ORIGINS OF LICENSING PROGRAMS
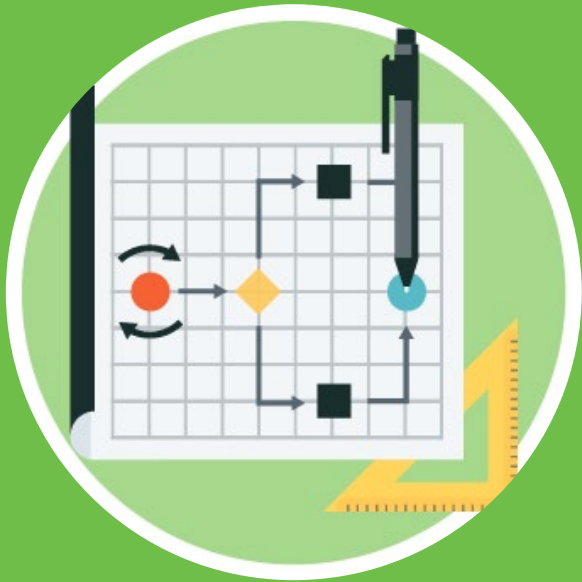
- ~4000 B.C. China's Civil Service Exams
  - Common, job-related measures
- Replacement of the Guild System
- Public protection – Why?
  - Variability in quality of training programs
  - Laypersons aren't equipped to evaluate
  - Motivation to retain students in programs
- Minimum competency to enter practice, not a predictor of success (e.g., DMV)

Overarching Goals of Licensing Examination

- Accuracy (Validity)
  - Content and cognitive complexity based on practice
  - Performance level
- Consistency (Reliability)
  - Scores and decisions
  - Equating the passing score
- Fairness
  - Substantive (appropriate level, unbiased, comparable)
  - Procedural (adequate notice, scoring practices)

CHARACTERISTICS OF A LICENSING EXAM

- Curriculum neutral, not aligned with a specific training program
  - Content is based on job-related practice
- Performance is at the point of minimum competency, not about predicting success
- Exam cannot be used to attempt to remedy underlying societal factors
  - Random assignment of students and teachers to schools would need to begin in early childhood
- Alternative pathways would be required to meet the *Standards for Educational and Psychological Testing*

REFERENCES

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