

2026 CONFERENCE

LEARNING OBJECTIVES GUIDANCE



EVER FORWARD: GROWING COMMUNITY,
CULTIVATING OUTCOMES

Overview

All proposals must include three clearly stated learning objectives. Strong learning objectives help attendees understand what they will gain and assist reviewers in evaluating the clarity and rigor of the session.

Effective learning objectives are observable, specific, and measurable.

Observable

Objectives should Describe what attendees will be able to do by the end of the session. This is not about what the presenter will cover in the session.

- Weak: "Attendees will be able to interpret CANS ratings to inform treatment planning."
- Strong: "Participants will be able to interpret CANS item ratings to inform treatment planning."

Specific

Objectives should focus on concrete skills, knowledge, or applications.

- Weak: "Learn about implementation."
- Strong: "Identify three implementation barriers and propose strategies to address them using TCOM principles."

Measurable

Objectives should use action-oriented verbs that make learning assessable.

Recommended verbs:

- Define, Describe, Apply, Analyze, Interpret, Compare, Evaluate, Develop, Design, and Demonstrate

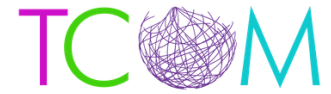
Avoid vague verbs such as:

- Understand, Learn, Know, Appreciate, and Be familiar with

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Structure of a Strong Objective

A clear formula:

- By the end of this session, attendees will be able to + action verb + specific content + application or context.

Examples:

- “By the end of this session, attendees will be able to analyze longitudinal CANS data to identify predictors of placement stability.”
- “Attendees will be able to apply TCOM decision-making principles to case supervision scenarios.”
- “Attendees will be able to compare FAST and ANSA domain structures to determine appropriate system-level applications.”

Tailoring Objectives to Session Format

- Workshops - Emphasize skill acquisition and application
 - Apply, Practice, Demonstrate, Develop
- Breakout (Research) Sessions – Emphasize knowledge, interpretation, and methodological insight
 - Analyze, Interpret, Evaluate, Compare
- Panel Discussions – Emphasize synthesis and perspective-taking
 - Contrast, Integrate, Critically examine
- Roundtables – Emphasize collaboration and problem-solving
 - Generate, Formulate, Refine, Identify

Quality Checklist for Submitters

“Before submitting, presenters should be able to answer ‘yes’ to all of these questions below:

- Does each objective describe what participants will be able to do?
- Is the objective specific enough to be meaningful?
- Does it align with the session format?
- Could a participant reasonably achieve this within the session time?