

#### 4.1 Update, Discussion, and Potential Action Related to the February 2025 California Bar Examination Administration, Including General Overview of Psychometric Analysis and Past Practice



# The State Bar of California

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## **OPEN SESSION AGENDA ITEM 4.1 MARCH 2025 COMMITTEE OF BAR EXAMINERS**

**DATE:** March 14, 2025

**TO:** Members, Committee of Bar Examiners

**FROM:** Chad Buckendahl, State Bar Psychometrician  
Donna Hershkowitz, Chief of Admissions  
Audrey Ching, Program Director, Admissions

**SUBJECT:** Update, Discussion, and Potential Action Related to the February 2025 California Bar Examination Administration, Including General Overview of Psychometric Analysis and Past Practice

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### **EXECUTIVE SUMMARY**

The February 2025 California Bar Exam, administered primarily over Tuesday, February 25 and Wednesday, February 26, was administered in a hybrid format – both remotely and in test centers. Regardless of modality, with the exception of those handwriting the exam, all applicants took the test in an exam software platform administered by Meazure Learning. Meazure Learning also provided the remote and in-person proctors and technicians and sourced the in-person test venues. During and following the administration of the exam there were significant reports of technical issues and calls for remedial measures to address those issues. This staff report highlights some of those issues, what data we have at this time, and some of the psychometrics that could be used to adjust scores if deemed appropriate. The report recommends that the committee delegate authority to the Chair and Vice Chair to act between meetings on recommendations for scoring adjustments, if time demands action before the next scheduled committee meeting.

### **DISCUSSION**

#### **Background Data**

By exam day, a total of 4,328<sup>1</sup> applicants were eligible to sit for the February 2025 Bar exam; 2,784 option to take the remote administration and 1,544 electing to test in-person. Of the total number of test takers, 352 were scheduled for the one-day Attorneys' Exam; and 132 were designated as handwriters. Ultimately, 4,193 applicants attended the exam, 2 partially completed the exam by choice, and 133 were no-shows. Originally, over 5,600 applicants registered for the exam, but 1346 applicants withdrew from the exam and 1066 of those withdrawals occurred after the Board offered a full refund to any applicant who wished to withdraw before the exam during its meeting on February 13, 2025. These figures are subject to change pending the outcome of an exam retake opportunity offered to 87 applicants scheduled for March 18 and 19.

### **KEY ISSUES IDENTIFIED**

A significant number of test takers reported technical issues while using the Measure Learning platform. Issues included difficulties launching the exam, frequent disconnections, prolonged tech support wait times, unexpected automatic submission, and inability to submit written responses. Many test takers also reported that they faced problems such as frozen screens, system lags, unwanted scrolling of cursors, and the inability to highlight or utilize certain exam tools. The cut and paste function did not work at all, or did not work as expected for many test takers. Additionally, test center candidates reported experiencing significant delays in starting their exams on the second day of testing. Proctoring challenges were also reported, including proctors providing incorrect information, disrupting test takers, and displaying unprofessional behavior. These issues were also [discussed](#) by the Board of Trustees at its March 5, 2025, meeting.

### **PERFORMANCE DATA AND DISCREPANCIES**

As described to the Board of Trustees at the March 5, 2025, meeting, preliminary data suggests that 98 percent of applicants had some content recorded for all six written components, while fewer than 1 percent failed to submit responses for three or more sections. In the multiple-choice portion, 98 percent of test takers completed at least 195 responses. Staff review of written components with fewer than four submissions with content revealed a few additional test takers with only minimal content, such as pasting the question stem into the response block. Test taker-reported experiences indicate a potential disconnect between system-recorded completion rates and the ability to perform to the best of one's ability. A deeper analysis of response quality and anomalies is underway, with survey data and additional reports expected to provide further insights.

### **REMEDICATION AND NEXT STEPS**

Test takers have requested various remediation measures, ranging from individualized scoring adjustments to global solutions, including a reduction in the cut score, pre-establishing a percentage of test takers who will pass the exam, permitting exam retakes, refunds, provisional

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<sup>1</sup> The total number of applicants eligible to sit for the exam is ten higher than the figure reported to the Board on March 5, 2025 and other figures are adjusted accordingly. These changes are the result of a data reconciliation process conducted for grading purposes, during which staff reviewed exam response data and verified applicant records.

licensure, reciprocity for those admitted in other jurisdictions, or admission to the bar for all test takers. More than 85 test takers have been offered full or partial retests. Criteria for retests included:

1. Applicants who were unable to launch the bar exam in the Measure Learning platform at all.
2. Applicants who had fewer than four successfully submitted written responses (essays and/or the Performance Test).
3. Applicants who completed fewer than three of the four sections of multiple-choice questions.

Many of the proposed global solutions, including changes to the pass score or diploma privilege, require Supreme Court approval. A psychometric review will be conducted to assess potential solutions, considering the challenges faced during the February exam administration.

### **UNPACKING THE PSYCHOMETRICS**

There are a variety of adjustments that psychometricians can employ to address conditions and challenges that test takers face during high-stakes exams. Although test takers understandably want an answer now as to what will be done, such adjustments cannot be determined until after the exams are scored and analyses completed to determine what may be most appropriate. One psychometric adjustment that has been discussed most often in the context of the February 2025 exam is imputation. The principles behind imputation helped guide the selection of those eligible for the retest. Imputation, in a psychometric context, refers to the process of estimating missing or compromised data using statistical methods to ensure fairness and validity in scoring.

When a test-taker has missing responses due to disruptions, omissions, or technical failures, imputation methods can fill in the gaps by predicting what their score *likely* would have been based on available information. Scores from the full group of test-takers are used to determine the predictive relationship between components of the test. The test-taker's score on completed sections is used to estimate missing scores in proportion to expected performance trends. In developing the predictive model, the method assumes that a test-taker's known performance has a similarly predictive relationship as a larger, representative sample of test-takers. This means that for the multiple-choice section of the exam, there is a predictive relationship between the multiple-choice questions and the total score of the multiple-choice section of the exam. There is also a predictive relationship between scores on written section questions (essay and performance test questions) and the total score on the written section of the exam.

Imputation has been previously used for the California Bar Exam. For the July 2021 California Bar Exam, in which a large number of examinees were impacted by technical issues, psychometric adjustments were made to account for these disruptions caused by the exam software. Two main adjustment methods were used: (1) A **pro rata grading adjustment** for affected essay and performance test questions, which estimated expected scores based on unaffected responses and adjusted scores up to that expected level. (2) A **regression model** for examinees with extensive disruptions (three or more affected written sessions or two or more

affected multiple-choice sessions), using available multiple-choice or written scores to estimate missing performance. Additionally, the multiple-choice question vendor provided a **pro rata multiple-choice score adjustment** for those impacted during the multiple-choice section. A description of the approach taken for this exam is described in Attachment A.

Technology disruptions may not be experienced uniformly across all test-takers. There may be issues unique to the modality (remote or in-person), or the particular site at which a test taker was sitting for the exam, for example. This additional complexity means that a single solution may not be appropriate for all test takers. The type and severity of the disruption needs to be explored to better understand how the disruption potentially impacted scores for an applicant. Evaluating the nature of any disruptions is an important first step in determining the methods that may be needed to equitably produce scores. Chad Buckendahl, the State Bar's psychometrician, will discuss several different types of psychometric adjustments that are possible, as well as examples of how they were applied in other high stakes exams with the goal of ensuring that test takers are assessed fairly, while maintaining the integrity of the exam and the scoring process.

### **CURRENT GRADING TIMELINE**

The grading process for the February 2025 bar exam is scheduled to be completed nine weeks from the conclusion of the exam, with results due to be released on May 2, 2025. The Board of Trustees at its March 5 meeting asked the Committee of Bar Examiners to consider ways in which the timeline could be expedited to bring more timely resolution to test takers in light of their experiences. The Committee of Bar Examiners has, over the past five years, decreased the February grading timeline from eleven weeks to nine weeks, by, among other things, [increasing the number of graders to 14 per question](#), the upper limit of what has been recommended by the State Bar's psychometrician, to retain consistency. The current nine-week schedule begins with graders writing a detailed analysis to the question they are assigned, then three calibration meetings scheduled between one and two weeks apart (with independent grading by grading panelists happening concurrently), and finally there is a second read of applicants' written content for applicants who fall within the second read criteria. Second read ensures that applicants who score within 40 points of 1390 are given another read of their written content by a second set of graders who need an additional week to rescore. For the last two February administrations, 11.6% of all applicants went to second read, and 12.7% of those applicants went from fail to pass.

### **Options for Reducing the Grading Timeline**

1. Increasing the number of graders per question.
  - As noted above, in April 2020, the State Bar asked its psychometrician how many graders can be assigned to a question to reduce the grading timeline while continuing to ensure consistency. The State Bar uses up to 14 graders per question identified by the psychometrician as the upper limit.

Grading began on February 27 with questions being disseminated to graders and graders creating draft analyses and outlines. Answers were exported on March 7 and distributed to the grading team for the first calibration meeting taking place

March 15-16. At this point, inserting and training additional graders could have the unintended consequence of delaying the grading process.

2. Elimination of the second read.
  - While this could potentially reduce the grading timeline by at least one week, it would be detrimental to applicants whose outcomes change from fail to pass as a result of this phase of grading.
3. Elimination of calibration meetings.
  - Calibration is fundamental to maintaining consistency in the grading process, ensuring that all written content is evaluated according to a uniform standard.
4. Use of artificial intelligence in grading.
  - Staff have begun exploring how artificial intelligence technologies could assist graders, increase grading efficiency, and lead to quicker grading. Although there are many examples of how artificial intelligence is used successfully in scoring exams, including national standardized assessments, the State Bar's exploration is still in its early stages and staff is not ready to recommend its adoption at this time. Also, it should be noted that the tools being explored do not replace human graders but will ideally aid them. Ultimately, the opportunity to reduce grading time with these tools is something that internal research can begin evaluating now using archival questions and responses.

## **PREVIOUS ACTION**

[Approval of and Action on Report Prepared by the Committee's Psychometrician, as Part of the Implementation of the Appendix I Recommendation to Evaluate the Grading Process for the California Bar Examination \(CBE meeting, April 2020\)](#)

## **FISCAL/PERSONNEL IMPACT**

The initial quote from Measure Learning to administer the February 2025 bar exam was 1.7 million dollars. However, with projections for increased attendance and the addition of projected costs for providing testing accommodations, the amount increased.

There will be lost revenue in 2025 due to the numbers of withdrawals with full refunds and the offer to those who withdrew or who are unsuccessful on February 2025 bar exam to take the July 2025 bar exam at no cost.

## **AMENDMENTS TO RULES**

None

## **STRATEGIC PLAN GOALS & IMPLEMENTATION STEPS**

None – core business operations

## RESOLUTIONS

Should the **Committee of Bar Examiners** concur, it is

**RESOLVED**, that if the timing for making a decision on any scoring adjustment does not align with a regularly scheduled meeting of the committee, the committee delegates decision-making authority on scoring adjustments to the Chair and Vice Chair. Any decision on the scoring adjustment made pursuant to this delegation shall be reported to the full committee at its next regularly scheduled meeting.

## ATTACHMENT(S) LIST

- A. [July 2021 Bar Exam Scoring Adjustment](#)




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**SCORING ADJUSTMENTS FOR APPLICANTS NEGATIVELY AFFECTED  
DURING THE JULY 2021 CALIFORNIA BAR EXAM**

During the July 2021 Bar Exam, applicants nationwide encountered technological issues that vendor ExamSoft reported were caused by high-memory utilization between ExamMonitor (the video proctoring arm of the software) and the main software that generates digital images.

After the State Bar of California investigated the scope of impact of these issues on California examinees, the agency worked with its psychometrician to develop a grading adjustment for those who were negatively impacted. A negative impact was defined as follows:

- Examinee reported encountering a black or blue screen that required a laptop reboot, whether the examinee lost time or not.
- Examinee experienced a black or blue screen that required more than a laptop reboot in order to continue testing. Typically, the applicant was directed by ExamSoft to redownload the exam question to restart that exam session and continue testing.
- Examinee was not provided access to redownload the exam question and thus was unable to fully complete that exam session.

State Bar Admissions staff verified each reported incidence through a variety of sources, including review of proctoring videos, ExamSoft call logs and reports, reports submitted in the Applicant Portal, and emails received by the State Bar. The State Bar concluded that 2,429 examinees experienced negative impacts. Applicants who reported incidents that were not substantiated have been informed that they did not receive a grading adjustment.

For applicants who were negatively impacted by these ExamSoft issues during the written sections of the exam (essay questions and Performance Test), the State Bar applied a pro rata grading adjustment for each affected question, which utilized data from the unaffected population of examinees, as well as the affected individual's scores on questions where there were no recorded problems. The adjustment consisted of two components:

1. The first component accounted for the relative difficulty of each question. This component was calculated by first obtaining the average score on each question among examinees who had no memory utilization issues on any written question and the overall average of all scores in that group. The difference of the averages on each question and the overall average was used to represent the relative difficulty of each question. For example, if the overall average across all questions was 78, and the average on the first question was 76, that question was considered more difficult than the average question by 2 points. The 2-point difference was considered

the “adjustment factor” for that question. Each question was given an “adjustment factor.”

2. The second component was based on the scores of each individual who experienced an ExamSoft memory utilization issue. First, an average was calculated for the examinee’s scores on which no issue was encountered. That average was considered to be the best estimate of that individual’s ability. For each question on which there was some technological issue of the type described above, the average score from the unimpacted sessions was adjusted by the “adjustment factor” to arrive at an “Expected Score.” The “Expected Score” was then compared to the examinee’s actual score on the question. If the actual score was less than the “Expected Score,” an adjustment was made, and the final score on the question was the “Expected Score.” If the actual score was greater than the “Expected Score,” the score was not changed.

For examinees negatively impacted during any session of the Multistate Bar Exam (MBE), the National Conference of Bar Examiners (NCBE) provided an adjusted score for the State Bar’s use that also uses the pro rata method. Similar to the adjustment method for the written section, if the adjusted score calculated by the NCBE was lower than the original MBE score, then no adjustment was made.

For statistical reasons, the pro rata grading adjustment could not be applied to applicants who either experienced more than three negatively impacted written sessions, or more than two negatively impacted MBE sessions. For the very small number of applicants who met this criteria (less than 2 percent of those who were negatively impacted), the State Bar employed a regression model that takes into consideration MBE scores to adjust the written session, or for those missing three or four MBE sessions, considers their written essay scores in adjusting the MBE score.

Examinees who experienced these technological issues and were unsuccessful on the exam will have the option to request that their July 2021 bar exam fees be applied as a credit to take the February 2022 or July 2022 California bar exam. Applicants who do not plan to sit for those exams will be able to request a full refund of their fees. Applicants will receive instructions with their results letter on how to take advantage of these options.



# Psychometric Analysis – GBX

*February 2025 GBX Preliminary  
Results*





# General Bar Exam (GBX)

# Steps in development and validation

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## GBX:

- Confirm exam blueprint (complete)
- Develop & review new questions (continuous)
- Pilot test sample of questions (complete)
- Construct exam forms (complete)
- Administer February 2025 bar examination (in progress)
- Analyze applicant data (in progress)
- Determine raw passing score (in progress)

# Development & review of new questions

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- Draft new questions relative to exam blueprint
- Editing for style and structure
- Qualified, external reviewers not affiliated with Kaplan
- Independent review of draft questions for:
  - Content accuracy
  - Cognitive complexity
  - Bias, diversity, and inclusiveness
  - Appropriate level (i.e., Minimally Competent Applicant)

# Testing Industry Guidelines for Disruptions

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- Standards for Educational and Psychological Testing (AERA, APA, & NCME, 2014)
  - Validity, reliability, and fairness of scores and decisions
- Technology-Based Assessment Guidelines (ITC & ATP, 2022)
  - Addressing test disruptions (Guidelines 3.33 – 3.44)
  - Responding to incomplete data that result from technology disruptions (Guidelines 4.20 – 4.24)

# February 2025 GBX, Multiple Choice Question Analysis – Summary

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- The February bar exam, multiple-choice questions, were administered in-person and online to 3,855 (2-day) applicants
  - 117 handwriting applicants
  - 3,738 applicants tested online (small test center, larger pop-up center, home, other)
- Multiple choice questions evaluated for:
  - Item difficulty – goal of values of 0.30 to 0.80
  - Item discrimination – goal of positive values of 0.10 and higher
  - Option analysis – goal of each distractor being plausible (0.05 or higher)
  - Projected internal consistency reliability – goal of 0.80 and higher

# February 2025 GBX, Multiple Choice Question Analysis – Summary (cont.)

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- Related comments
  - Responses for one question (KES00064) were not recorded for online administration applicants and removed from scoring.
  - Other questions were flagged for revision or removal.
  - 35 questions administered on the November experimental exam were embedded among the 200 MCQs administered in February to evaluate item drift
  - 175 of the 200 administered items were selected for scoring based on:
    - Subject area representation (25 questions each)
    - Acceptable statistical performance

# Item difficulty summary (0.30 – 0.80)



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• Difficulty range	# items
0.81 – 1.00	33
0.70 – 0.80	47
0.60 – 0.69	39
0.50 – 0.59	23
0.40 – 0.49	12
0.30 – 0.39	14
0.00 – 0.29	7
Total	175

# Item discrimination summary (0.10 and higher)

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• Discrimination range	# items
0.40 – 1.00	1
0.30 – 0.39	34
0.20 – 0.29	62
0.10 – 0.19	59
0.00 – 0.09	19
Total	175

# Response option analysis summary (3 to 4)

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• Option functionality (5%+)	# items
Four	50
Three	74
Two	44
One	7
Total	175

# Internal Consistency Reliability

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- Coefficient alpha
  - Estimates the average split-half reliability of all possible combinations
  - Goal is 0.80+ for supporting individual decisions
  - Predicted reliability based on the November experiment was **0.82**
  - Actual reliability for the 175 scored items was **0.90**

# Internal Consistency Reliability – Predicted

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- Spearman-Brown Prophecy Formula
  - If the exam were reduced to 140 scored questions (20 for each subject area), the predicted reliability is **0.87**.
  - If exam were reduced to 105 scored questions (15 for each subject area), the predicted reliability is **0.84**.
- Future options for multiple-choice section
  - Multiple linear forms
  - Linear on the Fly (LOFT)
  - Adaptive

# Responding to Test Disruption – Historical Practice

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## July 2021 California Bar Exam

- Pro rata grading adjustments
  - Baseline expectations determined from unaffected responses
  - Affected responses were adjusted up based on the estimated performance
- Regression
  - Applied to extensive disruptions (3 or more affected written sessions; 2 or more affected multiple-choice sessions)
  - Predicted performance was estimated for missing applicant data based on the estimated relationships among sessions and sections of the test

# Responding to Test Disruption – Options

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## February 2025 California Bar Exam

- Differential pro rata grading adjustments
  - Baseline expectations determined from unaffected responses
  - Affected responses differentially adjusted based on the type and severity of the disruption
- Imputation method like regression
  - Applied to extensive disruptions (3 or more affected written sessions; 2 or more affected multiple-choice sessions)
  - Predicted performance was estimated for missing applicant data based on the estimated relationships among sessions and sections of the test
- Makeup score replacement methods
  - Makeup administration opportunity for applicants to replace missing scores



The State Bar of California

# 2025 Bar Exams: A Look Back at February and a Look Forward to July

Donna S. Hershkowitz, Chief of Admissions / Legislative Director  
Audrey Ching, Admissions Director

Committee of Bar Examiners, March 14, 2025

## A Quick Look at the Numbers

- 4,328 Scheduled to take the Exam
  - 2,784 remote
  - 1,544 in person
  - 352 scheduled for 1-day Attorneys Exam
  - 470 with testing accommodations
  - 132 handwriters scheduled
  - 4193 attended / 133 no shows\*
- 1,346 withdrawals
  - (1,066 since offer of full refund)



# Inputs from Measure Learning





# Meazure

- Preliminary data derived from applicants who took the test on the Meazure platform
- Test taker session start and end time for each session
- Submissions of written components with content
- MCQ and written answers
- Pending: Review of more detailed data reports



# Inputs from Test Takers





# Test Taker Outreach

- Escalation to Measure Learning technicians during exam
- Calls to State Bar during and after exam
- Emails from test takers during and after exam
- Communication with State Bar staff on site at select test centers



## Types of Issues Reported: Technology

- Inability to launch exam at all
- Frequent disconnections
- Hours of tech support to get back to testing
- Running of time while addressing issues
- Unexpected submission of answers before completion / inability to submit answers
- Significant delays in starting the exam at test centers
- System not performing as expected
  - Cut and paste not functioning
  - Screen freezing (time continuing to run)
  - Lags in typed answers appearing on screen
  - Problems with highlighting
  - PT file and library not available



## Types of Issues Reported: Human

- Proctors and technical support unable to resolve problems
- Incorrect information from proctors / support
- Disruption by proctors to re-conduct security scan or adjust seating/camera position
- Frequent switching of proctors
- Unprofessional / rude behavior from proctors / support



# What Does This Tell Us





# What We Know About Performance

- Preliminary data from Measure paints a different picture than reports from test takers in terms of ability to complete MCQs and submit written content
- Disconnect between data and reported experience may lay in quality of responses / unhindered ability to demonstrate knowledge and minimum competence



# What We Know About Performance: Essay / PT

- ~4100 applicants using the Measure Learning Platform
  - 98% had some content on all 6 written components
  - 1.3% had content on 4 or 5 written components
  - Fewer than 1% had no content on 3 or more written components



# What We Know About Performance: MCQs

- 12 using Measure Learning platform failed to complete any MCQs due to tech issues
- 20 failed to complete more than 1 MCQ section
- Of the remaining ~ 4000
  - 98% submitted answers to at least 195 questions



## Efforts to Identify Impacts on Quality



Review of random sample of test takers to assess response quality and anomalies



Survey of test takers issued March 4

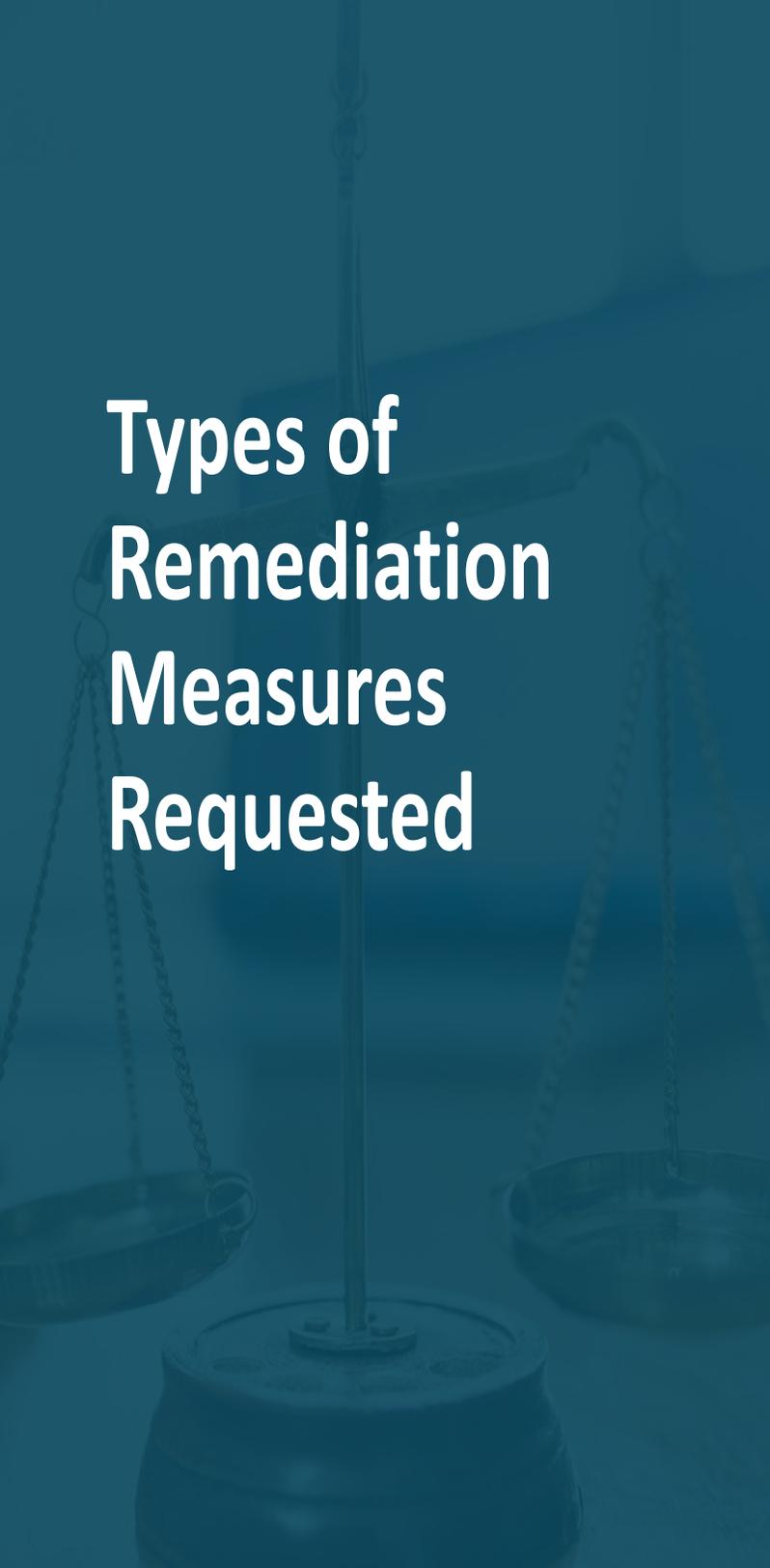


In depth review of more detailed data



Overlay with reports of tech issues individually and by site



A background image of a pair of scales of justice, rendered in a dark teal color. The scales are positioned on the left side of the slide, with the pans hanging from a central beam. The text is overlaid on this background.

# Types of Remediation Measures Requested

- Individualized solutions
- Global solutions
- Solutions specific to certain exam components



# Types of Remediation Measures Requested



**Individual  
point  
adjustments**



**Consideration  
of  
circumstances  
by graders**



**Adding of  
points to all  
test takers'  
scores**



**Retakes for All  
or Some**



**Retake of  
Performance  
Test**



# Types of Remediation Measures Requested



- Reducing the pass line / cut score
- Ensuring a set percentage of test takers pass



Reciprocal admission for attorneys licensed in other jurisdictions



Refunds to all test takers / extension of free retake through Feb 2026



Provisional Licensure



Admission of all test takers / Diploma Privilege



February 2025 Bar Exam

# Discussion of Suggested Remediation Options



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# Full or Partial Retests Offered to 87 Test Takers



Test takers unable to launch the exam entirely



Test takers who submitted fewer than 4 of 6 written components with content in the answer / notes



Test takers who submitted fewer than 3 out of 4 MCQ sections



A pair of scales of justice is visible in the background, rendered in a dark teal color. The scales are centered vertically and horizontally, with the pans hanging from a central beam. The background is a solid dark teal color.

# Supreme Court Action Required

- Supreme Court action required for many / most, including:
  - Change to the Pass Line / Cut Score
  - Ensuring a set percentage of test takers pass
  - Passing all test takers
  - Provisional Licensure
  - Diploma Privilege



# Psychometric Solutions

- Retest of those who do not have sufficient content for possible imputing of scores
- Psychometric analysis v. consideration of circumstances by graders to address “quality” issues
- Psychometric analysis / solutions typically follow the scoring of the exams and determination of whether / how some or all applicants impacted



# Challenges with Some Global Solutions

- Lack of knowledge of whether and extent to which all applicants impacted
- High percentage of repeat takers
- Low passage rate on February bar exams
  - Are solutions like provisional licensure appropriate?



Can Psychometric Solutions Address Disruptions Like Those Experienced on this Exam?



February 2025 Bar Exam

# Grading the Bar Exam



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A pair of scales of justice is visible in the background, partially obscured by a dark teal overlay. The scales are positioned on the left side of the slide, with the pans hanging from a central beam.

# Request from the Board of Trustees

CBE to consider ways to expedite the timeline for grading the February 2025 Bar Exam to provide more timely resolution for test takers in light of their experiences



## Process

**Current Timeline:** Grading is scheduled to be completed in nine weeks, with results released on May 2, 2025.

**Process Steps:**

1. Graders develop a detailed analysis and outline of assigned questions.
2. Three calibration meetings are held (spaced 1-2 weeks apart).
3. Independent grading occurs concurrently.
4. Second read is conducted for applicants within 40 points of 1390.

**Second Read:** In the last two February exams, 11.6% of applicants went to second read, and 12.7% of those moved from fail to pass.



### Grading Timeline has Been Reduced

**Reduced Timeline:** Since 2020, the February grading period has been shortened from 11 weeks to 9 weeks.

**Expanded Grading Team:** Increased to 14 graders per question, the maximum recommended by the State Bar's psychometrician to maintain consistency.

**Process Changes:** Third phase (resolution) was eliminated.



# Challenges with Expediting for CBE's Consideration

## Increasing the Number of Graders per Question

- The State Bar currently uses the psychometrician's identified recommendation of up to 14 graders.
- Adding graders at this stage – with grading having begun - could introduce delays due to additional training requirements.

## Eliminating the Second Read

- Could reduce the timeline by at least one week.
- Would negatively impact applicants, as some move from fail to pass in this phase.

## Eliminating Calibration Meetings

- Would remove an essential quality control measure.
- Risks inconsistencies in scoring, affecting fairness and reliability.

## Implementing Artificial Intelligence in Grading

- Early-stage exploration of AI for assisting graders and improving efficiency.
- AI tools would not replace human graders but could support quicker grading.
- Research can begin using archival questions and responses to evaluate AI's effectiveness; but not ready to deploy at this time.

