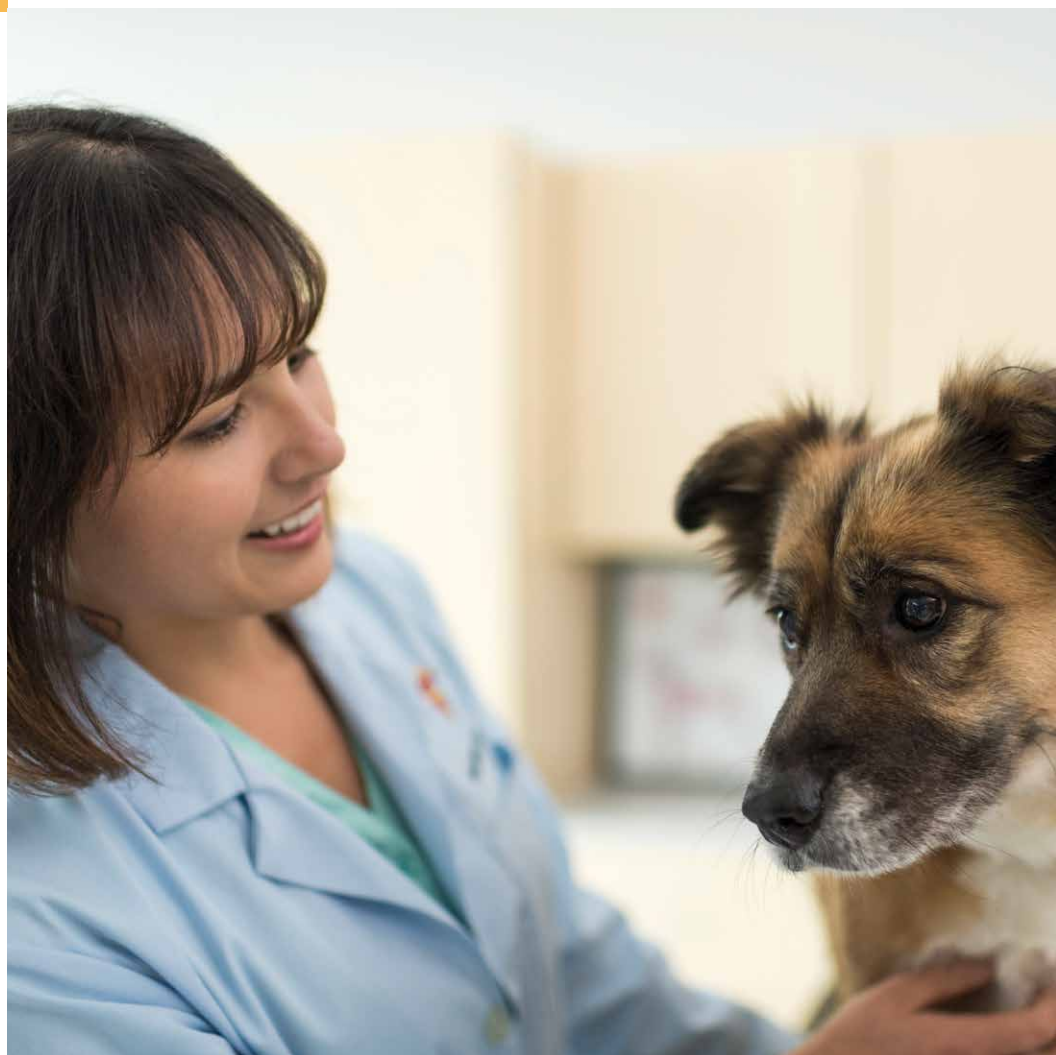


2021-2022 ANNUAL REPORT



SETTING A HIGHER STANDARD TOGETHER®



NAVLE® SPECIES SPECIFIC EXAMS
VEA®

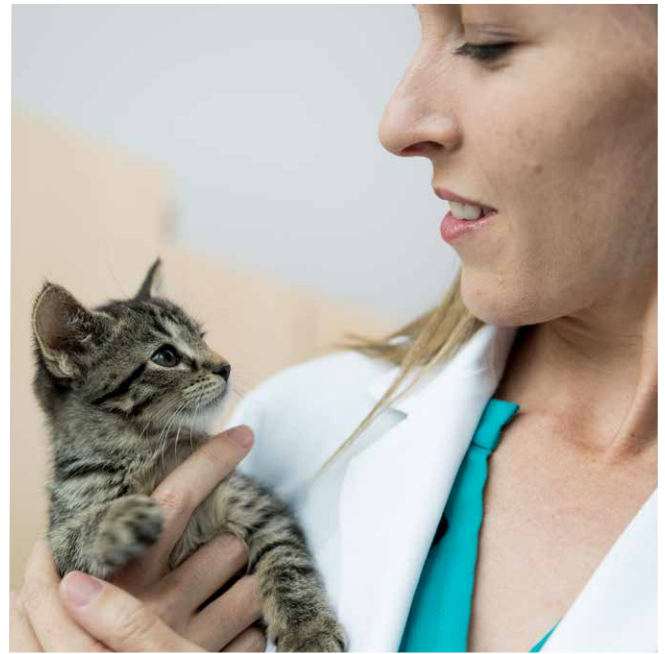
Vision

The world leader in veterinary assessments.

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

We're pleased to share that **testing has been a success** during these ongoing unprecedented times, maintaining the world-class standards of our examination process while seeing growth in the number of candidates taking our examinations around the globe.

Being adaptable has been paramount and showed us the need to adjust our testing windows to accommodate candidates further. We continued to expand testing windows and encouraged candidates to select dates earlier in the testing windows for their exams. We have announced the dates of the fall 2022 testing window, ending on December 16, allowing ICVA to address any testing issues before the end of the year.

Our staff at ICVA has gone above and beyond to innovate our testing to best serve the needs of candidates while educating and interacting with other professionals in the field. The work we do wouldn't be possible without our dedicated team, and their extraordinary efforts are appreciated.

During the 2021-2022 testing cycle, **7,019 candidates** took the North American Veterinary Licensing Examination (NAVLE®), showing a 5.7% increase from the 6,639 candidates who tested during the 2020-2021 cycle. Additionally, we experienced year-over-year growth with our Veterinary Educational Assessment (VEA), with 1,745 students taking the examination in 2021-2022 – representing a 6.8% increase since last year.

It was a pleasure reviewing applications last fall and announcing the **2021 Assessment Grant** winners: Dr. India Lane and co-investigator Dr. Misty Bailey from the University of Tennessee for their project, "Assessing across the Curricula – University of Tennessee College of Veterinary Medicine". Our ICVA grant program is continuing for the fourth year, with five high-quality submissions submitted by the June 24, 2022 deadline from those looking to continue research into assessment practices in veterinary medical education.

We recognize the need to continue investing in innovation as part of our commitment to being a world leader in veterinary assessments. We are now adding a **Chief Innovation Officer** to our team in 2022 as an important step to building our capacity in this area of our organization.

To serve the veterinary community and the public to our highest potential, we also established our **Communications Skills Assessment Task Force** to help us best assess the skill set essential to providing high-quality care. This group is performing a systematic review to gather evidence regarding communication skills assessment methods that could be used in different testing environments. We are excited about the changes this committee can bring to the field and to patient care!

After successfully launching our **Assessment Development Workshops** early in 2021, we have expanded this program, conducting multiple workshops at eight academic institutions (in four different countries) along with piloting VEA Faculty Workshops – which allow us to assist schools based on their distinct assessment needs.

Thank you to the **outstanding volunteers**, dedicated staff, regulatory and academic colleagues, and candidates that help make ICVA possible. We're grateful for the dedicated professionals who want to see collective growth in our community, which shows through the tremendous results we've experienced since our beginnings as an organization.



Karen Robertson
DVM, DACVPM
ICVA Chair



Heather Case, DVM, MPH,
DACVPM, CAE
Chief Executive Officer



Dr. Karen Robertson



Dr. Heather Case

VOLUNTEERS

Thank you to our many talented and tenacious volunteers who help support the efforts of the ICVA. It would be impossible for the ICVA to fulfill our vision and mission without the support and generosity of our **300+ volunteers**.

Our volunteer community represents all facets of veterinary medicine and is integral in supporting our efforts to provide world-class examinations and other assessment tools that protect the public and animal health and welfare.

THANK YOU!



“

Volunteering with ICVA has been a very informative experience, and I feel like I am a better educator of veterinary students because of it. I did not realize how much work went into making the examinations the best they can be, and I have a much greater appreciation for what is involved and the detailed statistics that go into creating questions.”

Dr. Tamara Swor

“

Volunteering for the ICVA will allow you to share your area of expertise, and meet wonderful, dedicated colleagues from across the many specialties of veterinary medicine from the United States and Canada while working towards the common goal of improving the assessments used in veterinary medicine. It is very rewarding to give back to our profession!”

Dr. Teresa Morishita

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

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

Administered since 2000, the NAVLE consists of **360 clinically relevant multiple-choice questions** (300 scored, 60 pre-test) and is a requirement for licensure to practice veterinary medicine in all licensing jurisdictions in the U.S. and Canada.

The NAVLE was developed in cooperation with the National Board of Medical Examiners® (NBME®). The NAVLE is offered at Prometric computer testing centers throughout North America and certain international sites.



COVID-19 RESPONSE

As COVID-19 policies and guidelines were released and continued to evolve rapidly, ICVA worked hand-in-hand with the National Board of Medical Examiners® (NBME®) and Prometric Testing Centers to make informed decisions regarding testing.

Expanded Exam Completion Options for Candidates

The NAVLE is typically offered twice a year – during a four-week window in November-December, and again during a two-week window in April. This provides most candidates two opportunities to pass the NAVLE before graduating from veterinary school.

Due to the ongoing pandemic, our Fall 2021 NAVLE window was expanded to two months spanning from November 1 - December 31, and our Spring 2022 NAVLE window was expanded to seven weeks, from March 14 - April 30.

7,019

candidates took the NAVLE in 2021-2022

25.6%

increase in candidate pool in the last five years

5.7%

increase over 2020-2021 testing window

89,362

candidates completed the NAVLE since 2000-2001

90%

2021-2022

92%

2020-2021

95%

2019-2020

94%

2018-2019

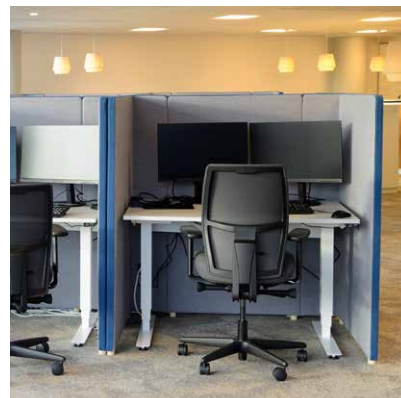
ULTIMATE PERFORMANCE PASSING RATE

for senior students from AVMA-accredited schools

% **passing the exam** remains relatively consistent for the past five years and we continue to monitor the data as part of our ongoing quality control measures. This includes monitoring the differences in ultimate performance passing rate variance during the COVID-19 pandemic, which is not yet attributable to any single source or cause.













Prometric Testing Center Access

For the 2021-2022 testing windows, there were minimal instances of Prometric sites being closed or having limited capacity. Most of the COVID-related scheduling issues were with individual candidates who were either sick or quarantined due to close contacts. The expanded testing windows allowed the majority of those candidates to reschedule without further issues.







NAVLE Item Writers for 2021-2022

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 2021-2022.

	Aquatics/Reptile: Drs. Lester Khoo, and Gregory Lewbart		Feline: Drs. Serge Chalhoub, Allan Corber, Ryane Englar, Matthew Kornya, and Helen Tuzio
	Bovine: Drs. Bradley Heins, Jeffery Musser, Keith Poulsen, and Maria Prado		Other Small Animal: Dr. Karen Rosenthal
	Camelidae/Cervidae/Ovine/Caprine: Drs. Clare Scully, and Ricardo Stockler		Pet Bird: Dr. Amanda Marino
	Canine/Feline Behavior: Dr. Christine Calder		Porcine: Drs. Madonna Benjamin, Wesley Lyons, and Gilbert Patterson
	Canine: Drs. Julie Fixman, Christine Savidge, Gretchen Schoeffler, and Karen Tefft		Poultry/Avian: Dr. Teresa Morishita
	Equine: Drs. Lauren Kleine, Kathleen MacMillan, Fernando Marqués, and Jean-Yin Tan		Professional Behavior, Communications, and Practice Management: Drs. Rose Baker, Jason Coe, and Amy Snyder
			Public Health (ACVPM group Chair): Dr. Jane Kelly

2021-2022 NAVLE Item, Pool, and Form Review Meetings (Virtual)

 November 9-10, 2021	 January 19, 2022	 February 24, 2022	 April 6-7, 11-12, 2022
NAVLE ITEM REVIEW MEETING NAVLE item writers worked with NBME editors remotely 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 pre-test items on examination forms developed for the 2022-2023 testing cycle.	NAVLE POOL REVIEW MEETING With assistance from NBME test development staff, NAVLE SMEs from the US and Canada met remotely to review pre-test item performance for new items that appeared on the November-December NAVLE. Items were approved for use on future NAVLE forms and were added to the NAVLE item bank.	NAVLE ITEM WRITER TRAINING WORKSHOP NAVLE SMEs met remotely 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 and/or review future test questions for the NAVLE.	NAVLE FORM REVIEW MEETING NAVLE SMEs met virtually to review and approve NAVLE forms to be administered during the 2022-2023 testing cycle. The SMEs receive the opportunity to review complete forms for quality and 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.

Performance on Fall 2021 NAVLE by Examinee Group

	Mean Scale Score	SD Scale Score	Number of Examinees Failing	Percent of Examinees Failing	Total Examinees
Criterion Group ¹	493	68	646	15.2%	4244
Non-Criterion Group ²	441	65	248	38.2%	650
Non-Accredited Group ³	399	72	290	65.2%	445
Total Group	479	74	1184	22.2%	5339

Performance on Spring 2022 NAVLE by Examinee Group

	Mean Scale Score	SD Scale Score	Number of Examinees Failing	Percent of Examinees Failing	Total Examinees
Criterion Group ¹	453	69	83	30.7%	270
Non-Criterion Group ²	427	51	429	45.7%	939
Non-Accredited Group ³	404	66	296	62.8%	471
Total Group	425	61	808	48.1%	1680

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 ¹	490	68	729	16.1%	4514
Non-Criterion Group ²	433	57	677	42.6%	1589
Non-Accredited Group ³	401	69	586	64.0%	916
Total Group	466	74	1992	28.4%	7019

(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.

NAVLE Self-Assessments

NAVLE Self-Assessments (practice assessments) are **web-based examinations** helping candidates identify their strengths and weaknesses as they prepare for the NAVLE.

Each NAVLE Self-Assessment form consists of **200 multiple-choice items**, presented in four sections of 50 items each. NAVLE Self-Assessment forms are available for purchase and can be taken under standard-paced or self-paced timing modes.

NAVLE SA Stats 2021-2022

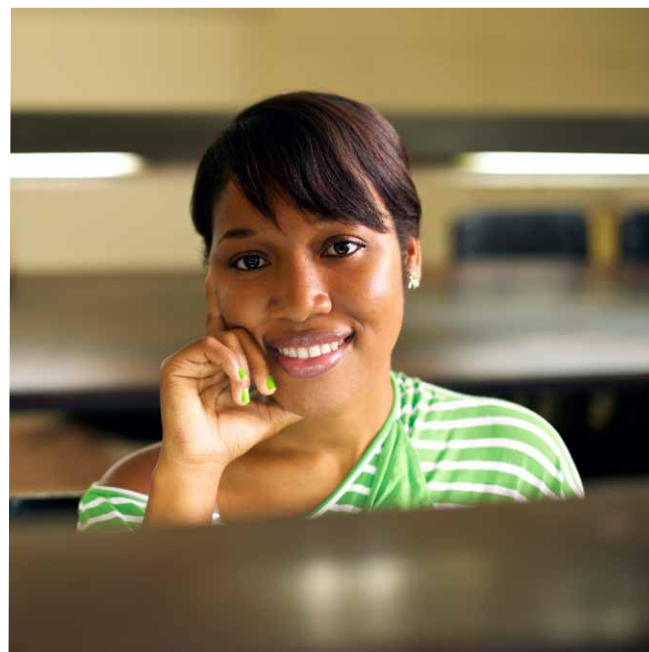
English

Form 1 – Regular	2388
Form 2 – Expanded Feedback	4218
Form 3 – Regular	1837

French

Form 1 – Regular	43
Form 2 – Expanded Feedback	85

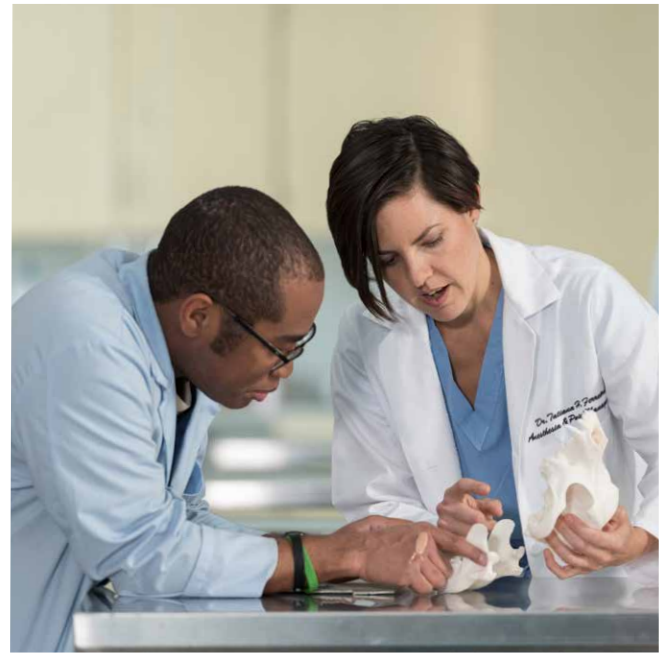
Research has shown that the projected score range for examinees who take the practice exams under the standard-paced timing mode is predictive of later performance on the NAVLE. Our expanded feedback form also allows the examinee to review the answers to incorrectly-answered questions.



Veterinary Educational Assessment

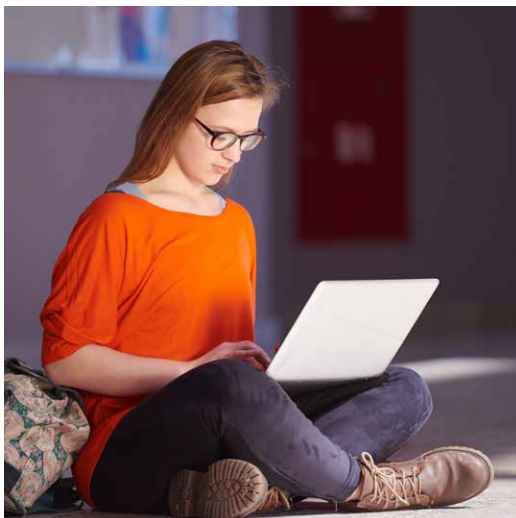
The VEA is an **independent standardized assessment** of basic veterinary medical sciences knowledge. It is web-based and includes 240 items (200 scored, 40 pre-test)—with five main content areas, including anatomy, physiology, pharmacology, microbiology, and pathology.

The VEA allows schools to track their students' performance in these content areas over time and to **compare the performance** of their students to that of students from other veterinary schools.



COVID-19 RESPONSE

The option for remote proctoring of the VEA began with the May 2020 testing window, allowing schools to administer the assessment to their students even if they were not on campus. Remote proctoring continued as an option for the VEA 2021-2022 testing windows.



1,745

students took the VEA over three 2021-2022 testing windows at 14 schools

6.8%

increase over 2020-2021 testing window

47%

increase over the last five years

PILOT

VEA FACULTY WORKSHOPS PILOT PROGRAM

VEA Faculty Workshops are being developed for schools using the Veterinary Educational Assessment (VEA) to measure student knowledge in the basic veterinary sciences. **These interactive workshops** provide skills and training to staff and faculty so that they are better able to utilize data from the VEA score report to guide curriculum and support individual student learning.

The workshops were piloted in late May at the University of Tennessee, Texas A&M University, and Auburn University. Schools currently using the VEA will be contacted in September with workshop registration details.

Continued VEA Research

As many colleges move to explore holistic admissions processes which encompass both academic and non-academic factors, the question of student performance arises. A 2021 study published by Drs. Jared A. Danielson and Rebecca G. Burzette examined admissions criteria as predictors for academic success. As one of the indicators of success, Drs. Danielson and Burzette turned to the VEA as a standardized measure of knowledge and skills in veterinary medical education.

Their recent study was unique when compared to prior similar studies in that it controlled for restriction of range of the predictor variables and used a relatively new assessment tool: the Veterinary Educational Assessment (VEA) as well as additional indicators. The full report is slated for release in 2023.



Dr. Jared Danielson



Dr. Rebecca Burzette

VEA Faculty Review Form

ICVA is continuing to give faculty the opportunity to better understand the VEA and its benefits—which is why ICVA offers two complimentary faculty reviews per school year (July 1 - June 30). The VEA Faculty Review can be completed any time of year and includes 100 items, allowing for a simpler, more efficient review process.

100

item streamlined faculty
review form

2

complimentary faculty
reviews per year

365

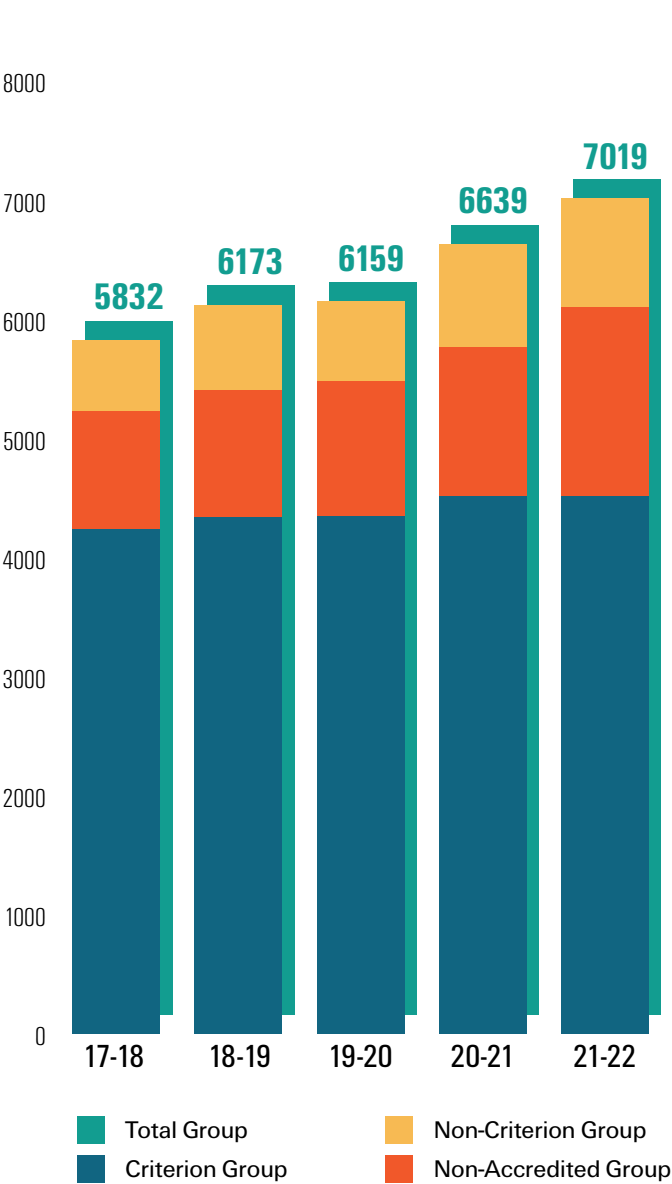
faculty VEA review
available year-round

ICVA’s Assessments – Use and Growth

Statistics for the licensing and student assessments offered by ICVA for the past five years.

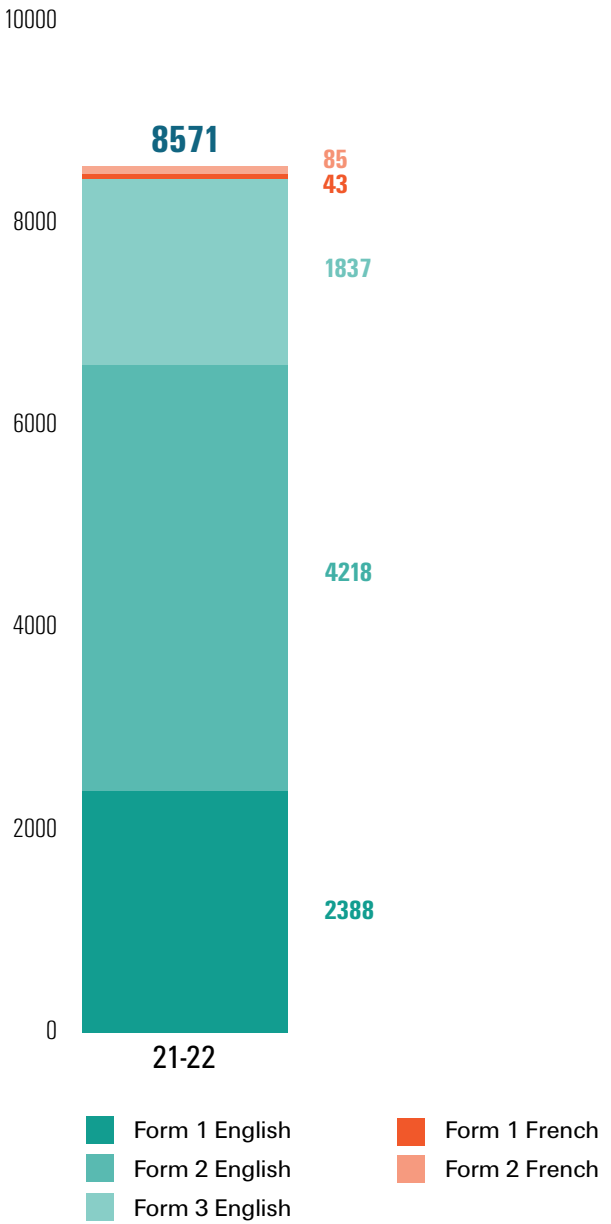
NAVLE Growth Chart

Breaking out the segments of Criterion, Non-Criterion, and Non-Accredited candidates helps show the trends over the past 5 years.



NAVLE Self-Assessment Use Chart

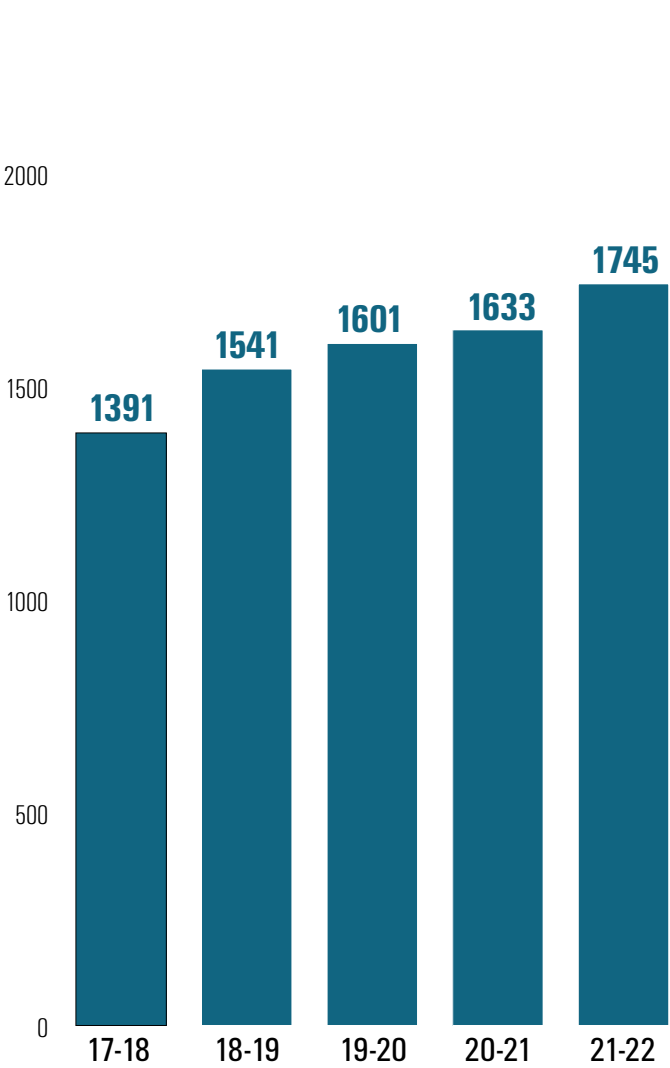
Breaking out by segments for English and French, and showing the use of Form 2 – expanded feedback version – is nearly double other forms.





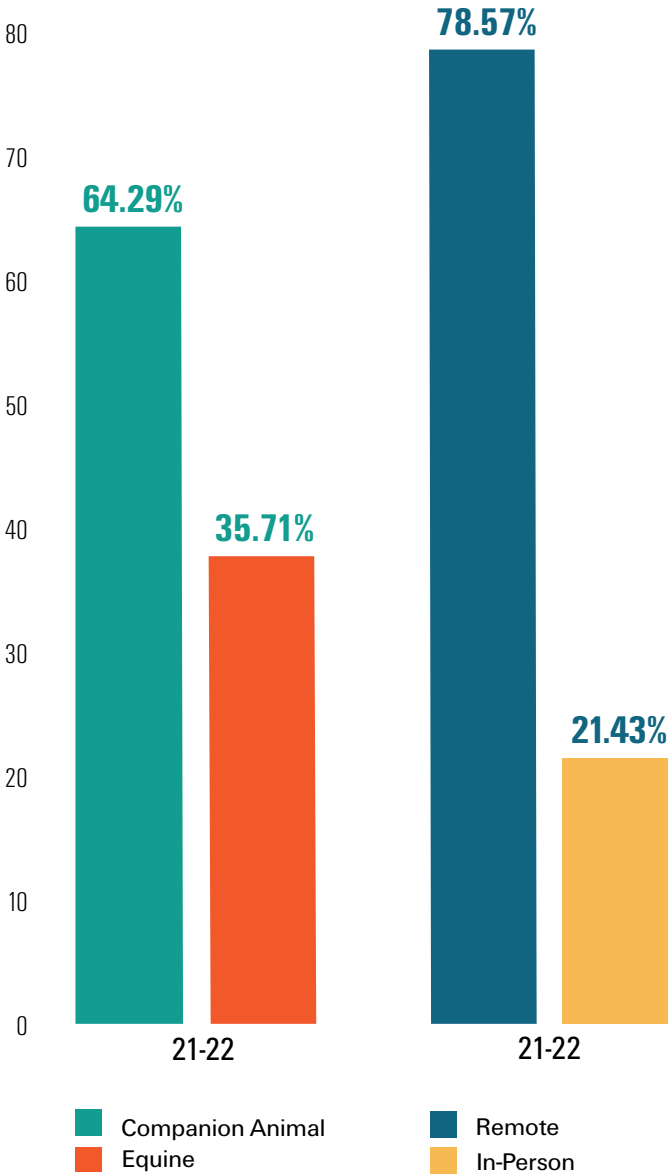
VEA Growth Chart

The implementation of remote proctoring in 2020 allowed for continued strong use of VEA to track student performance during the COVID-19 pandemic.



Species Specific Exam Use Chart

Remote proctoring for the Species Specific Exam was also implemented in 2020 allowing licensing boards to safely test veterinarians when needed.



SPECIES SPECIFIC

Species Specific Exams

In 2000, ICVA developed Species Specific examinations to evaluate veterinarians' knowledge of companion animals or equine medicine. Depending on the needs of the licensing board, veterinarians may take one or both of the examinations.

Exams assess a veterinarian's competency in disciplinary cases or provide verification of competency for a veterinarian who is licensed in another jurisdiction. The 100-item exam is only available to licensing boards, each in multiple forms that come with an ICVA-recommended passing standard.



ICVA most recently updated the Species Specific examinations through a standard setting process in 2019, and implemented options in 2020 to allow remote proctoring for easier administration.



64.29%

companion animal exams
in 2021-2022



35.71%

equine exams
in 2021-2022

OUTREACH

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.



Drs. Heather Case and Elizabeth Johnson Million made a presentation at the AVMA Veterinary Leadership Conference in January 2022.

Outreach to Stakeholders

With continued changes this year, ICVA announced expanded NAVLE windows, updates on workshops and assessment grants, expanded timeframes for faculty review of the VEA, ICVA board nomination opportunities, and more. ICVA has communicated regularly with deans, faculty, licensing board members, the Board of Directors, and candidates.

NAVLE Communications

ICVA's team continued to handle an increased volume of inquiries to assist candidates with scheduling, updates on admission permits and score releases, while continuing to work remotely.

Outreach to Veterinary Schools – *The Life of an Item* Presentation

Dr. Elizabeth Johnson Million provided *The Life of an Item* presentation at universities across North America—including an in-person presentation and discussion at Lincoln Memorial University and at the University of Tennessee, and as an online webinar to Long Island University, the University of Minnesota, Ross University, the University of Montreal, the University of California at Davis, the University of Prince Edward Island, the University of Arizona, and Mississippi State University.

Additionally, on four dates in April, she presented an open online webinar with over 400 total participants from 17 countries.

APRIL 2022 WEBINARS

400

total participants

17

countries represented

OUTREACH

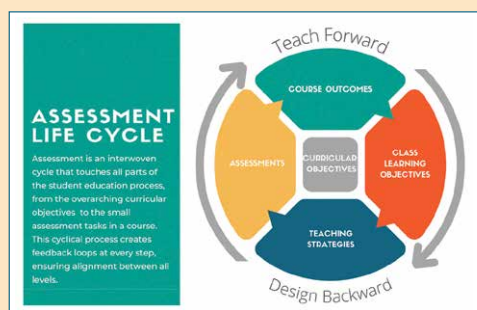
ASSESSMENT DEVELOPMENT WORKSHOPS

Assessment Development Workshops are interactive workshops created and customized for veterinary school faculty and administrators. They aim to help schools expand their methods for assessing veterinary student performance and determining best practices specific to their institution's students, faculty, and administration.

The first series of workshops took place in February 2021 online with the University of Padua, Italy, with others taking place with schools in both North America and parts of Europe—each customized to the school's specific needs.

The ICVA Assessment Development Workshops were provided by Drs. Kent Hecker, Elizabeth Johnson Million, and Courtney Vengrin as online interactive sessions to faculty and school administration.

We continue to provide these useful workshops to schools throughout the country. Faculty or administrators interested in the ICVA Assessment Workshops should contact Dr. Vengrin.



Additional 2021-2022 initiatives included:



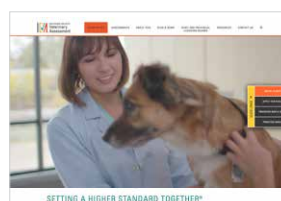
YouTube Channel

We enhanced our YouTube channel presence, with almost 800 subscribers (nearly doubled this year) and over 19,000 views.



LinkedIn

Launched in 2018, we have increased our LinkedIn posting frequency and now have 632 followers—over 200 gained in 2022.



Website

Added subscription page for individuals to choose their preferred communications, and expanded content for the ICVA Assessment Grant Program.



Communications

Continuing quarterly newsletters, reports and a robust email schedule, communicating with schools, candidates, and licensing boards.

Communications Skills Assessment Task Force

The Communications Skills Assessment Task Force was created by the ICVA Board of Directors in 2020 to further explore how best to assess the competency of communication skills of entry level veterinarians. The CSATF continues its work on reviewing communication assessment methods that could be implemented to assess veterinary communication skills in a fair, feasible, reliable, and valid manner.

To date, they have reviewed over 13,000 titles and abstracts and are currently finalizing the list of documents to be included in more detailed analyses.



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 on the ICVA's website.

OUTREACH

ICVA Assessment Grant Program

In 2019 the Academic Veterinary Assessment Committee (AVAC) initiated the ICVA Assessment Grant program to fund research projects focused on veterinary assessment within academia. The purpose of the ICVA assessment grant is to validate current, discover new, implement, and support best practices in veterinary medical education assessment.

ICVA announced the third year of the Assessment Grant program on April 1, 2021, with the entry deadline extended to June 1, 2021.

The ICVA received six letters of intent for the 2021 assessment grant program and asked all six teams to submit full proposals by September 30 for consideration. The proposals were reviewed by all members of the Academic Veterinary Assessment Committee. Comments, and feedback was compiled—the entire committee then reviewed the comments and voted on the final recipients.



Grant recipient Dr. India Lane

Congratulations to the 2021 ICVA Assessment Grant Program Recipients

The AVAC awarded a \$10,000 grant to be used by the recipients to execute the selected research proposal: “Assessing across the Curricula—University of Tennessee College of Veterinary Medicine”.

Dr. India Lane and co-investigator Dr. Misty Bailey, will use the grant funds to support revising learning outcomes, revising and tagging exam questions, and creating exam blueprints for analyzing their curriculum map for potential divergence between declared, delivered, and learned curricula.



Grant recipient Dr. Misty Bailey

Given that the foundation of a curriculum map, and the foundation of quality instruction, are quality learning outcomes, they expanded the scope of the project to include support for writing objectives, mapping them and writing and tagging examination items.

This project will better prepare faculty to determine if day-one competencies are being met, examine horizontal and longitudinal content alignment, and identify curricular and assessment gaps and overlaps in the long term.

2022 Assessment Grant Program

For the fourth year of the ICVA Assessment Grant Program, the dates were shifted slightly, and it was announced on May 18, 2022 with the Letter of Intent deadline set as June 24, 2022. The ICVA received five letters of intent and from those letters of intent, the AVAC sent invitations for full proposals to two applicants. The proposals will be reviewed by all members of the Academic Veterinary Assessment Committee and the 2022 ICVA Assessment Grant winners will be announced publicly by the end of 2022.



LEADERSHIP

Leadership and Staff

Staff

Dr. Heather Case, Jeanne Blasewitz, Anita Casey-Reed, Kelly Collins, Dr. Kent Hecker, Laurie Holverson, Dr. Elizabeth Johnson Million, Tonee McFarlane, and Dr. Courtney Vengrin served as full-time employees for ICVA.

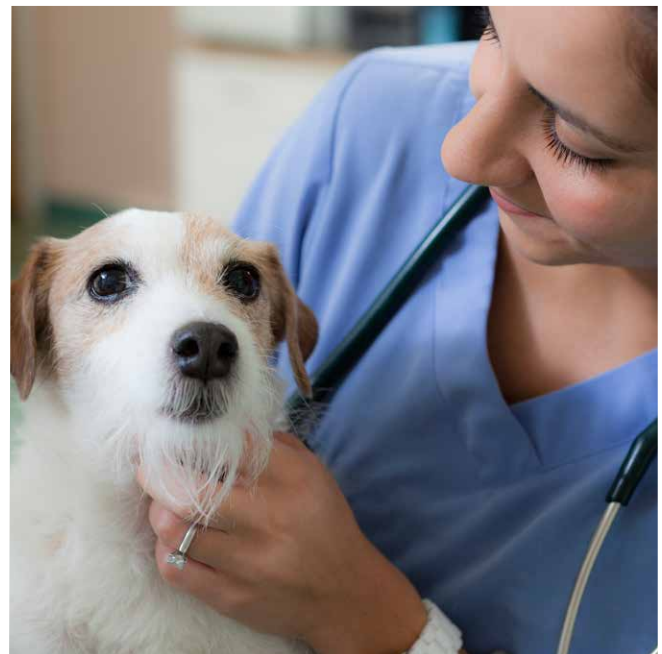
The ICVA Board of Directors

The following officers were elected to serve during the 2022-2023 term:

Dr. Helen Tuzio, Secretary-Treasurer
Ms. Kathy Bowler, Chair
Dr. Fernando Marqués, Chair-Elect
Dr. Maureen Wichtel, Past Chair (filling an unexpired term)

The following Board Members completed their ICVA service at the conclusion of the June 2022 ICVA BOD meeting (thank you for your service):

Dr. Karen Robertson
Dr. Bob Cherenson
Dr. Bruce Louderback



2021-2022 Board Meetings

June 24-25, 2021
(Virtual)

January 13-15, 2022
(Virtual)

COMPOSITION

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

2021-2022 ICVA Board Members:

Designated by the American Association of Veterinary State Boards

Ms. Kathy Bowler
Dr. Bruce Louderback
Dr. Helen Tuzio
Dr. Frank Walker

Designated by the Canadian National Examining Board

Dr. Annabelle Denson

Designated by the AVMA Council on Education

Dr. Fern Tablin

Designated by the Association of American Veterinary Medical Colleges

Dr. Joseph Taboada
Dr. Maureen Wichtel

At-Large

Dr. Karen L. Robertson, Chair
Dr. Donna Harris
Dr. Robert Cherenson
Dr. Fernando Marqués
Dr. Keith Poulsen

Chief Executive Officer Dr. Heather C. F. Case

LEADERSHIP

Staff Accomplishments

Assistant Director of Outreach and Engagement **Dr. Elizabeth Johnson Million** served as a small group facilitator for veterinary students at the 2022 Veterinary Leadership Experience (VLE). In March, she was also a guest on the podcast “Veterinary Professionals NEXT GEN”, where she shared everything veterinary students need to know about the NAVLE®.

Senior Director of Assessment **Dr. Courtney Vengrin** co-authored an article published in the Journal of Veterinary Medical Education titled “Virtual VM4 Clinical Rotations: A COVID-19 Pandemic Response at Iowa State University College of Veterinary Medicine”.

Dr. Vengrin was also the co-author and co-editor of the new book, “Teaching in the University: Learning from Graduate Students and Early Career Faculty”. The textbook, which provides insights and strategies for successful teaching,

advising, and mentoring post-secondary students, became available in March of 2022. She authored the chapter “Engaging the Fear: How to Utilize Student Evaluations, Accept Feedback, and Further Teaching Practice”. This chapter focuses on student assessments of teaching and how faculty can best use this assessment data to improve all facets of their teaching practice and how this assessment data connects to larger department level assessments and evaluations of teaching.

Chief Assessment Officer **Dr. Kent Hecker** recently co-wrote four chapters, including “Concepts in Assessment”, “Assessment Methods”, “Constructive Alignment and Programmatic Assessment”, and “Program Evaluation”, for the upcoming book “Veterinary Medical Education: A Practical Guide, 2nd Edition” edited by Jennifer Hodgson and Jacquelyn Pelzer.

STRATEGIC PRIORITIES

Develop an improved suite of NAVLE assessments in order to measure multiple competencies

Continue to explore and develop additional assessments in veterinary medicine

Continue to develop relationships purposefully and diligently with jurisdictions, organizational stakeholders, students, and competitors

Execute one or more substantive international programs designed to increase ICVA’s global footprint, e.g. assessment workshops, progress assessments

Improve ICVA’s understanding of how diversity, inclusion, equity, and privilege impact ICVA’s work, governance, and products



ICVA OFFICES

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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.