

2018-2019 Annual Report



SETTING A HIGHER STANDARD TOGETHER®



ICVA VISION

The world leader in veterinary assessments.

ICVA MISSION

Provide world-class examinations and other assessment tools to protect the public, and animal health and welfare.

Provide leadership and facilitate collaboration throughout veterinary medicine.

VALUES

Transparency

organizationally and in testing procedures, materials and content

Confidentiality

when collecting and reporting personal information, credit card data, and test scores

Reliability

in relevant test design, implementation, and scoring

Service

to candidates, licensing boards, and society at large

Respect, Civility & Collegiality

towards staff, stakeholders, board members, and across veterinary medicine

Integrity

in all actions and business relationships

Fiscal Responsibility

to ensure continuous improvements in our testing products and customer service, as well as a viable future for our organization

Diversity and Inclusion

treat everyone with fairness, respect and dignity, and purposefully act to attract and retain staff and Board members with a broad range of ideas, viewpoints, perspectives, expertise and experiences reflecting the diversity of the populations we serve. We respect and value these differences and encourage opportunities to learn from and be enriched by them as they challenge us to grow and think differently.

Letter from the Chair and CEO

Looking back, 2018-2019 represented another strong year for the ICVA, one marked by a record number of candidates completing the North American Veterinary Licensing Examination (NAVLE®); the launch of a new ICVA Assessment Grant pilot program; the finalization of a three-year governance change based on the organization's Strategic Plan; and continued progress in our mission to create veterinary assessments that protect the public, and animal health and welfare.

During the 2018-2019 testing cycle, 6,173 candidates took the NAVLE, representing a six percent increase over the 2017-2018 testing cycle. Our Veterinary Educational Assessment (VEA) also experienced year-over-year growth, with 1,541 students taking the examination in 2018-2019—representing a 201 percent increase over the last five years.

As part of the NAVLE Practice Analysis Process that began in 2015 and resulting updates to the NAVLE blueprint, the first batch of item recoding was finalized in September 2018, and the final batch was finished in February 2019. With the significant recoding process now complete, beginning with the November - December 2019 testing window NAVLE items are now selected for the competencies they test (a shift from the previous activities classification).

A key highlight from last year's annual report was the creation of the Academic Veterinary Assessment Working Group (AVAWG). In 2019, the AVAWG launched the inaugural ICVA Assessment Grant pilot program to fund research projects focused on veterinary assessment within academia. The ICVA received 13 letters of intent for the program, and the AVAWG sent invitations for full proposals. The winners of this year's two \$10,000 grants were recently announced.

With respect to governance, the ICVA Board of Directors has been on a path to increase diversity and inclusion. This strategy to engage and facilitate collaboration across all facets of veterinary medicine was set by our Board as part of the organization's Strategic Plan that began several years ago. In addition to designees from the Association of American Veterinary Medical Colleges, the American Veterinary Medical Association Council on Education™, the Canadian National Examining Board, and the American Association of Veterinary State Boards (including one public member)—the 13 member volunteer board now includes five At-Large positions, providing opportunities for any veterinary organization to nominate qualified individuals to serve on the Board of Directors in the At-Large Director positions.

We frequently refer to our mission to ensure we remain on track. It reads, in part, "to provide leadership and facilitate collaboration throughout veterinary medicine." As evidenced by the accomplishments of the past year, our efforts to do so wouldn't be possible without the hundreds of volunteers who partner with our professional staff to continue the important work of providing world-class examinations.

Guided by our mission and our ongoing community outreach, and with the dedication and support of our Board, volunteers, and partners, we remain on a strong path forward in achieving our vision to be the world leader in veterinary assessments.



Dr. Patricia Provost



Dr. Heather Case

Patricia J. Provost, VMD, MS, DACVS

ICVA Chair

American Association of

Equine Practitioners Designee

Heather Case, DVM, MPH,

DACVPM, CAE

Chief Executive Officer



The ICVA Volunteer Community

Volunteers are the lifeblood of the ICVA.

It would be impossible for us to fulfill our vision and mission without the support and generosity of our volunteers. The collaboration and dedication of the ICVA volunteers, who represent all facets of veterinary medicine, are integral to support our efforts of providing world-class examinations and other assessment tools to protect the public, and animal health and welfare.

Our deepest thanks to all who spend countless hours serving the entire veterinary community on behalf of the ICVA.

300+
total volunteers

If you are interested in learning more about volunteer opportunities with the ICVA, please contact our office at mail@icva.net.

Representing

- basic sciences
- clinical sciences
- academicians
- veterinarians in clinical practice
- veterinarians in public health, food safety, herd management, and wildlife conservation

ICVA Volunteer Opportunities

- Subject Matter Experts
- Item, Form and Pool Reviewers
- Committee and Task Force Representatives
- Working Group Members
- Assessment Development Committee (ADC) Members
- Board of Directors

North American Veterinary Licensing Examination (NAVLE®)

Administered since 2000, the NAVLE consists of 360 clinically relevant multiple-choice questions and is a requirement for licensure to practice veterinary medicine in all licensing jurisdictions in the US and Canada.

Developed in collaboration with the National Board of Medical Examiners® (NBME®) through the Collaboration for Veterinary Assessments Governance Committee (CVAGC), the NAVLE is offered at Prometric computer testing centers throughout North America and certain overseas sites.

2018-2019 TESTING CYCLE

6,173 ↑

candidates took the NAVLE

6% ↑

increase over 2017-2018 testing cycle



73,726

candidates completed the NAVLE since 2000-2001

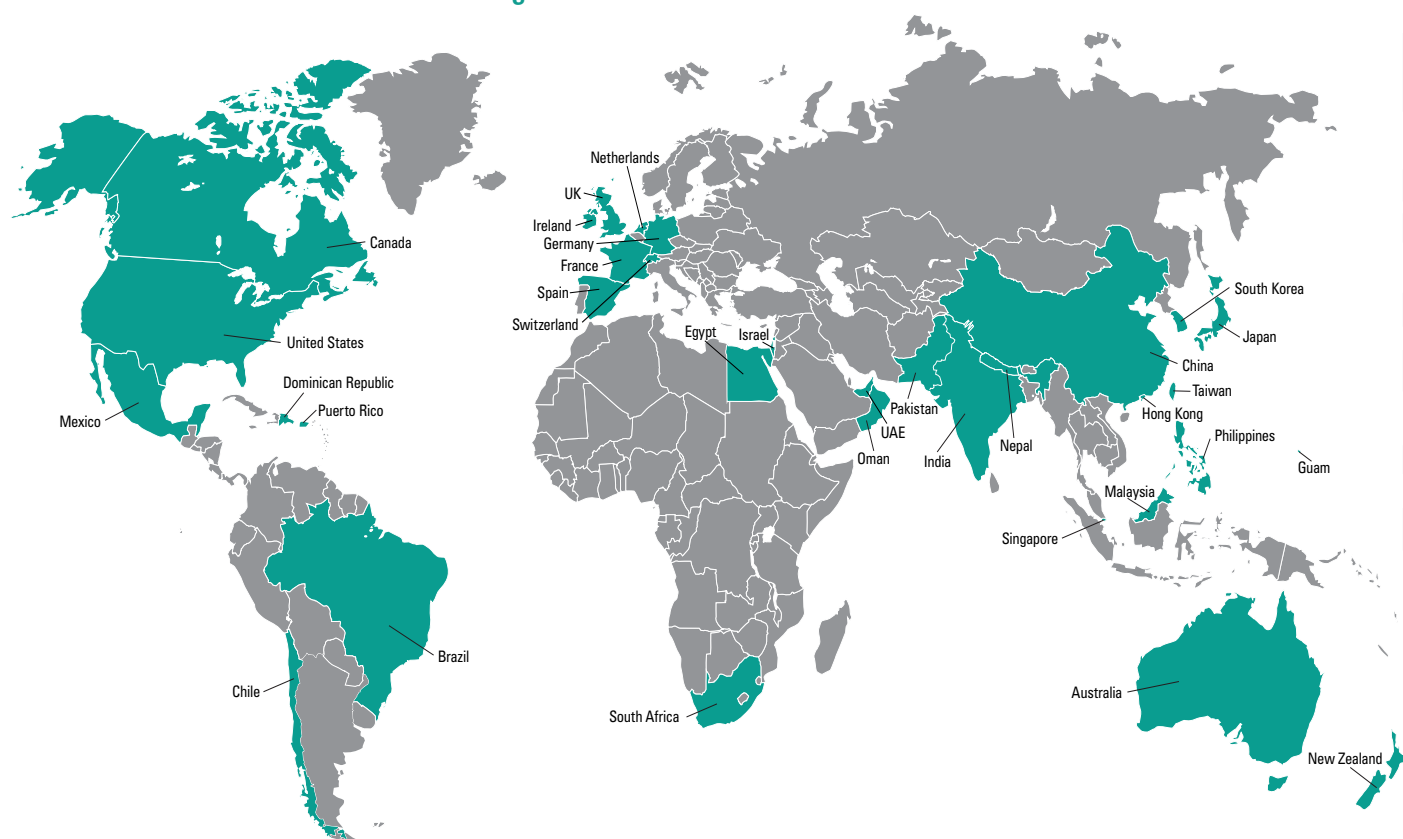
14% ↑

increase in candidate pool in the last five years

% of candidates passing exam

remains relatively consistent for the past five years

Locations of 2018-2019 NAVLE Testing Centers



NAVLE



NAVLE® Item Writers, ICVA staff, and NBME® staff at the November 13-14 NAVLE Item Review Meeting.

NAVLE Item Writers for 2018

NAVLE item writers were appointed by the Assessment Development Committee according to the main content areas of the examination. The following served as NAVLE item writers for 2018-2019:



Aquatics:

Drs. Lester Khoo, Stoneville, MS; and Gregory Lewbart, Raleigh, NC



Bovine:

Drs. Steven Foulke, Annville, PA; Keith Poulsen, Lodi, WI; and Travis White, Sioux Center, IA



Camelidae/Cervidae:

Dr. Rose Baker, Baton Rouge, LA



Canine:

Drs. Cheryl Dhein, Pullman, WA; Julie Fixman, Holmes, NY; Christine Savidge, Charlottetown, PEI; Gretchen Schoeffler, Ithaca, NY; and Karen Tefft, Garner, NC



Equine:

Drs. Kathleen MacMillan, Charlottetown, PEI; Fernando Marqués, Madison, WI; and Jean-Yin Tan, Calgary, AB



Feline:

Drs. Serge Chalhoub, Calgary, AB; Allan Corber, East York, ON; Ryane Englar, Manhattan, KS; Matthew Kornya, Hamilton, ON; and Helen Tuzio, Rego Park, NY



Other Small Animal:

Dr. Karen Rosenthal, Brookfield, NY



Ovine/Caprine:

Dr. Philippa Gibbons, College Station, TX



Pet Bird:

Dr. Amanda Marino, Fort Collins, CO



Porcine:

Dr. Rick Tubbs, Jasper, AL



Poultry:

Dr. Patricia Wakenell, West Lafayette, IN



Professional Behavior, Communications, and Practice Management:

Drs. Jason Coe, Guelph, ON; Laura Garrett, Urbana, IL; and Donna Harris, West Olive, MI



Public Health:

Dr. Katie Steneroden, Ames, IA

November 13-14, 2018
Philadelphia, PA

January 16-17, 2019
Palm Springs, CA

February 27, 2019
Philadelphia, PA

April 9-10, 2019
Philadelphia, PA

NAVLE ITEM REVIEW MEETING

NAVLE item writers gathered at NBME headquarters to review new items for inclusion in the pretest pool and possible future addition to the NAVLE item bank. New items approved at this meeting may appear for the first time as pretest items on examination forms developed for the 2019-2020 testing cycle.

NAVLE POOL REVIEW MEETING

With assistance from NBME test development staff, NAVLE SMEs from the U.S. and Canada met to review pretest item performance information for new items that appeared on the November-December NAVLE. Items that were approved for use on future NAVLE exams were added to the NAVLE item bank.

NAVLE ITEM WRITER TRAINING WORKSHOP

NAVLE SMEs met at NBME headquarters to learn how to write test questions for the NAVLE. After completing the workshop, these trained experts were added to the pool of NAVLE volunteers and may be called upon to write future test questions for the NAVLE.

NAVLE FORM REVIEW MEETING

SMEs met to review and approve NAVLE forms to be administered during the 2019-2020 testing cycle. The SMEs receive the opportunity to review complete forms for quality, content overlap, and to ensure content equivalence. They also evaluated all associated images online for quality and clarity. Recent graduates also participate in this meeting to ensure the content is current.

NAVLE Competency Coding Guidelines

To implement the changes that resulted from the NAVLE Practice Analysis, the ICVA worked with NBME in 2018 to gather subject matter experts (SMEs) from the veterinary community and begin recoding NAVLE items to match the new competency-based NAVLE blueprint.

To ensure consistency around how and when competency codes are applied to different items, in 2018 ICVA identified a team of four volunteer SMEs who worked closely with the NBME to create the NAVLE Competency Coding Guidelines. The recoding project team and the NAVLE item writers used these guidelines to correctly assign the new codes to new and existing NAVLE items.

The first batch of test item recoding was completed in September 2018. The final batch of recoding was completed by the recoding project team in February 2019.

NAVLE Self-Assessments

NAVLE Self-Assessments are web-based practice examinations designed to help NAVLE candidates identify their strengths and weaknesses as they prepare for the NAVLE and to help examinees become familiar with the exam format.

There are four English forms and three French forms available in two timing modes. The standard-paced mode of 220 minutes is the same timing used on the NAVLE. The self-paced timing mode is 440 minutes. Each form consists of 200 retired NAVLE items.

Score reports are available to the student immediately after completion and include a projected NAVLE score range. Research confirms that the projected score range for examinees who take the practice exams under the standard-paced timing mode is predictive of later performance on the NAVLE.

With the recoding process complete, the NAVLE for the upcoming November-December 2019 testing window will now be based on the new NAVLE blueprint.



NAVLE recoding volunteers from left to right: Drs. Fernando J. Marqués, Helen Tuzio, Rick Tubbs, and Julie Fixman

Performance on November-December 2018 NAVLE by Examinee Group

	Mean Scale Score	SD Scale Score	Number of Examinees Failing	Percent of Examinees Failing	Total Examinees
Criterion Group	506	65	420	10.3%	4088
Non-Criterion Group	452	66	160	33.7%	475
Non-Accredited Group	418	70	193	53.2%	363
Total Group	495	71	773	15.7%	4926

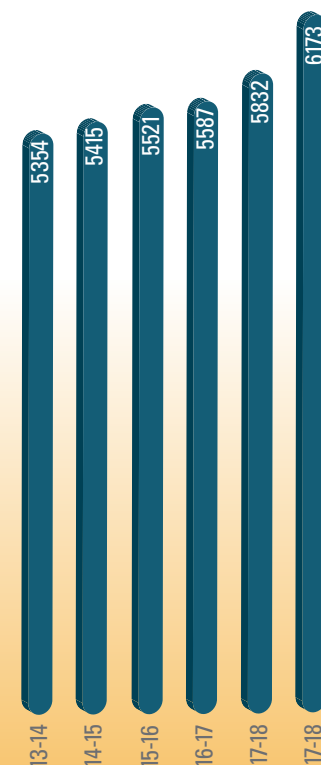
Performance on April 2019 NAVLE by Examinee Group

	Mean Scale Score	SD Scale Score	Number of Examinees Failing	Percent of Examinees Failing	Total Examinees
Criterion Group	463	66	88	29.1%	302
Non-Criterion Group	437	48	238	40.2%	592
Non-Accredited Group	417	75	190	53.8%	353
Total Group	438	64	461	41.4%	1247

Performance on Both Administrations by Examinee Group

	Mean Scale Score	SD Scale Score	Number of Examinees Failing	Percent of Examinees Failing	Total Examinees
Criterion Group	503	66	508	11.6%	4390
Non-Criterion Group	444	57	393	37.3%	1067
Non-Accredited Group	418	73	383	53.5%	716
Total Group	486	73	1289	20.9%	6173

NAVLE Growth Chart



- (1) Criterion Group: senior students of accredited veterinary schools who took the NAVLE for the first time under standard testing conditions;
 (2) Non-criterion Group: senior students of accredited veterinary schools who had previously taken the NAVLE or took the NAVLE with test accommodations or graduate veterinarians from accredited schools; and
 (3) Non-Accredited Group: graduates or senior students of foreign veterinary schools that are not accredited by the American Veterinary Medical Association's Council on Education.

Veterinary Educational Assessment (VEA)

Designed as an independent assessment of basic veterinary medical sciences knowledge, the VEA is a 240-item web-based standardized examination.

The VEA is made available to veterinary schools to assess students' knowledge of subjects taught in the first two years of the curriculum of accredited veterinary schools and to give them experience taking a standardized multiple-choice examination.



The VEA covers five content areas:



During 2018-2019:

1,541
students took the VEA

11%↑
over 2017-2018 testing cycle

201%↑
over the last five years

VEA Performance Guidelines

Starting with the August - September 2018 testing window, schools were provided with a set of VEA performance guidelines to assist them in evaluating student performance. The purpose of the guidelines is to provide a benchmark of minimal competency that schools can use to identify students who may need remediation.

A panel of nine subject matter experts on behalf of the ICVA participated as judges and reviewed a representative sample of items covering the major content subdomains: Anatomy, Physiology, Pharmacology, Microbiology, and Pathology.

All statistical information generated from both the Modified-Angoff and Hofstee procedures were summarized together to provide a range of scores reflecting minimum competency, which became the VEA performance guidelines.

VEA

VEA Research

Dr. Jared Danielson, Associate Dean for Academic and Student Affairs at the Iowa State University College of Veterinary Medicine, began conducting a research study, which compares internal veterinary school assessments to students' performance on the VEA and how well both measures predict clinical science knowledge.

Dr. Danielson's study differs from previous research conducted in 2011 because it focuses on how students perform at school in the five major content areas the VEA tests: anatomy, physiology, pharmacology, microbiology, and pathology.

Five schools are participating in the study, with a data set totaling 4,750 students. Findings from the research will be available in early 2020.



Dr. Jared Danielson

VEA Score Reporting Format

Under previous VEA score reports, the school and students received raw percentage scores for both the overall test and in each of the five content areas a few weeks after the end of the testing window.

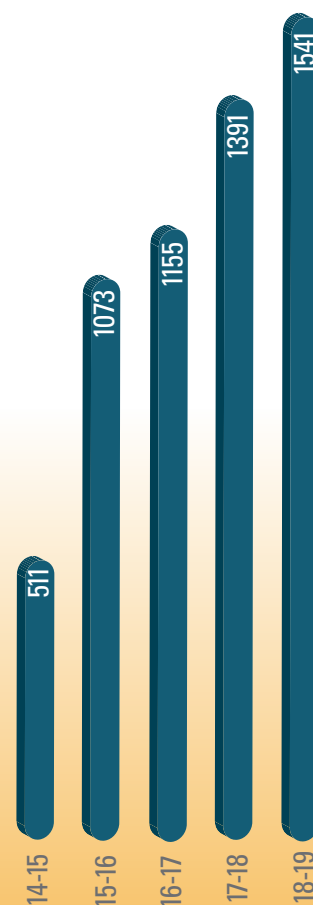
Beginning with the August - September 2018 testing window:

Individual examinees receive score reports showing their performance and a comparison to other examinees' performance during that administration

Percentage and scaled scores are available to schools and students after the end of each testing window

Detailed breakdowns by content area, comparisons to other candidates' performance, and guidelines for what scores may need remediation are provided

VEA Growth Chart



VEA Pretest Items

Starting this past year, the VEA now includes 40 pretest items intermixed with the scored items (similar to the NAVLE).

Pretest items have been added to each form of the test to create an expanded pool of validated test items, required due to recent increases in the number of examinees.

Species Specific Examinations

At the request of licensing boards, in 2000 the ICVA developed the Species Specific examinations to evaluate a veterinarian's knowledge in companion animal or equine medicine. Veterinarians may take one or both of the examinations, depending on the needs of the licensing board.

Available in multiple forms of each examination, the 100 multiple-choice exam is only available to licensing boards. Exams are used to assess a veterinarian's competency in disciplinary cases or as verification of competency for a veterinarian who is licensed in another jurisdiction.



Species Specific exams given:

28

total in 2018

25

to-date in 2019

Species Specific Examinations Form Review

The Species Specific examinations were reviewed and revised in October 2018 at the Species Specific Form Review Meeting.

The following served as form reviewers at the meeting:



Companion Animal:

Drs. Erica Barron, Arlington, VA; Cheryl Dhein, Pullman, WA; Meg Glattly, Jordan, MN; and Sandra Mitchell, Saco, ME



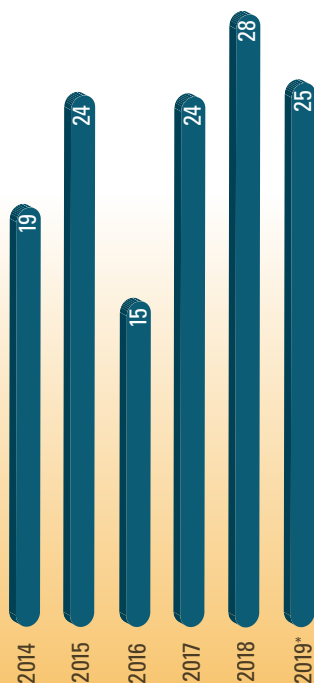
Equine:

Drs. Benjamin Darien, Madison, WI; Kathleen MacMillan, Charlottetown, PEI; Fernando Marqués, Madison, WI; and Tamara Swor, Ames, IA

The Species Specific exam currently is in paper-and-pencil format. A standard setting was completed in the summer of 2019, and a pilot program for web-based computer test delivery is set to begin in the fall of 2019.

Boards interested in using these examinations should contact the ICVA office at mail@icva.net.

Species Specific Use



Use of Species Specific Exams by Licensing Board and Year

	2014	2015	2016	2017	2018	2019*
Arizona	5.3%	-	-	-	-	-
California	26.3%	29.2%	13.3%	29.2%	14.29%	8.0%
Georgia	-	-	-	-	3.57%	4.0%
Kansas	-	4.2%	-	-	-	-
Massachusetts	-	-	-	4.2%	7.14%	-
Minnesota	15.8%	-	-	4.2%	-	4.0%
Nevada	52.6%	66.7%	86.7%	58.3%	67.86%	76.0%
Ontario	-	-	-	4.2%	3.57%	8.0%
U.S. Virgin Islands	-	-	-	-	3.57%	-

*2019 numbers are year to date.

Mission and Outreach

Beyond providing world-class examinations like the NAVLE and other assessment tools to protect the public, and animal health and welfare, ICVA demonstrates a commitment to its core mission by educating stakeholders on current assessment tools, identifying unmet assessment needs, and creating solutions to assist veterinary medicine.

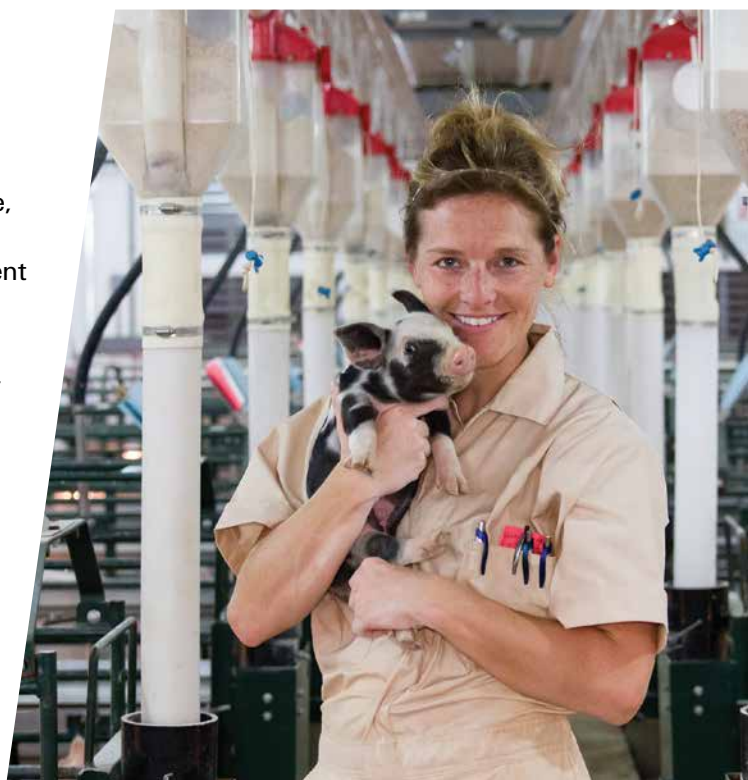
Through the website as well as a scheduled quarterly email newsletter, ICVA provides regular communication updates on its strategic goals, assessment updates, Board of Directors' activities, and upcoming volunteer opportunities.

The ICVA Assessment Grant Program

In 2017, the Academic Veterinary Assessment Working Group (AVAWG) was created by ICVA's Board of Directors, charged with identifying what assessment and measurement resources currently exist across academia, and areas where ICVA can best serve the assessment needs of academic veterinary medicine.

In 2019, the AVAWG initiated the ICVA Assessment Grant pilot program to fund research projects focused on veterinary assessment within academia. The purpose of an ICVA assessment grant is to validate current, discover new, implement, and support best practices in veterinary medical education assessment. A total of three \$10,000 grants were available for researchers in 2019.

The grant program was announced at the Association of American Veterinary Medical Colleges (AAVMC) meeting in March 2019 and promoted to veterinary colleges by email and social media. The AVAWG began accepting letters of intent for the grant program April 1, 2019, with a submission deadline of May 1, 2019. ICVA received 13 letters of intent for the inaugural round of the program.



From those letters of intent, the AVAWG sent invitations for full proposals to all 13 applicants, which were due July 31, 2019. More information about grant winners and their research initiatives will be forthcoming in 2019-2020.



International Council for
Veterinary
Assessment

Assessment Grant Program

New assessment grant program to fund research programs focused on academic veterinary assessment

Letter of Intent due May 1, 2019

Interested in Researching Veterinary Assessment?

Our Academic Veterinary Assessment Working Group (AVAWG) has developed an assessment grant program to fund research programs focused on veterinary assessment within academia. The purpose of an ICVA assessment grant is to validate current, discover new, implement and support best practices in assessment in veterinary medical education.

Faculty from AVMA Council on Education accredited veterinary schools are invited to submit a letter of intent outlining the theme or focus of their assessment research.

Letters of intent are due by May 1, 2019.

If you have questions regarding the grant competition or inquiries about how best to proceed, please contact Jeanne Blasewitz at jblasewitz@icva.net.

Grant Program Overview and Links

The Academic Veterinary Assessment Working Group (AVAWG) was created by the ICVA's Board of Directors in 2017 with the purpose of identifying what assessment and measurement resources currently exist across academia, and areas where ICVA can best serve the assessment needs of academic veterinary medicine.

More Information about the AVAWG

Outreach to Stakeholders

As part of ICVA's ongoing efforts to serve as a proactive leader and collaborator in veterinary medicine, the ICVA and National Board of Medical Examiners® (NBME®) gave a joint presentation about the NAVLE at the American Association of Veterinary State Boards (AAVSB) Annual Meeting, September 13-15, 2018 in Washington, D.C.

Speakers included Dr. Meg Glattly from the ICVA and Dr. Rich Feinberg, Ms. Janine Hawley, and Ms. Melissa Dudlick from NBME.

During the AAVSB meeting, Dr. Mike Chaddock also presented an update on ICVA activities, and the four AAVSB designees on the ICVA Board of Directors joined the AAVSB Executive Board, Dr. Case, and Jim Penrod in a Q&A presentation with meeting attendees.

Drs. Heather Case and Mike Chaddock also attended the American Veterinary Medical Association (AVMA) Veterinary Leadership Conference January 11-13, 2019 in Chicago, IL, where they met with students, young veterinarians, and colleagues passionate about advancing veterinary medicine through leadership.

The American Association of Veterinary Medical Colleges (AAVMC) 2019 Meeting was held March 7-10, 2019 in Washington, D.C. Drs. Mike Chaddock and Heather Case from the ICVA gave updates to the AAVMC Academic Affairs Committee around recent changes to the NAVLE, enhancements made to the VEA, and ICVA's Academic Veterinary Assessment Working Group, including announcing the new ICVA Assessment Grant Program.



Dr. Mike Chaddock presented an update on ICVA at the 2018 AAVSB Meeting.

Outreach to Veterinary Schools

The ICVA visited seven schools during 2018-2019 to present *The Life of an Item*, a presentation designed to demystify the NAVLE for veterinary school faculty and students. Dr. Case also attended the Student American Veterinary Medical Association (SAVMA) Symposium on March 8-10, 2019 to staff the ICVA's booth as well as to present *The Life of an Item*.

The presentation is provided at no cost to the schools and provides an overview of the ICVA, the creation of NAVLE items, and test administration.

Faculty members are also able to view the presentation and may also have a separate time to talk to Dr. Case about topics of their choosing, including the NAVLE, the VEA, and additional ways ICVA can assist with academic veterinary medicine assessment needs.

ICVA is planning a series of updates to *The Life of an Item* presentation which includes additional refinements to better address students' needs and a move to short videos that will be posted on the ICVA website.

Finance

As a not-for-profit corporation with 501(c)(3) status from the Internal Revenue Service, ICVA's bylaws require an annual financial audit.

ICVA's annual Form 990 is available electronically at www.guidestar.org under the organization's previous name, the National Board of Veterinary Medical Examiners.



Drs. Heather Case and Mike Chaddock with the new exhibit graphics at the 2019 AAVMC Meeting.

ICVA Branding Update

As part of the rebranding process that began in 2016, the ICVA continued to expand marketing communications and outreach efforts.

2018-2019 initiatives included:

- A re-designed 2017-2018 Annual Report
- A three-part email awareness campaign for the Veterinary Educational Assessment (VEA)
- Enhancements to the ICVA website, including a blog focused on assessment topics
- A refreshed exhibit presence of new separate tabletop exhibits used at the AAVMC and SAVMA meetings
- Creation of and ongoing updates to the ICVA LinkedIn page to provide timely information and news
- New handouts on the NAVLE, NAVLE Self-Assessment, AVAWG, and VEA

Newsletter

Issues of the Veterinary Assessment In Focus (formerly National Board Report) were published in September and December 2018, and March and June 2019.

The Veterinary Assessment In Focus newsletter moved to a new electronic format beginning with the December 2018 edition. The change was a result of working with experts and surveying readers to determine what content was important to them and finding improved ways to communicate ICVA's ongoing work with those across veterinary medicine.

The newsletter was emailed to the constituent organizations, and to each licensing board, veterinary school, and state/provincial veterinary medical association in North America. Past versions of all newsletters are also available on the ICVA's website.



Leadership and Staff



Dr. Patricia Provost receiving a certificate of appreciation from the new Chair, Dr. Mike Chaddock.

The ICVA Board of Directors

ICVA completed implementation of amendments to the bylaws approved at the January 2017 meeting to better position the organization to meet the goals established in its strategic plan.

Specifically, the composition of the ICVA Board of Directors has changed, via attrition, through June 2019 (as volunteers completed their existing terms). This change provides opportunities for any veterinary organization to nominate qualified individuals to serve on the Board of Directors in the At-Large Director positions in order to compliment Directors designated across three main areas:

Accreditation

Education

Licensure/Assessment

The thirteen members of the ICVA Board are either elected or designated. The composition of the ICVA Board of Directors is as follows:

AAVSB

4 designees

[including a public member]

CNEB

1 designee

AVMA COE

1 designee

AAVMC

2 designees

At-Large

5 directors

2019-2020 Leadership

The following officers were appointed for 2019-2020: Drs. Mike Chaddock (AAVMC) as Chair, Susan Little (At-Large Director) as Chair-Elect, Bruce Louderback (AAVSB) as Secretary-Treasurer, and Patricia Provost (At-Large Director) as Past Chair.

Other Board members for 2019-2020: Drs. Jon Betts, Robert Chersonson, Fernando J. Marqués, Karen L. Robertson, Fern Tablin, Helen Tuzio, Maureen Wichtel, Jack Wilson, and Ms. Kathy Bowler.

Drs. Misty Edmondson and Mark Russak were honored at the June 2019 Board of Directors meeting for their dedicated time and service. Dr. Edmondson served on the Board of Directors for two years, as a designee from the AAVMC, while Dr. Russak served for six years as a designee of the American Animal Hospital Association (AAHA).

Staff

Dr. Heather Case, Jeanne Blasewitz, Anita Casey-Reed, Laurie Holverson, and Tonee VanderVliet served as full-time employees for ICVA.



2018-2019 Board Meetings

June 22-23, 2018
Vancouver, BC

January 18-19, 2019
Palm Springs, CA

Strategic Priorities

In collaboration with stakeholders, transition NAVLE to an enhanced competency-based set of assessments

- Continue to focus on NAVLE as our premier product
- Explore innovative assessment modes

Expand ICVA's suite of world-class assessments, being responsive to the global needs of society & veterinary medicine

- Respond to international requirements
- Responsive to the needs of licensing boards & Colleges of Veterinary Medicine (CVMs)

Further develop ICVA's assessment capabilities and expertise

- Expand ICVA's resource network
- Leverage and develop technical skills

Be a proactive leader and collaborator in veterinary medicine

- Increase engagement with licensing boards, CVMs and other components of veterinary medicine that further ICVA's mission

Operational excellence through continuous improvement

- Deliver reliable services to licensing boards, CVMs, examinees, and other clients
- Continue to leverage strong NBME partnership

Promote a healthy & positive working environment

- Staff, Board and volunteers are team members critical to and collaborators in the ICVA mission
- Provide enrichment through opportunities for growth, empowerment, work-life balance, & respect



ICVA OFFICES

3000 North 14th Street, Suite 2A
Bismarck, ND 58503

1095 Pingree Road, Suite 218
Crystal Lake, IL 60014

The International Council for Veterinary Assessment (ICVA), formerly the National Board of Veterinary Medical Examiners (NBVME), is an independent not-for-profit 501(c)(3) mission-driven organization.