

## 1.1 Discussion of Committee of Bar Examiners' Work Plan



# The State Bar *of California*

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## COMMITTEE OF BAR EXAMINERS 2025 WORK PLAN

### Charge:

#### The Committee of Bar Examiners is comprised of 19 members:

- Three public members appointed by the Speaker of the Assembly;
- Three public members appointed by the Senate Rules Committee;
- Three public members appointed by the Governor; and
- Ten members appointed the California Supreme Court, including one judge and nine attorneys (one of whom must have been admitted to practice law within three years of their appointment).

#### The charge of the committee is as follows:

- Examine all applicants for admission to practice law.
- Administer the requirements for admission to practice law.
- Certify to the Supreme Court for admission those applicants who fulfill the requirements.
- Determine the pre-legal and legal education eligibility of applicants.
- Determine whether an applicant possesses the requisite good moral character to practice law.
- Accredite law schools and register unaccredited and correspondence law schools, in accordance with the State Bar Rules, in California.

STRATEGIC PLAN GOAL	STRATEGY	IMPLEMENTATION STEP	WORK PLAN	DEADLINE	TO BOARD COMMITTEE (Y/N) / DATE	PRIORITY
<b>Moral Character One-Time Assignments</b>						
None – Core business operations			Moral Character Rules Revisions <ul style="list-style-type: none"> <li>Review public comment and recommend adoption (pending Supreme Court review and approval)</li> </ul>	June 2024 – Completed	Y / July 2024 – Completed	X
<b>Moral Character Annual Assignments</b>						
None – Core business operations			Trainings and Presentations <ul style="list-style-type: none"> <li>Lawyer Assistance Program, Substance Abuse, and Mental Health in Moral Character Determinations</li> </ul>	Tentative Schedule: August 2025	N	
None – Core business operations			Conduct administrative reviews of adverse moral character determinations and make final determinations with respect to Applications for Determinations of Moral Character	Ongoing	N	

STRATEGIC PLAN GOAL	STRATEGY	IMPLEMENTATION STEP	WORK PLAN	DEADLINE	TO BOARD COMMITTEE (Y/N) / DATE	PRIORITY
<b>Examinations One-Time Assignments</b>						
Protect the Public by Enhancing Access to, and Inclusion in, the Legal System	Diversity, Equity, and Inclusion	Increase the number of diverse attorneys in the legal profession through diversity pipeline programs that support aspiring attorneys in graduation from law school and passing the bar exam	Testing Accommodation Rules Revisions <ul style="list-style-type: none"> <li>Analyze impact of new rules, forms, and processes and produce tracking metrics</li> </ul>	To be determined, pending Supreme Court approval	N	
None – Core business operations	Effectiveness	Revise the bar admissions requirements to be more relevant to the practice of law, in alignment with the recommendations of the Blue Ribbon Commission on the Future of the Bar Exam	Develop recommendations regarding certain components of bar exam delivery: remote v. in person; open book v. closed book; time limit on questions; (informed by the AccessLex Study)	CBE - 2025, at completion of AccessLex Grant	Y/ 2025	X

None – Core business operations			Conduct landscape analysis of trends in licensing across the 50 states and Canada, to include assessment of bar exams and alternative pathways to licensure	Incorporated in development of new exam		
None- Core business operation			If the Court accepts the BRC recommendation that California develop its own bar examination based on the CAPA recommendations related to knowledge, skills and abilities, embark on the development of a new CA bar examination designed with the guiding principles adopted by the Blue Ribbon Commission in mind, including crafting an exam that is fair, equitable, and minimizes disparate performance impacts based on race, gender, ethnicity, disability, and other immutable characteristics.	Timeline to be developed with CBE oversight	Y	X

None- Core business operation			Explore partnering with the California Lawyers Association to host admissions ceremonies	December 2024	Y	X
Protect the Public by Enhancing Access to, and Inclusion in, the Legal System	Diversity, Equity, and Inclusion		Continue with the productive mindset intervention (Bar Exam Strategies & Stories) which attempts to mitigate the harms associated with concerns about potential, belonging, and stress and spur motivation and performance (Walton & Wilson, 2018). This program was developed to help test takers find productive ways to interpret the challenges, obstacles, and negative psychological experiences associated with preparing for the bar exam. The primary goal was to improve bar applicants' test-taking experiences and exam performance.	Scheduled for the February and July 2025 CA Bar Examinations	N	X
Protect the Public by Enhancing Access to, and Inclusion in, the Legal System	Diversity, Equity, and Inclusion		Implement an extension of Strategies & Stories Program aimed to improve bar applicants' test taking experience and exam performance. Stanford University PhD candidate, Kris Evans would like to provide bar exam applicants strategies to improve potential success on the CA Bar exam; these strategies stress mindset work, aim to improve well-being and focus on driving applicants to meet their peak performance, psychologically and physically.	Scheduled for the July 2025 CA Bar Examination	N	X

Examinations Annual Assignments						
Protect the Public by Enhancing Access to, and Inclusion in, the Legal System	Diversity, Equity, and Inclusion		Provide input on strategies for identifying methods to diversify grader and exam developer pool.	Ongoing	N	
None – Core business operations			<p>Trainings and Presentations</p> <ul style="list-style-type: none"> <li>• Presentation from the Examination Development and Grading (EDG) Team on the Basics of Essay Question Development</li> <li>• Presentation from Performance Test (PT) Drafting Team Member on the Basics of PT Development</li> </ul>	<p>Ongoing Tentative Schedule:</p> <ul style="list-style-type: none"> <li>• Apr 2025</li> <li>• Dec 2024-completed</li> </ul>	N	

None – Core business operations			Edit and approve final versions of the essay questions and select performance test questions for administration on California Bar Examinations.	Ongoing	N	
None- Core business operations			Review reports on administrations of the California First-Year Law Students' and California Bar Examinations.	Ongoing	N	
None- Core business operations			Consider draft reports to the Supreme Court of California on the July and February California Bar Examinations.	January 2025-completed August 2025	N	
None- Core business operations			Review testing accommodations requests for review from applicants	Ongoing	N	



STRATEGIC PLAN GOAL	STRATEGY	IMPLEMENTATION STEP	WORK PLAN	DEADLINE	TO BOARD COMMITTEE (Y/N) / DATE	PRIORITY
<b>Operations and Management One-Time Assignments</b>						
Goal 2: Protect the Public by Enhancing  Access to and Inclusion in the Legal System	Effectiveness	Increase the number of attorneys admitted through special admissions programs	Special Admissions: Multijurisdictional Practice and Foreign Legal Consultant Rules Revisions <ul style="list-style-type: none"> <li>Review further revisions to the rules and circulate for public comment</li> </ul>	October 2024 – Completed	Y/  May 2025	X
Goal 2:  Protect the Public by Enhancing Access to and Inclusion in the Legal System			Review revisions of Admissions Rules relevant to Exam Administration <ul style="list-style-type: none"> <li>Recommend rule revisions to the Board to circulate for public comment</li> <li>Review public comment, make revisions as appropriate, and recommend appropriate further action (adoption or circulation for further public comment)</li> </ul>	Returning to CBE: March 2025	Y/ May 2025	X

Goal 2: Protect the Public by Enhancing Access to and Inclusion in the Legal System			<p>Eligibility Rules Revisions</p> <ul style="list-style-type: none"> <li>Review further revisions to the rules and circulate for public comment</li> <li>Review the statutory deadlines and those within the Rules of the State Bar</li> </ul>	To be determined	Y / To be determined	
Goal 2: Protect the Public by Enhancing Access to and Inclusion in the Legal System			<p>Practical Training of Law Students (PTLS) Rules Revisions: review possible changes to authorize Law Office Study (LOS) applicants to participate in PTLS Program</p> <ul style="list-style-type: none"> <li>Review further revisions to the rules and recirculate for a second round of public comment</li> </ul>	March 2025	Y / May 2025	X
None- Core business operation			<p>Law Office Study (LOS) Rules Revisions</p> <ul style="list-style-type: none"> <li>Review further revisions to the rules and recirculate for a second round of public comment</li> </ul>	March 2025	Y / May 2025	X
None-Core business operations			Evaluate whether to phase out handwriting options for non-TA applicants on bar exam.	December 2024		

Operations and Management Annual Assignments						
None- Core business operations			Consider petitions seeking waivers of the Committee’s examinations-related policies, procedures, and rules.	Ongoing	N	
None- Core business operations			Receive updates regarding the: <ul style="list-style-type: none"> <li>• Admissions budget and fees</li> <li>• Other actions of the Board of Trustees and Legislature that may affect Admissions programs and resources</li> <li>• Admissions statistics</li> </ul>	Ongoing	N	
None – Core business operations			Trainings and Presentations: <ul style="list-style-type: none"> <li>• Presentation on the various special admissions programs</li> </ul>	Tentative Schedule: June 2025	N	

STRATEGIC PLAN GOAL	STRATEGY	IMPLEMENTATION STEP	WORK PLAN	DEADLINE	TO BOARD COMMITTEE (Y/N) / DATE	PRIORITY
<b>Educational Standards One-Time Assignments</b>						
Goal 2. Protect the Public by Enhancing Access to and Inclusion in the Legal System	Policy & Systems Change	Collaborate with stakeholders and law schools to improve the law school accreditation process.	Revise unaccredited law school rules	Ongoing; Q4 2025	Y/TBD	X
Goal 2. Protect the Public by Enhancing Access to and Inclusion in the Legal System	Policy and Systems Change	Collaborate with stakeholders and law schools to improve the law school accreditation process.	Explore the need for a mandatory accreditation requirement following effort to review unaccredited law school rules	Pending timeline for unaccredited law school rules	N	

Goal 2. Protect the Public by Enhancing Access to, and Inclusion in, the Legal System	Effectiveness	Revise admissions requirements to be more relevant to the practice of law in alignment with the recommendations of the Blue Ribbon Commission on the Future of the Bar Exam.	Assess feedback from law schools regarding the future bar exam as directed by the Supreme Court with a focus on: 1) Licensure requirements and coursework 2) Success of diverse student populations 3) Supporting law schools through change and transition	Pending committee and task force workflow.	N	X
Goal 4. Protect the Public by Engaging Partners	Policy and Systems Change	Serve as an incubator for innovation, share successes and best practices, and support implementation efforts in other organizations.	Explore requirements for California-accredited law schools to require courses regarding the competent use of generative AI; and regulations or rules related to the bar exam and generative AI.	June 2025	Y/July 2025	

Protect the Public by Enhancing Access to, and Inclusion in, the Legal System	Diversity, Equity, and Inclusion	Increase the number of diverse attorneys in the legal profession through diversity pipeline programs that support aspiring attorneys in graduation from law school and passing the bar exam	Explore opportunities to collect enrolled student demographic data that comports with current State Bar-wide demographic identifiers.	October 2025	N	
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Educational Standards Annual Assignments						
None – Core business operations			Trainings and Presentations:  Presentation from institutional accreditor	January 2025	N	
Goal 2. Protect the Public by Enhancing Access to and Inclusion in the Legal System	Policy and Systems Change		Provide Committee with updated Law School Performance Report	August 2025	N	

None – Core business operations			Enhance law school engagement, using new approaches based on feedback received from the Committee of State Bar Accredited and Registered Schools (CSBARS) and the Law School Council (LSC). Priority topics include communicating available support to law school's to enhance compliance and outcomes and State Bar-wide resources to support students.	Ongoing	N	
None – Core business operations			Review petitions for registration and accreditation, as well as existing registered and accredited law schools' petitions for changes. Continue implementation of Jointly Accredited Status Application process for qualifying schools.	Ongoing		
None – Core business operations			Review progress reports and waivers submitted with Annual Compliance Reports.	Ongoing	N	
None – Core business operations			Review Minimum, Cumulative Five-Year Bar Pass Rate statistics from accredited law schools for compliance	August 2025	N	

Goal 2. Protect the Public by Enhancing Access to and Inclusion in the Legal System	Policy and Systems Change		Explore enhancements to annual compliance reports to improve utility and transparency.	August 2025	N	
None – Core business operations			Expand committee member participation in law school inspections with the goal of each member participating in at least one during the current term.	Ongoing	N	

### WORK PLAN FUTURE ITEMS

Area	Item	Tentative Date
Moral Character	Explore the possibility of video recording informal conferences	2026
Examinations	Conduct Standard Setting 4 years after eliminating the essays to ensure its meeting its objective; Review the First Year Law Students Examination Passing Score after sufficient data is available to correlate the score with performance on the California Bar Exam	Start 2028



Operations and Management	Investigate making public comments more easily accessible for Committee members and the public	2026
Operations and Management	Investigate ways to increase the meeting time available for Committee members to discuss Committee business	Ongoing
Educational Standards	Assess Accredited Law School Rules adopted in 2022 and explore whether further refinement is appropriate	2026