

1.1 Discussion of Committee of Bar Examiners' 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.

WORK PLAN	DEADLINE	TO BOARD EXCOMM (Y/N) / DATE	STRATEGIC PLAN GOAL	STRATEGY	IMPLEMENTATION STEP
Moral Character One-Time Assignments					
Moral Character Rules Revisions <ul style="list-style-type: none"> Review public comment and recommend adoption (pending Supreme Court review and approval) 	June 2024 – Completed	Y / July 2024 – Completed	None – Core business operations		
Moral Character Annual Assignments					
Trainings and Presentations <ul style="list-style-type: none"> Lawyer Assistance Program, Substance Abuse, and Mental Health in Moral Character Determinations 	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	None – Core business operations		

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Examinations One-Time Assignments					
Testing Accommodation Rules Revisions <ul style="list-style-type: none"> Analyze impact of new rules, forms, and processes and produce tracking metrics 	To be determined, pending Supreme Court approval	N	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
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	Protect the Public by Enhancing Access to, and Inclusion in, the Legal System	Effectiveness	
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	N	None – Core business operations		
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	Timeline to be developed with CBE oversight	Y	None – Core business operations		

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Examinations One-Time Assignments					
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.					
Explore partnering with the California Lawyers Association to host admissions ceremonies.	December 2024	Y	None – Core business operations		
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	Protect the Public by Enhancing Access to, and Inclusion in, the Legal System	Diversity, Equity, and Inclusion	

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Examinations One-Time Assignments					
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	Protect the Public by Enhancing Access to, and Inclusion in, the Legal System	Diversity, Equity, and Inclusion	
Examinations Annual Assignments					
Provide input on strategies for identifying methods to diversify grader and exam developer pool.	Ongoing	N	Protect the Public by Enhancing Access to, and Inclusion in, the Legal System	Diversity, Equity, and Inclusion	

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Examinations One-Time Assignments					
Trainings and Presentations <ul style="list-style-type: none"> • Presentation from the Examination Development and Grading (EDG) Team on the Basics of Essay Question Development • Presentation from Performance Test (PT) Drafting Team Member on the Basics of PT Development 	Ongoing Tentative Schedule: <ul style="list-style-type: none"> • June 2025 • Dec 2024-completed 	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	None – Core business operations		

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Operations and Management One-Time Assignments					
Special Admissions: Multijurisdictional Practice and Foreign Legal Consultant Rules Revisions. <ul style="list-style-type: none"> Review further revisions to the rules and circulate for public comment 	October 2024 – Completed	Y	Goal 2: Protect the Public by Enhancing Access to and Inclusion in the Legal System	Effectiveness	
Review revisions of Admissions Rules relevant to Exam Administration <ul style="list-style-type: none"> Recommend rule revisions to the Board to circulate for public comment Review public comment, make revisions as appropriate, and recommend appropriate further action (adoption or circulation for further public comment).	To be Determined	Y	Goal 2: Protect the Public by Enhancing Access to and Inclusion in the Legal System	Effectiveness	
Eligibility Rules Revisions <ul style="list-style-type: none"> Review further revisions to the rules and circulate for public comment Review the statutory deadlines and those within the Rules of the State Bar 	To be Determined	Y	Goal 2: Protect the Public by Enhancing Access to and Inclusion in the Legal System	Effectiveness	

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Operations and Management One-Time Assignments					
Practical Training of Law Students (PTLS) Rules Revisions: review possible changes to authorize Law Office Study (LOS) applicants to participate in PTLS Program. <ul style="list-style-type: none"> Review further revisions to the rules and recirculate for a second round of public comment 	March 2025	Y/ May 2025	Goal 2: Protect the Public by Enhancing Access to and Inclusion in the Legal System	Effectiveness	
Law Office Study (LOS) Rules Revisions Review further revisions to the rules and recirculate for a second round of public comment.	March 2025	Y/ May 2025	None- Core business operations		
Evaluate whether to phase out handwriting options for non-TA applicants on bar exam.	December 2024		None – Core business operations		
Operations and Management Annual Assignments					
<u>Participate in selection of vendors related to bar exam administration.</u> <ul style="list-style-type: none"> <u>Reviewing proposals</u> <u>Meeting with vendors</u> <u>Developing requirements, RFPs or other documents to identify the scope of work</u> 	<u>Schedule Exam Driver Vendors for In-Person Exam- June 2025 CBE Meeting</u> <u>Vendors Provide Access/ Pilot Test to</u>	<u>Y</u> <u>BOT considers CBE Rec for Feb and July 2026 CA Bar Exam</u>	<u>None – Core business operations</u>		

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Operations and Management One-Time Assignments					
<u>Piloting or Reviewing Product</u> <ul style="list-style-type: none"> <u>Making recommendations to the Board of Trustees</u> 	<u>Staff & CBE for Independent Review Between June & Aug 2025</u> <u>Discuss Findings from In-Person Exam Driver/ Start Vendor Exploration for Remote Exam Proctor & Driver Vendors – Aug 2025 CBE Mtg</u> <u>Remote Vendors Provide Access/ Pilot Test to staff & CBE for independent review between Aug & Oct 2025</u> <u>Discuss Findings from Remote Exam</u>	<u>Vendors- September 2025</u>			

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Operations and Management One-Time Assignments					
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"> • Admissions budget and fees • Other actions of the Board of Trustees and Legislature that may affect Admissions programs and resources • Admissions statistics 	Ongoing	N	None – Core business operations		
Trainings and Presentations: Presentation on the various special admissions programs.	Tentative Schedule: June 2025	N	None – Core business operations		

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Educational Standards One-Time Assignments					
Revise unaccredited law school rules.	Ongoing; Q4 2025	Y/TBD	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.
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	Policy and Systems Change	Collaborate with stakeholders and law schools to improve the law school accreditation process.
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 Supporting law schools through change and transition	Pending committee and task force workflow.	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.
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	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.

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Educational Standards One-Time Assignments					
Explore opportunities to collect enrolled student demographic data that comports with current State Bar- wide demographic identifiers.	October 2025	N	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.
Educational Standards Annual Assignments					
Trainings and Presentations: Presentation from institutional accreditor	January 2025	N	None – Core business operations		
Provide Committee with updated Law School Performance Report.	August 2025	N	Goal 2. Protect the Public by Enhancing Access to and Inclusion in the Legal System	Policy and Systems Change	
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	Ongoing	N	None – Core business operations		

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Educational Standards One-Time Assignments					
schools to enhance compliance and outcomes and State Bar-wide resources to support students.					
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	None – Core business operations		
Explore enhancements to annual compliance reports to improve utility and transparency.	August 2025	N	Goal 2. Protect the Public by Enhancing Access to and Inclusion in the Legal System	Policy and Systems Change	
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	None – Core business operations		

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