) programs at the Chicago City Colleges. These programs are conducted both on and off all the campuses in the system.

After the data was generated the positive characteristics measured to 3.3 on the 4.0 scale and the negative characteristics measured a 2.2 on the 4.0 scale. Although this indicated a general direction desirable more for the positive and less for the negative characteristics to be scoring on the scale, the meaning of these positive and negative measures seemed somewhat vague unless one looked at each item separately.

Findings—First Round

As a result, it was decided at this point to conduct a factor analysis on the data gathered from the three hundred eighty-nine adult educators involved with teaching at the Chicago City Colleges. Seven factors emerged from that analysis as follows:

<table>
<thead>
<tr>
<th>Factors</th>
<th>Mean</th>
<th>Standard Deviation</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Planning and Delivery of Instruction</td>
<td>3.50</td>
<td>0.39</td>
</tr>
<tr>
<td>2. Learner-Centered Learning Processes</td>
<td>2.75</td>
<td>0.51</td>
</tr>
<tr>
<td>(experience-based learning techniques)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3. Teacher Centered Learning Processes</td>
<td>1.89</td>
<td>0.53</td>
</tr>
<tr>
<td>4. Teacher Empathy With Learners</td>
<td>3.79</td>
<td>0.29</td>
</tr>
<tr>
<td>5. Teacher Insensitivity Toward Learners</td>
<td>2.86</td>
<td>0.58</td>
</tr>
<tr>
<td>6. Accommodating Learner Uniqueness</td>
<td>3.28</td>
<td>0.24</td>
</tr>
<tr>
<td>7. Teacher Trust of Learners</td>
<td>3.53</td>
<td>0.46</td>
</tr>
</tbody>
</table>

A quick observation from this profile of adult educators shows that this group is mainly concerned with benefit to the learners rather than themselves. This kind of professional attitude would be the desire of any organization wishing to serve people well.

The top ranking item for each factor was:
Figure II

Factor: Item-Asking "How Frequently Do You...?"
1. Integrate Teaching Techniques with Subject Matter Content;
2. Conduct Role Plays;
3. Believe that your teaching skills are as refined as they can be;
4. Express appreciation to learners who actively participate;
5. Have difficulty getting your point across to learners;
6. Expect and accept learner frustration as they grapple with problems; and,
7. Demonstrate specific skills for learners.

It must be noted that in the factor analysis the highest scoring item for each factor was positively correlated with the factor with the exception of factor number seven. The highest scoring item for factor seven was negatively correlated with the factor. In fact, although there were three items that clustered in factor seven analysis on teacher trust of learners, the first two items were negatively correlated and the third item positively correlated with the factor. That positive item was: How frequently do you purposefully communicate to learners that each is uniquely important?

Methodology - Second Round

Following the factor analysis, eleven out of the total of fifty items were dropped because they did not fit into any of the seven factors. It was felt that for the sake of instrument brevity as well as maintaining the strength, validity and integrity of each factor, no more than five items were necessary for any one factor. To further strengthen and refine the instrument each factor that had more than five items, the lower scoring items were eliminated. Any items negatively correlated with a factor it was clustered with were eliminated. There was one item negatively correlated with factor six and two items negatively correlated with factor seven. This is indicated as follows:

<table>
<thead>
<tr>
<th>Factor</th>
<th>Total Items</th>
<th>Positively Correlated Items</th>
<th>Negatively Correlated Items</th>
<th>Items Dropped</th>
<th>Items Remaining</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>9</td>
<td>9</td>
<td>0</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>2</td>
<td>9</td>
<td>9</td>
<td>0</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>3</td>
<td>6</td>
<td>6</td>
<td>0</td>
<td>1</td>
<td>5</td>
</tr>
<tr>
<td>4</td>
<td>5</td>
<td>5</td>
<td>0</td>
<td>0</td>
<td>5</td>
</tr>
<tr>
<td>5</td>
<td>3</td>
<td>3</td>
<td>0</td>
<td>0</td>
<td>3</td>
</tr>
<tr>
<td>6</td>
<td>4</td>
<td>3</td>
<td>1</td>
<td>0</td>
<td>3</td>
</tr>
<tr>
<td>7</td>
<td>3</td>
<td>1</td>
<td>2</td>
<td>0</td>
<td>1</td>
</tr>
</tbody>
</table>

New items were developed to strengthen factors five, six, and seven. It was felt that for each new item needed to survive a subsequent factor analysis process, a minimum of two and a desired three items needed to be developed and included. Consequently, the first four factors needed no additional items. Factors five and six each had four new items developed and added. Factor seven had ten new items added, the revised assessment form then had a total of forty-five items.

The process by which the new items were added was as follows: for each item needed, three statements/questions were developed relating to that category. For instance, for factor number five, "Teacher insensitivity toward learners" there were two new items needed. Hence, six items were developed. The items were then submit-
t ed to members of a 1989 winter semester graduate adult education course entitled "Foundations of Adult Education" at the University of Missouri-St. Louis. These people represent a beginning as well as advanced levels of practice in the adult education field. They were asked if each statement/question reflected a clear focus on the particular factor in question. Answers were to be "Yes" or "No". Any items that received more than two "No" responses were eliminated.

The second group which was available to use the assessment instrument was two hundred ten of the teachers/faculty members at the St. Louis Community College (SLCC). The people teach in the regular daytime program and teach in a wide variety of subject matter areas. There are three campuses within the SLCC system.

Findings-Second Round

A factor analysis was conducted with the data which was gathered with this group of two hundred ten teachers. Five factors emerged as follows:

<table>
<thead>
<tr>
<th>Factors</th>
<th>Mean</th>
<th>Standard Deviation</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Teacher trust of learners</td>
<td>3.45</td>
<td>0.95</td>
</tr>
<tr>
<td>2. Experience-based learning techniques</td>
<td>2.70</td>
<td>0.82</td>
</tr>
<tr>
<td>3. Teacher insensitivity toward learners</td>
<td>2.42</td>
<td>0.68</td>
</tr>
<tr>
<td>4. Sensitivity to learner differences</td>
<td>3.82</td>
<td>0.46</td>
</tr>
<tr>
<td>5. Teacher-centered learning process</td>
<td>3.10</td>
<td>0.79</td>
</tr>
</tbody>
</table>

A quick observation from this profile of community college teachers (who in some sense are adult educators) shows the group as being very sensitive toward learners and possesses high trust in the learners. There is a strong showing that these teachers think it important that they are in control of the teaching/learning process.

The top ranking item for each factor was:

1. Promote positive self esteem in learners;
2. Use buzz groups (learners grouped together to process information from lectures);
3. Have difficulty with the amount of time learners need to grasp various concepts;
4. Establish instructional objectives, and,
5. Believe that your teaching skills are as refined as they can be.

Following the factor analysis, six out of the total of forty-five items were dropped because they did not fit into any of the five factors. Again, any items negatively correlated with a factor it was clustered with were eliminated. There was only one item which was negatively correlated with any factor and that was number four.

Summary and Applications of the Findings to Practice

It was the purpose of this study to take some major steps toward developing an assessment instrument to answer the following question: What beliefs, feelings and behaviors do adult educators need to possess to practice in the emerging field of adult education? Some steps toward that goal include: emphasis on the teacher's personal and contextual identification, actions in the classroom, competencies in the classroom, and philosophical beliefs for guiding practice; and developing items to be included, gathering data from specific groups of adult educators, conducting two factor analyses, along with refining the instrument between the two analyses.
The instrument is still in the process of being developed, refined and improved. Presently it is in a useable form available from the author, and has some clear and beneficial factors. Discussions have been held by the first organization using it, to use it in a dual function; as a screening device to identify adult educators they wish to have as part of their organization; and as a basis for identifying inservice education needs for the teachers who are weak on one or more of the factors.

Other institutions in a number of states have already agreed to use the instrument with adult educators for the above mentioned purposes. Some are considering other uses for the instrument. One state wide institution in another state has committed to use the refined instrument in a major research study which would inquire if there are any links connecting particular items and/or factors in the instrument with programs effective in retaining participants and their passing rates or test scores.

Bibliography


Listed below are 45 statements reflecting beliefs, feelings, and behaviors beginning or seasoned teachers of adults may or may not possess at a given moment. Please indicate how frequently each statement typically applies to you as you work with adult learners using the codes:

A = Never        B = Rarely        C = Sometimes        D = Often

How frequently do you...

1. Use a variety of teaching techniques?

2. Use buzz groups (learners grouped together to process information from lectures)?

3. Believe that your primary goal is to provide learners as much information as possible?

4. Feel fully prepared to teach?

5. Have difficulty understanding learner points-of-view?

6. Expect and accept learner frustration as they grapple with problems?

7. Purposefully communicate to learners that each is uniquely important?

8. Express confidence that learners will develop the skills they need?

9. Search for or create new teaching techniques?

10. Teach through simulations of real-life settings?

11. Teach exactly what and how you have planned?

12. Notice and acknowledge to learners positive changes in them?

13. Have difficulty getting your point across to learners?

14. Believe that learners vary in the way they acquire, process, and apply subject matter knowledge?

15. Really listen to what learners have to say?

16. Trust learners to know what their own goals, dreams, and realities are like?

17. Encourage learners to solicit assistance from other learners?

18. Feel impatient with learner progress?

19. Balance your efforts between learner content acquisition and motivation?

20. Try to make your presentations clear enough to forestall all learner questions?

21. Conduct group discussions?

22. Establish instructional objectives?

23. Use a variety of instructional media?
A = Never  B = Rarely  C = Sometimes  D = Often

How frequently do you...

24. Use learning teams
   (learners grouped together
to listen for a specific
purpose) during lectures?

25. Believe that your teaching
   skills are as refined as
   they can be?

26. Express appreciation to
   learners who actively
   participate?

27. Experience frustration with
   learner apathy?

28. Prize the learner’s ability
   to learn what is needed?

29. Feel learners need to be
   aware of and communicate
   their thoughts and feelings?

30. Enable learners to evaluate
    their own progress in
    learning?

31. Hear what learners indicate
    their learning needs are?

32. Have difficulty with the
    amount of time learners need
to grasp various concepts?

33. Promote positive self-esteem
    in learners?

34. Require learners to follow
    the precise learning
    experiences you provide them?

35. Conduct role plays?

36. Get bored with the many
    questions learners ask?

37. Individualize the pace of
    learning for each learner?

38. Help learners explore
    their own abilities?

39. Engage learners in
    clarifying their own
    aspirations?

40. Ask the learners how
    they would approach a
    learning task?

41. Feel irritation at
    learner inattentiveness
    in the learning
    setting?

42. Integrate teaching
    technique with subject
    matter content?

43. Develop supportive re-
    lationships with your
    learners?

44. Experience uncondi-
    tional positive
    regard for your
    learners?

45. Respect the dignity and
    integrity of the
    learners?
### Instructor's Perspective Inventory

<table>
<thead>
<tr>
<th>Factor</th>
<th>Mean</th>
<th>Total</th>
<th>Possible</th>
</tr>
</thead>
<tbody>
<tr>
<td>Teacher Empathy With Learners</td>
<td>3.8</td>
<td>19.0</td>
<td>20</td>
</tr>
<tr>
<td>Teacher Trust of Learners</td>
<td>3.6</td>
<td>19.6</td>
<td>44</td>
</tr>
<tr>
<td>Planning and Delivery of Instruction</td>
<td>3.5</td>
<td>17.5</td>
<td>20</td>
</tr>
<tr>
<td>Accomodating Learner Uniqueness</td>
<td>3.3</td>
<td>13.1</td>
<td>28</td>
</tr>
<tr>
<td>Teacher Insensitivity Toward Learners</td>
<td>3.9</td>
<td>20.3</td>
<td>28</td>
</tr>
<tr>
<td>Experience Based Learning Techniques</td>
<td>3.7</td>
<td>13.5</td>
<td>20</td>
</tr>
<tr>
<td>(Learner-Centered Learning Processes)</td>
<td>1.9</td>
<td>9.5</td>
<td>20</td>
</tr>
</tbody>
</table>
### Instructor's Perspective Inventory

**Factors**

<table>
<thead>
<tr>
<th></th>
<th>(1)</th>
<th>(2)</th>
<th>(3)</th>
<th>(4)</th>
<th>(5)</th>
<th>(6)</th>
<th>(7)</th>
</tr>
</thead>
<tbody>
<tr>
<td>4</td>
<td>7</td>
<td>1</td>
<td>6</td>
<td>5</td>
<td>2</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>12</td>
<td>8</td>
<td>9</td>
<td>14</td>
<td>13</td>
<td>18</td>
<td>21</td>
<td>26</td>
</tr>
<tr>
<td>19</td>
<td>22</td>
<td>15</td>
<td>18</td>
<td>27</td>
<td>24</td>
<td>23</td>
<td></td>
</tr>
<tr>
<td>26</td>
<td>23</td>
<td>17</td>
<td>27</td>
<td>32</td>
<td>35</td>
<td>34</td>
<td></td>
</tr>
<tr>
<td>33</td>
<td>30</td>
<td>38</td>
<td>36</td>
<td>39</td>
<td>40</td>
<td>41</td>
<td></td>
</tr>
<tr>
<td></td>
<td>TOTAL</td>
<td>TOTAL</td>
<td>TOTAL</td>
<td>TOTAL</td>
<td>TOTAL</td>
<td>TOTAL</td>
<td></td>
</tr>
</tbody>
</table>

**Factors**

1. Teacher Empathy With Learners
2. Teacher Trust of Learners
3. Planning and Delivery of Instruction
4. Accommodating Learner Uniqueness
5. Teacher Insensitivity Toward Learners
6. Experience Based Learning Techniques (Learner-Centered Learning Processes)
7. Teacher-Centered Learning Processes