

## 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 & 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

## Values

### Transparency

organizationally and in testing procedures, materials and content

### Confidentiality

when collecting and reporting personal information, credit 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.

## 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

