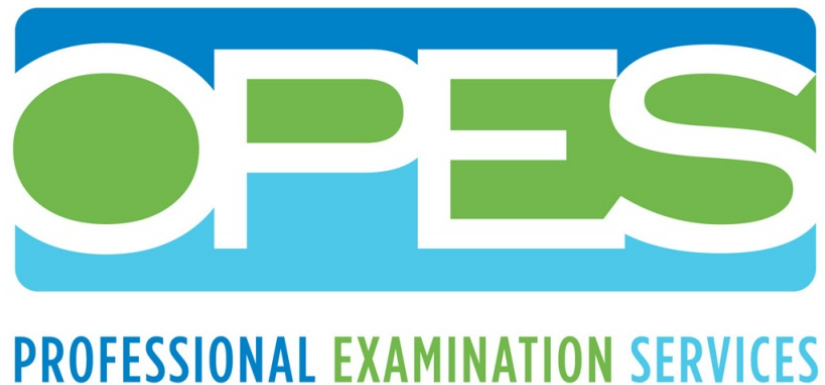




Board of Behavioral Sciences Meeting

November 6, 2020

OPES Examination Validation

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The Office of Professional Examination Services provides:

Professional consulting services in examination validation and development to DCA's boards, bureaus, and committees

Recommendations based on regulations, professional guidelines, and technical standards related to licensure examinations

OPES Clients

Boards



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

Bureaus



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

Committees



- Landscape Architects
- Registered Dental Assistants
- Registered Veterinary Technicians

External



- Real Estate
- Nursing Home Administrators
- CA State BAR

Regulations, Standards, and Guidelines Followed

Business and Professions Code Section 139

**Principles for the Validation and Use of
Personnel Selection Procedures** (Society for
Industrial and Organizational Psychology)

**Standards for Educational and Psychological
Testing** (American Educational Research
Association, American Psychological Association,
National Council on Measurement in Education)

Licensure Examinations Must

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**

Use input from **subject matter experts** (SMEs) and guidance from **test specialists**

Adhere to **professional guidelines** and **technical standards**

Examination Development Cycle

Occupational Analysis (OA) defines practice in terms of:

- Actual **tasks** that new licensees must be able to perform safely and competently at the time of licensure
- Essential **knowledge** required for performance of those tasks in a safe and effective manner



Occupational Analyses should be performed every 5-7 years

Occupational analyses capture significant changes in a profession's tasks and job demands; scope of practice; equipment; technology; required knowledge, skills and abilities; or laws and regulations governing the profession.



Provides a description of
current practice

Provides basis for legislation
and policy

Occupational Analysis

Provides the basis of job-
related, fair, and legally
defensible examinations

Establishes examination
validity by linking examination
content to critical job
competencies

Occupational Analysis Process



- Research the profession and conduct SME telephone interviews



- Develop task and knowledge statements with SMEs



- Develop and administer OA survey



- Analyze survey data and demographics

- Review survey results with SMEs



- Develop examination content outline with SMEs



Board recruits
sufficient number
of representative
SMEs



OPES facilitates
process and
ensures
psychometric
standards are met



Validity

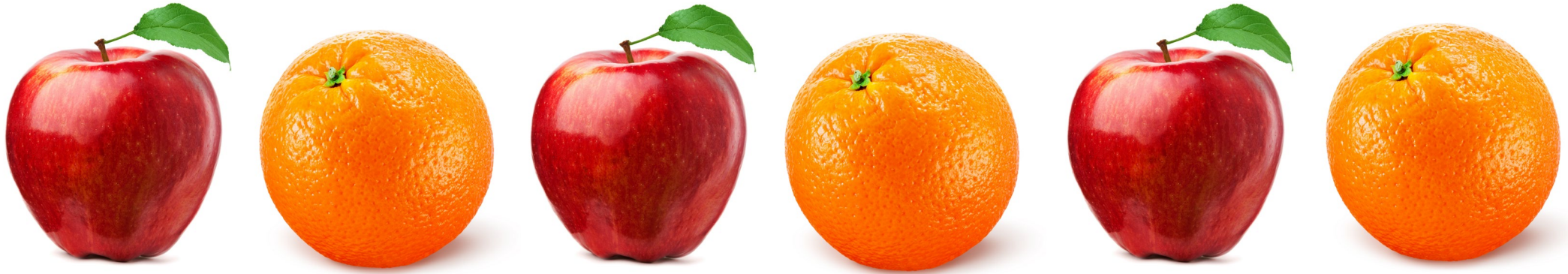
- Is the examination testing knowledge that is critical to entry-level practice?

Reliability

- Is the examination consistent in the testing of all candidates?

Efficiency

- Is the examination efficient in identifying competent candidates using the available resources?



STANDARDIZATION

why does it matter?

- 🍏 It increases validity: *score error decreases*
- 🍏 It increases fairness: *the same conditions apply to all*

Threats to Validity During Examination Administration

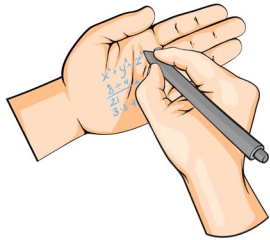
Lack of standardization

- Environmental conditions
- Administration procedures



Examination Fraud and Cheating





What does
cheating
look like?

Consequences of Examination Fraud

- 🔒 Threatens validity
- 🔒 Harmful to agency's credibility
- 🔒 Unfair to candidates



Preventive measures by OPES

- 🔒 Strict secure protocols during examination development
- 🔒 Statistical analysis (trends, abnormal results)

Computer-based test administration

- 🔒 Strict admission protocols
- 🔒 Trained proctors
- 🔒 Physical security

OPES Clients Currently Contracted for Test Administration Services

- Bureau of Automotive Repair (BAR)
- Board of Barbering and Cosmetology (BBC)
- Board of Chiropractic Examiners (BCE)
- Board of Psychology (BOP)
- Board of Pharmacy (BPH)
- Bureau of Security and Investigative Services (BSIS)

- Board of Vocational Nursing and Psychiatric Technicians (BVNPT)
- California Architects Board (CAB)
- Cemetery and Funeral Bureau (CFB)
- Court Reporters Board of California (CRB)
- Dental Board of California (DBC)
- Dental Hygiene Committee of California (DHCC)
- Hearing Aid Dispensers Board (HAD)

- Landscape Architects Technical Committee (LATC)
- Professional Fiduciaries Bureau (PFB)
- State Board of Optometry (SBO)
- Structural Pest Control Board (SPCB)
- Veterinary Medical Board (VMB)
- California Board of Acupuncture (AB)
- Bureau of Household Goods and Services (BHGS)

OPES Services Provided to BBS

Licensed Clinical Social Worker (LCSW) –
California LCSW OA and Laws and Ethics
Examination

Licensed Educational Psychologist (LEP) –
California LEP OA and Examination

**Licensed Professional Clinical Counselor
(LPCC)** – California LPCC OA and Laws and
Ethics Examination

**Licensed Marriage and Family Therapist
(LMFT)** – California LMFT OA, Laws and
Ethics, and Clinical Examinations

Thank you!

Questions?