



Board of Behavioral Sciences

STATE OF CALIFORNIA



DEPARTMENT OF CONSUMER AFFAIRS

OFFICE OF PROFESSIONAL
EXAMINATION SERVICES

Validation of State and National Examination Programs

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Overview

- ▶ About OPES
- ▶ Examination Development Cycle
- ▶ National Reviews
- ▶ OPES Services Provided to BBS
- ▶ Questions

OPES Provides

- ▶ Professional consulting services in examination development and validation to DCA's boards, bureaus, and committees.
- ▶ Recommendations based on legal requirements, professional guidelines, and technical standards related to licensure examinations.

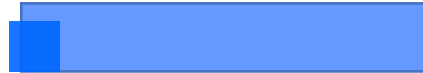
OPES clients

Boards



- Accountancy
- Acupuncture
- Architects
- Barbering and Cosmetology
- Behavioral Sciences
- Chiropractors
- Contractors
- Court Reporters
- Dental
- Dental Hygiene
- Optometry
- Pharmacy
- Psychology
- Registered Nursing
- Speech-Language Pathology and Audiology and Hearing Aid Dispensers
- Structural Pest Control
- Vocational Nursing and Psychiatric Technicians

Bureaus



- Automotive Repair
- Cemetery and Funeral
- Household Goods and Services
- Professional Fiduciaries
- Security and Investigative Services

Committees



- Landscape Architects
- Naturopathic Medicine
- Registered Dental Assistants

External



- CA State Bar
- Nursing Home Administrators

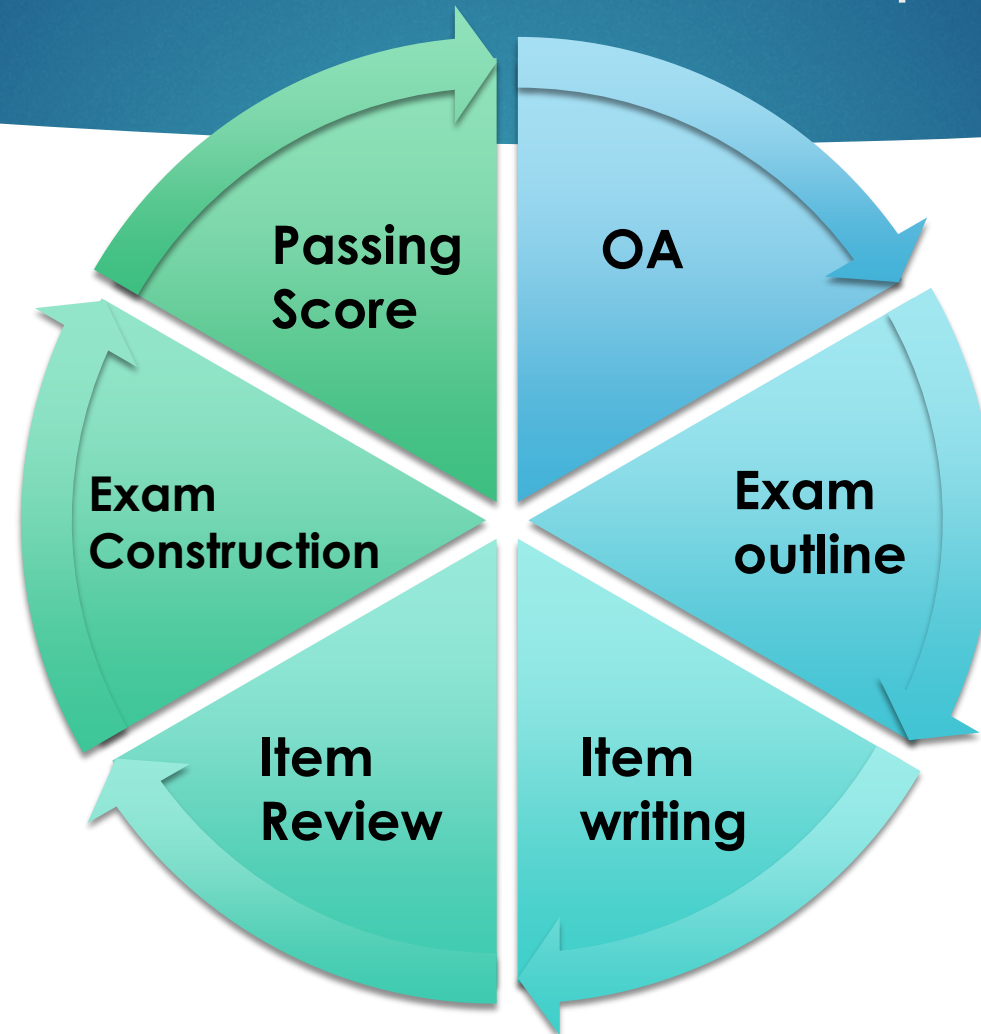
Laws, Standards, and Guidelines

- ▶ **Business and Professions Code section 139**
- ▶ **Standards for Educational and Psychological Testing**
(American Educational Research Association, American Psychological Association, National Council on Measurement in Education)
- ▶ **Principles for the Validation and Use of Personnel Selection Procedures**
(Society for Industrial and Organizational Psychology)

Requirements for Licensure Examinations

- ▶ Provide a reliable method for identifying practitioners who are able to practice safely and competently.
- ▶ Focus on **entry-level** tasks and knowledge important for **public protection**.
- ▶ Rely on subject matter experts (SMEs) in all phases of examination development to ensure that the examination reflects current practice.

Cycle of Examination Development





Board of Behavioral Sciences

Board works with
OPES to recruit
sufficient number of
representative SMEs



OPES facilitates
process and ensures
psychometric
standards are met



Purpose of Occupational Analysis

- ▶ Comprehensive, systematic study of the profession that provides a description of current practice.
 - ▶ Identifies **entry-level** tasks.
 - ▶ Identifies essential knowledge required for **safe and competent** performance of critical, entry-level tasks.
- ▶ Provides the basis of job-related, fair, and legally defensible examinations.
- ▶ Provides the basis for legislation and policies.

Occupational Analysis Process



Research the profession and conduct telephone interviews with SMEs



Identify entry-level tasks and knowledge with SMEs in 3 focus groups



Develop and administer a web-based survey



Analyze survey data



Review survey results and develop exam content outline with SMEs

BBS California Occupational Analyses

- ▶ LCSW – 2021
- ▶ LMFT – 2020
- ▶ LPCCC – 2018
- ▶ LEP – 2015 (in progress)
- ▶ LMFT, LCSW, and LPCCC Law and Ethics Examinations – 2015 (2023 anticipated)

Examination Development Workshops



Item writing



Item review



Examination construction



Passing score

Business and Professions Code Section 139 Requirements for National Examination Reviews

- ▶ Must meet psychometric and legal standards.
- ▶ California practitioners must be represented.
- ▶ Must be reviewed for California content.

Review of National Examinations



Psychometric evaluation



Comparison of national OA to California OA by SMEs



Identification of any critical entry-level content that is not assessed

Psychometric Evaluation



Evaluate
occupational
analysis



Review procedures
for developing
examination



Review procedures
for establishing
passing scores



Review examination
scoring and passing
rates



Review
administration and
security procedures



Review information
available to
candidates

Recommendations Based on Results of OA and National Review



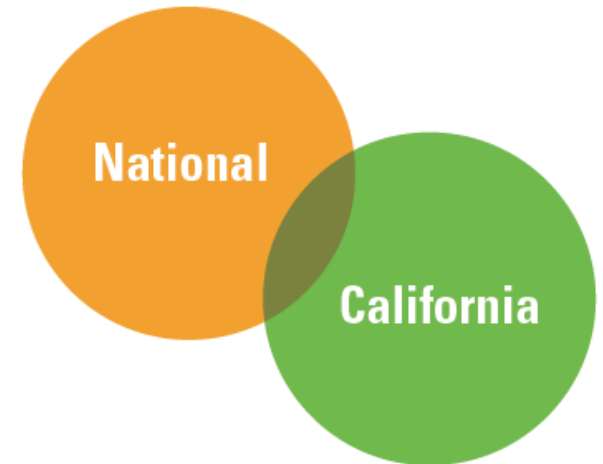
OPES recommendation:

- National examination
- California law examination



OPES recommendation:

- National examination
- California-specific law and practice examination



OPES recommendation:

- California examination

OPES Services Provided to the Board

- ▶ Occupational analyses of all BBS license types.
- ▶ Examination development and statistical analysis of the:
 - ▶ California Law and Ethics Examinations for LCSW, LMFT, and LPCC;
 - ▶ LMFT Clinical Examination;
 - ▶ LEP Written Examination.
- ▶ National examination reviews of the:
 - ▶ ASWB Clinical Examination;
 - ▶ AMFTRB MFT National Examination;
 - ▶ NBCC National Clinical Mental Health Counseling Examination.

Examination and Item Analysis

▶ **Examination Statistics**

- ▶ How many candidates passed the test?
- ▶ How reliable is the test at determining who should pass and who should fail?
- ▶ Does the test measure what licensees need to know to practice safely and competently?

▶ **Item Statistics**

- ▶ How many people selected the correct answer?
- ▶ Did the high-scoring candidates select the correct answer?
- ▶ Did the low-scoring candidates select the incorrect answers?

▶ **Candidate Feedback**

- ▶ Candidates are allowed to make comments on each item. These comments are evaluated and during the item review process.



Questions?