



Virginia Department of
Health Professions
Board of Social Work

Virginia Board of Social Work
Ad Hoc Committee Meeting Minutes
Wednesday, March 5, 2025, at 4:00 p.m.
9960 Mayland Drive, Henrico, VA 23233
Board Room 1

- BOARD MEMBERS PRESENT:** Sherwood Randolph Jr., MSW, LCSW
Martha Meadows, MA, LCSW
- BOARD STAFF PRESENT:** Jaime Hoyle, JD, Executive Director
Charlotte Lenart, Deputy Executive Director-Licensing
Sharniece Vaughan, Licensing & Operations Supervisor
Rebecca Walker, Licensing Specialist
- STAKE HOLDER ATTENDEES:** Denise Daly Konrad, Virginia Health Care Foundation (VHCF) (*remote via Webex*)
Matthew DeCarlo, Ph.D., LCSW (*remote via Webex*)
Stacey Hardy-Chandler, Ph.D., J.D. LCSW, PGDip, Association of Social Work Boards (ASWB) CEO
Kevin Holder, LCSW, Richmond Chapter of the National Association of Black Social Workers (NABSW)
Joseph Lynch, LCSW (*remote via Webex*)
Stacey Owens, LCSW-C, ASWB Item Development Consultant
Khidhra Poole, Ph.D., LCSW (*remote via Webex*)
Debra Riggs, National Association of Social Work Boards (NASW) Executive Director, (*remote via Webex*)
Mark Smith, Greater Washington Society for Clinical Social Work (GWSCSW) and Virginia Society of Clinical Social Work (VSCSW)
Frank Williams, Ph.D., PSI Services Director
Susan Witt, LCSW, VSCSW President (*remote via Webex*)
Kim Young, LCSW, Dope Black Social Worker
- CALL TO ORDER:** Mr. Randolph called the Committee Meeting to order at 4:00 p.m.
- DISCUSSION WITH STAKEHOLDERS:** Dr. Hardy-Chandler, Ms. Owens, and Dr. Williams presented on the role of the Association of Social Work Boards (ASWB) in the examination process. Their presentation focused on ASWB's involvement in exam development, licensing, and key upcoming updates and innovations. (See Attachment A).
- Following the presentation, Mr. Randolph opened the floor for discussion. Stakeholders briefly addressed the concept of modularized testing, which would enable test takers to retake only the sections of the exam they previously failed, rather than the entire exam. Dr. Hardy-Chandler clarified that ASWB would need statistical data on modularized testing before it could be implemented. The discussion also touched on testing disparities, ASWB's role, and testing standards. Shareholders inquired if there was any research indicating that increased supervision as an exam alternative enhances competency.
- Dr. Poole mentioned a concern related to the endorsement process in Virginia, particularly regarding the ASWB exam. As a result of the September 2023 change in the social work regulations, if an applicant's home state did not require the ASWB exam for licensure at a comparable level, the exam will not be necessary for endorsement in Virginia.
- Stakeholders were also informed that any written questions they have can be

addressed by ASWB at a later time.

NEXT STEPS:

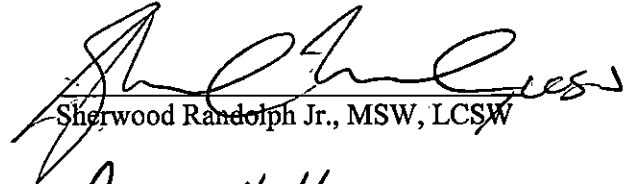
Mr. Randolph stated that the Board will be preparing survey questions for Virginia licensees about exam alternatives, which will be reviewed at the next meeting before being shared with the full Board.

NEXT MEETING DATES:

The next meeting will be scheduled at a later time, once a suitable date for all participants is agreed upon.

ADJOURNMENT:

Mr. Randolph adjourned the meeting at 5:22 p.m.



Sherwood Randolph Jr., MSW, LCSW



Jaime Hoyle, JD, Executive Director

Virginia Ad Hoc Committee
March 5, 2025



Agenda

- 1 Introduction
- 2 Regulation of the Professional Workforce
- 3 Licensing Examination Development
- 4 Updates and Innovations

Introduction



Stacey D. Hardy-Chandler
Ph.D., J.D., LCSW, PGDip
ASWB Chief Executive Officer



Stacey Owens, LCSW-C
ASWB Item Development
Consultant



Frank Williams, Ph.D.
PSI Director of Psychometrics

Who is ASWB?

ASWB is the nonprofit organization composed of the social work regulatory boards and colleges of all 50 U.S. states, the District of Columbia, the U.S. Virgin Islands, Guam, the Northern Mariana Islands, and all 10 Canadian provinces.

Mission: Provide support and services to the social work regulatory community to advance safe, competent, and ethical practices to strengthen public protection.

Vision: All social workers are licensed

The Three Rivers



Association of Social Work Boards

- Supports regulation of the profession
- Members are licensing boards



Council on Social Work Education

- Accredits social work education programs
- Members are social work programs



National Association of Social Workers

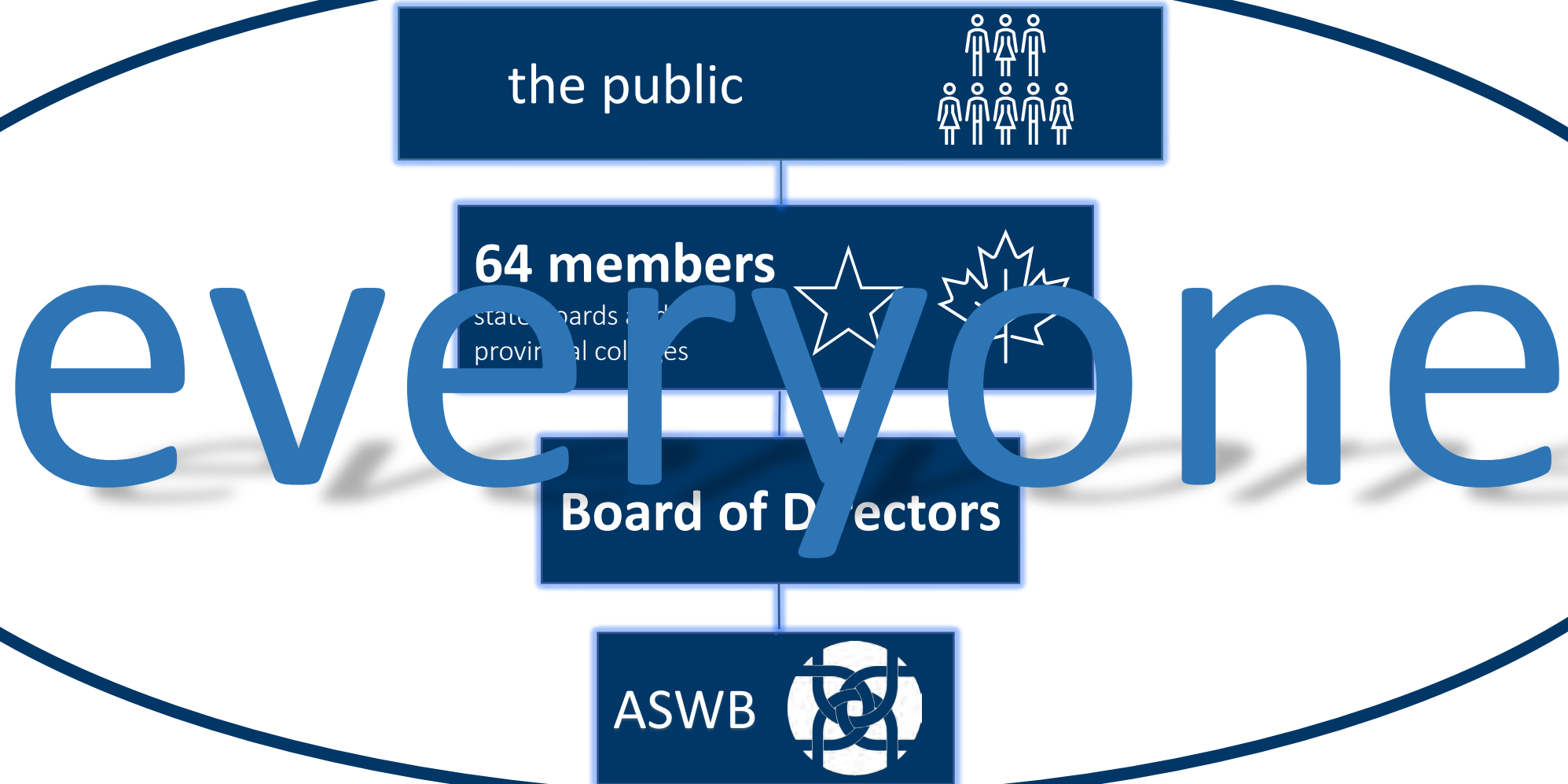
- Advocates for the profession
- Members are individual social workers

What does ASWB do?

Support and services to the social work regulatory community



Accountability to the public

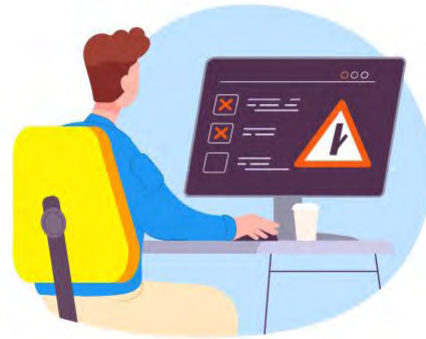


Regulation of the professional workforce

A license we are all familiar with...



Education



Competence assessment



Experience



Why is social work licensed?

PROFESSIONAL

social work is a professional occupation

PROTECTION OF TITLE

only licensees can call themselves social workers

PUBLIC PROTECTION

demonstrates competency to practice safely and ethically at entry to practice

[The Model Social Work Practice Act](#)

Is social work a profession?

YES!

A **profession** is a type of job that requires special training or skill, especially one that needs a high level of applied competence in the practice of **practice standards**.

A **professional** is one engaged in and qualified for a particular profession eligible for compensation commensurate with their specialized training, education, and practice competence.

Professional regulation upholds the public's confidence and trust by verifying minimum competence, investigating complaints, and through compliance with state laws and regulations.

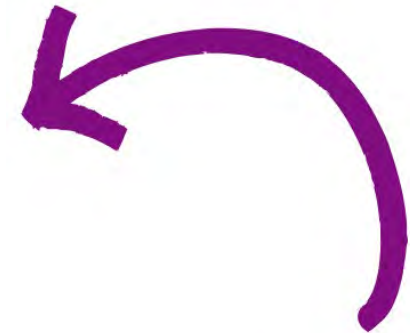
Categories of social work licensure

Example license Title	Requirements for licensure
Licensed Social Worker	BSW, Bachelors exam
Licensed Master Social Worker	MSW, Masters exam
Licensed Independent Social Worker (Macro)	MSW, Masters and Advanced Generalist exams 3,000 hours of supervised practice
Licensed Clinical Social Worker	MSW, Masters and Clinical exams 3,000 hours of supervised practice

Licensing examination development

Social work licensure requirements




a closer look

The purpose of social work licensing competence assessments

The social work exams:

- Are the one **objective measure** of competence that is part of a larger licensing process
- Provide an important element of public protection because they assess **minimum competence** to practice safely and ethically
- Offer **uniformity across** states and jurisdictions

The social work licensure exams are:

VALID

The exam measures what was intended, as defined by the practice analysis.

RELIABLE

Under similar circumstances, scores are consistent over time.

COMPLIANT

The exams meet testing industry standards and can be defended if challenged.



Meets and exceeds
testing standards
for high-stakes
licensing exams

**Social work
subject
matter expertise**



Psychometric measurement



Exam development

ASWB has about 50 staff.

How many are dedicated to writing licensing exam questions?

0

Exam Overview

Computer-delivered exams

Test centers in the United States and Canada

Universal passing score

170 multiple-choice questions, randomly administered

Multiple forms online • Rotated quarterly

Who is involved in exam development?

Personnel

 Staff: 6

 Vendors: 4

 Question development consultants: 7

 Volunteers: 71

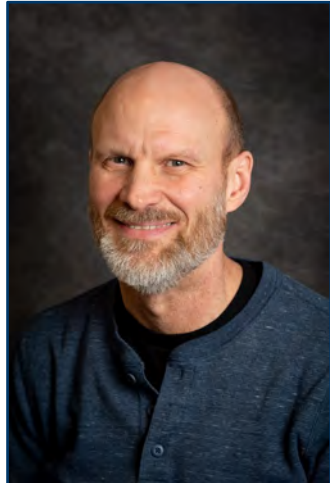
 Question writers: 49

Total people involved in exam development:

almost 140

Drafting the exam

Seven item development consultants work with item writers to draft exam questions.



2023 item writers

The gallery below includes information for all item writers contracted to write for the social work licensing exams in 2023.



ASWB Examination Committee

2025

Bachelors exam



Nikki Barfield (FL)



Anita Arenson
(MN)



Nelly Chow (AB)



Cole Hooley (UT)



Morgan McDowell
(MN)



Marquita Thurman
(MS)



Scott
Wilkes (OH)

Masters exam



Alex Zamora (ID)



LeQuandra Hale-
Banks (TN)



Keri Mabry (MN)



Chaundra Randle
(MI)



Jodi Schollaardt
(AB)



Amy Seese-Bieda
(WA)



Betty Voltaire (NY)

Clinical exam



Paul Perales (WI)



Olivia Fojas (CA)



Joseph Harper (IL)



Jean Leong (AB)



Catherine
Simmons (CO)

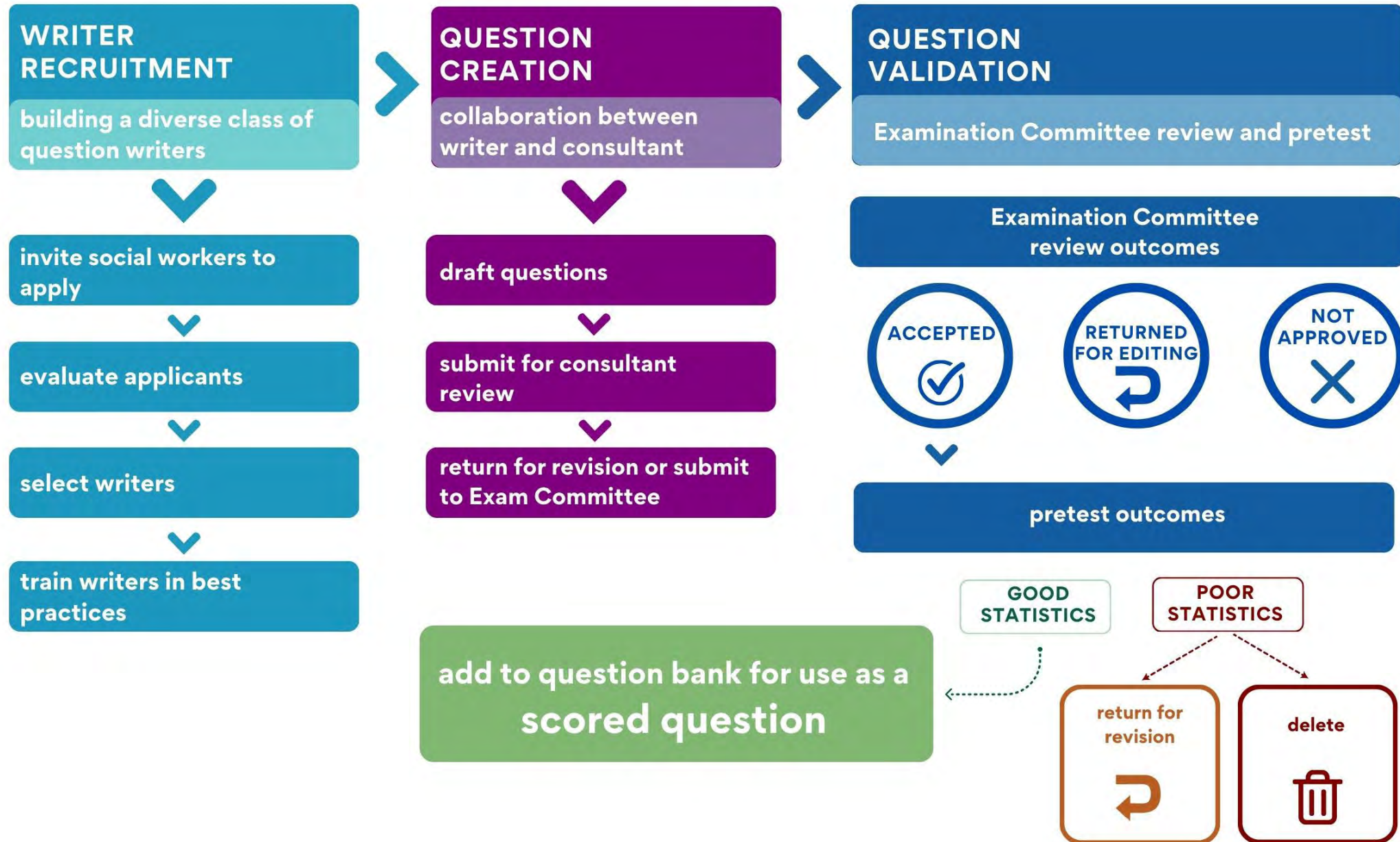


Rhodalyn Thomas
(CA)

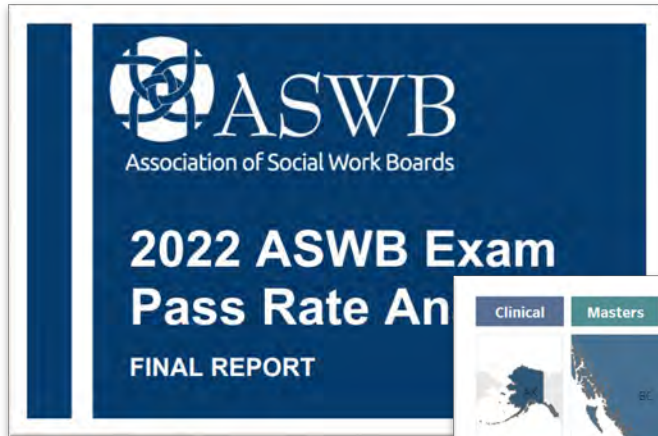


Senetra Wallace
(NC)

ASWB examination question development process

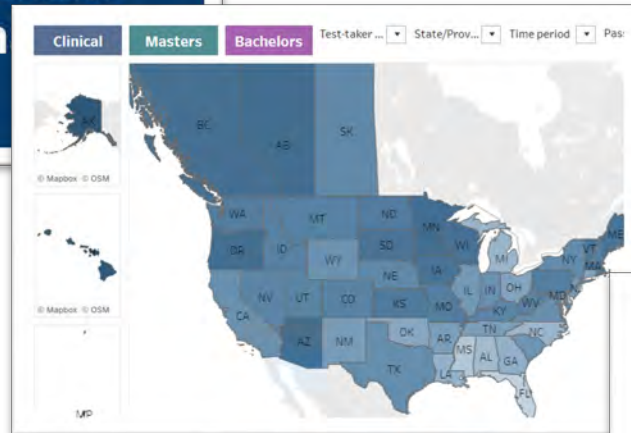


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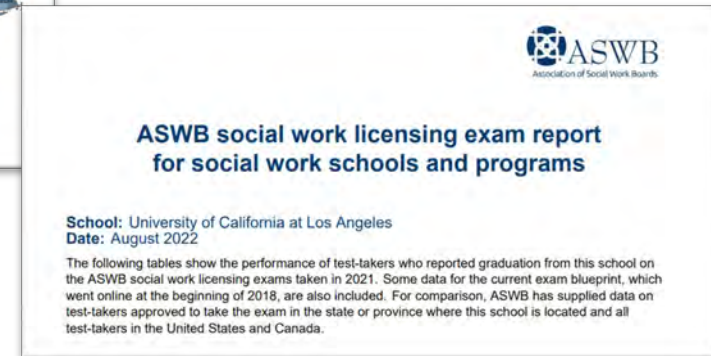
Analysis report

2



Interactive map

3



Social work school reports

Virginia

2023 pass rates

Exam category and group type	Total number of examinations	Pass rate	
		Number	Percent
Bachelors			
First-time	12	6	50
Repeat	0	0	-
Total	12	6	50
Masters			
First-time	158	123	77.8
Repeat	55	18	32.7
Total	213	141	66.2
Clinical			
First-time	518	369	71.2
Repeat	397	97	24.4
Total	915	466	50.9

Virginia social work school pass rates, 2023

School: George Mason University

Date: June 2024

The table presents the numbers of examinations administered to candidates who indicated that they attended the college or university listed above. Figures indicate the percentage of first-time, repeat, and total test-takers who passed the indicated exam categories during the year 2023. Note that test-takers who are unsuccessful may repeat the examination more than once.

Exam category and group type	Total number of examinations	Pass rate	
		Number	Percent
Bachelors			
First-time	0	0	-
Repeat	0	0	-
Total	0	0	-
Masters			
First-time	43	37	86
Repeat	6	3	50
Total	49	40	81.6
Clinical			
First-time	66	51	77.3
Repeat	20	7	35
Total	86	58	67.4
Advanced Generalist			
First-time	0	0	-
Repeat	0	0	-
Total	0	0	-

School: James Madison University

Date: June 2024

The table presents the numbers of examinations administered to candidates who indicated that they attended the college or university listed above. Figures indicate the percentage of first-time, repeat, and total test-takers who passed the indicated exam categories during the year 2023. Note that test-takers who are unsuccessful may repeat the examination more than once.

Exam category and group type	Total number of examinations	Pass rate	
		Number	Percent
Bachelors			
First-time	2	2	100
Repeat	0	0	-
Total	2	2	100
Masters			
First-time	0	0	-
Repeat	0	0	-
Total	0	0	-
Clinical			
First-time	0	0	-
Repeat	0	0	-
Total	0	0	-
Advanced Generalist			
First-time	0	0	-
Repeat	0	0	-
Total	0	0	-

Virginia social work school pass rates, 2023

School: Liberty University

Date: June 2024

The table presents the numbers of examinations administered to candidates who indicated that they attended the college or university listed above. Figures indicate the percentage of first-time, repeat, and total test-takers who passed the indicated exam categories during the year 2023. Note that test-takers who are unsuccessful may repeat the examination more than once.

Exam category and group type	Total number of examinations	Pass rate	
		Number	Percent
Bachelors			
First-time	25	23	92
Repeat	8	3	37.5
Total	33	26	78.8
Masters			
First-time	8	6	75
Repeat	0	0	-
Total	8	6	75
Clinical			
First-time	0	0	-
Repeat	0	0	-
Total	0	0	-
Advanced Generalist			
First-time	0	0	-
Repeat	0	0	-
Total	0	0	-

School: Longwood University

Date: June 2024

The table presents the numbers of examinations administered to candidates who indicated that they attended the college or university listed above. Figures indicate the percentage of first-time, repeat, and total test-takers who passed the indicated exam categories during the year 2023. Note that test-takers who are unsuccessful may repeat the examination more than once.

Exam category and group type	Total number of examinations	Pass rate	
		Number	Percent
Bachelors			
First-time	1	1	100
Repeat	0	0	-
Total	1	1	100
Masters			
First-time	1	1	100
Repeat	0	0	-
Total	1	1	100
Clinical			
First-time	0	0	-
Repeat	0	0	-
Total	0	0	-
Advanced Generalist			
First-time	0	0	-
Repeat	0	0	-
Total	0	0	-

Virginia social work school pass rates, 2023

School: Mary Baldwin University
Date: June 2024

The table presents the numbers of examinations administered to candidates who indicated that they attended the college or university listed above. Figures indicate the percentage of first-time, repeat, and total test-takers who passed the indicated exam categories during the year 2023. Note that test-takers who are unsuccessful may repeat the examination more than once.

Exam category and group type	Total number of examinations	Pass rate	
		Number	Percent
Bachelors			
First-time	1	0	0
Repeat	0	0	-
Total	1	0	0
Masters			
First-time	0	0	-
Repeat	0	0	-
Total	0	0	-
Clinical			
First-time	0	0	-
Repeat	0	0	-
Total	0	0	-
Advanced Generalist			
First-time	0	0	-
Repeat	0	0	-
Total	0	0	-

School: Norfolk State University
Date: June 2024

The table presents the numbers of examinations administered to candidates who indicated that they attended the college or university listed above. Figures indicate the percentage of first-time, repeat, and total test-takers who passed the indicated exam categories during the year 2023. Note that test-takers who are unsuccessful may repeat the examination more than once.

Exam category and group type	Total number of examinations	Pass rate	
		Number	Percent
Bachelors			
First-time	1	0	0
Repeat	0	0	-
Total	1	0	0
Masters			
First-time	11	6	54.5
Repeat	11	5	45.5
Total	22	11	50
Clinical			
First-time	54	19	35.2
Repeat	113	22	19.5
Total	167	41	24.6
Advanced Generalist			
First-time	0	0	-
Repeat	0	0	-
Total	0	0	-

Virginia social work school pass rates, 2023

School: Radford University

Date: June 2024

The table presents the numbers of examinations administered to candidates who indicated that they attended the college or university listed above. Figures indicate the percentage of first-time, repeat, and total test-takers who passed the indicated exam categories during the year 2023. Note that test-takers who are unsuccessful may repeat the examination more than once.

Exam category and group type	Total number of examinations	Pass rate	
		Number	Percent
Bachelors			
First-time	1	0	0
Repeat	0	0	-
Total	1	0	0
Masters			
First-time	3	2	66.7
Repeat	7	0	0
Total	10	2	20
Clinical			
First-time	47	32	68.1
Repeat	38	11	28.9
Total	85	43	50.6
Advanced Generalist			
First-time	1	1	100
Repeat	0	0	-
Total	1	1	100

School: Virginia Commonwealth University

Date: June 2024

The table presents the numbers of examinations administered to candidates who indicated that they attended the college or university listed above. Figures indicate the percentage of first-time, repeat, and total test-takers who passed the indicated exam categories during the year 2023. Note that test-takers who are unsuccessful may repeat the examination more than once.

Exam category and group type	Total number of examinations	Pass rate	
		Number	Percent
Bachelors			
First-time	0	0	-
Repeat	0	0	-
Total	0	0	-
Masters			
First-time	88	78	88.6
Repeat	13	7	53.8
Total	101	85	84.2
Clinical			
First-time	172	148	86
Repeat	70	21	30
Total	242	169	69.8
Advanced Generalist			
First-time	1	0	0
Repeat	0	0	-
Total	1	0	0

Virginia social work school pass rates, 2023

School: Virginia Intermont College

Date: June 2024

The table presents the numbers of examinations administered to candidates who indicated that they attended the college or university listed above. Figures indicate the percentage of first-time, repeat, and total test-takers who passed the indicated exam categories during the year 2023. Note that test-takers who are unsuccessful may repeat the examination more than once.

Exam category and group type	Total number of examinations	Pass rate	
		Number	Percent
Bachelors			
First-time	1	0	0
Repeat	0	0	-
Total	1	0	0
Masters			
First-time	0	0	-
Repeat	0	0	-
Total	0	0	-
Clinical			
First-time	0	0	-
Repeat	0	0	-
Total	0	0	-
Advanced Generalist			
First-time	0	0	-
Repeat	0	0	-
Total	0	0	-

School: Virginia State University

Date: June 2024

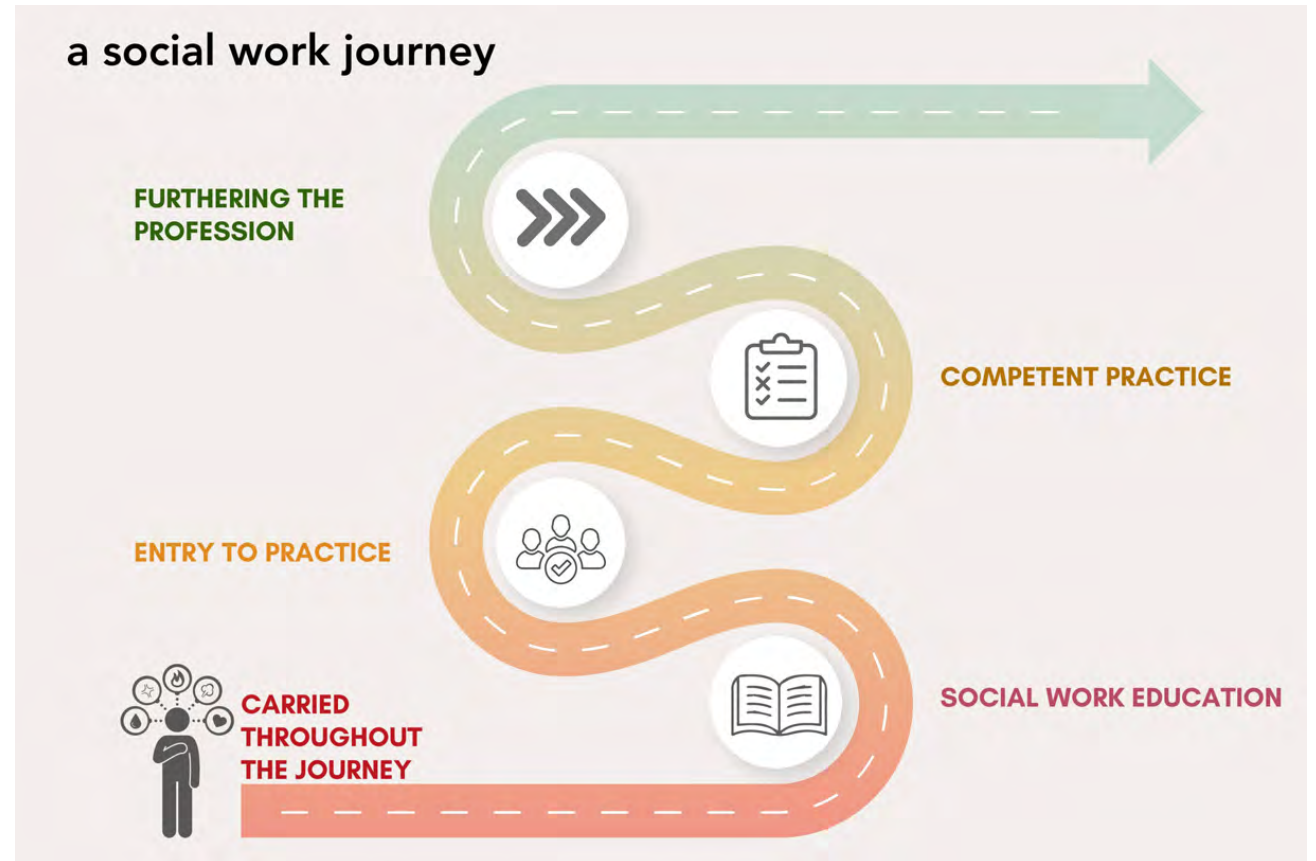
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Exam category and group type	Total number of examinations	Pass rate	
		Number	Percent
Bachelors			
First-time	3	0	0
Repeat	2	0	0
Total	5	0	0
Masters			
First-time	0	0	-
Repeat	0	0	-
Total	0	0	-
Clinical			
First-time	0	0	-
Repeat	0	0	-
Total	0	0	-
Advanced Generalist			
First-time	0	0	-
Repeat	0	0	-
Total	0	0	-

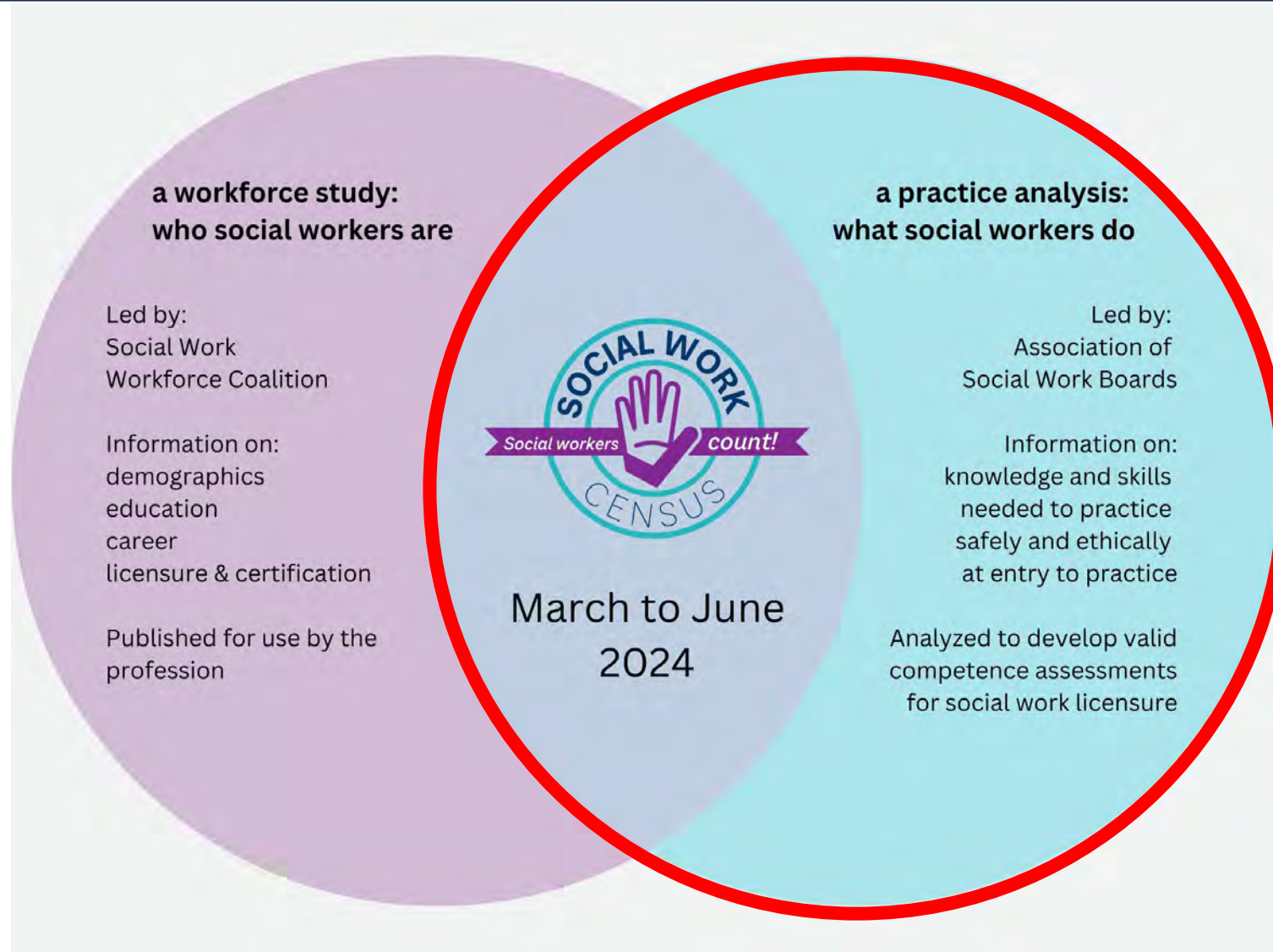
Updates and innovations

What ASWB is doing...

...from our
section of the
professional
system



The Social Work Census



The practice analysis



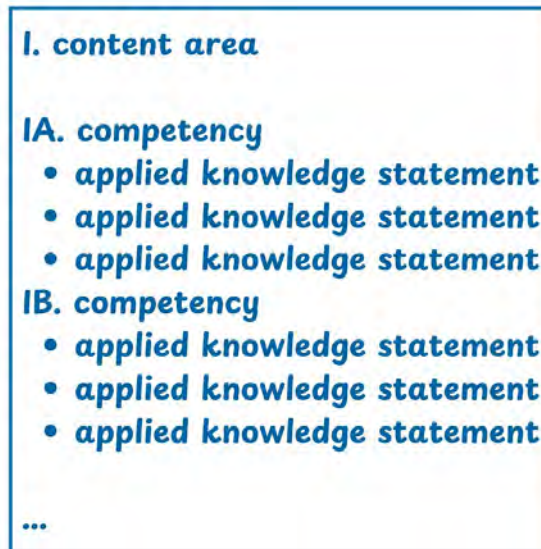
The process of creating the exam begins with the **practice analysis**.

It is a major survey of **thousands of practicing social workers**.

It helps create the blueprint for the exam, determining the **applied knowledge statements necessary to practice safely on day one**.

Building the new exam blueprint

The 2026 social work licensing exam blueprints include the essential information needed to build the competence assessments.



content outline of
competencies and
applied knowledge
statements



weighting of the
content areas



**Three-option
multiple choice**



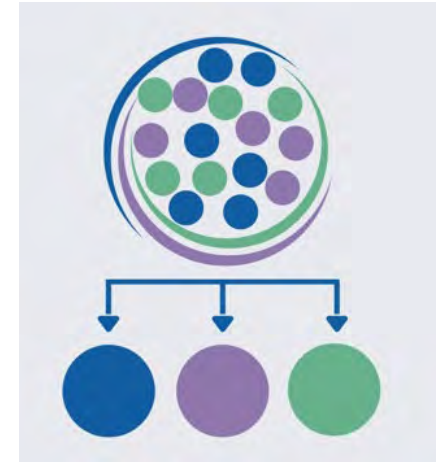
Began in 2023,
gradually adding
more



**Secure remote online
proctoring**



Planning a 2025
pilot with a
limited number
of candidates
&
2026
Implementation



**Modularized exam
format**



Currently in
exploration
phase

Free exam
resources for
educators



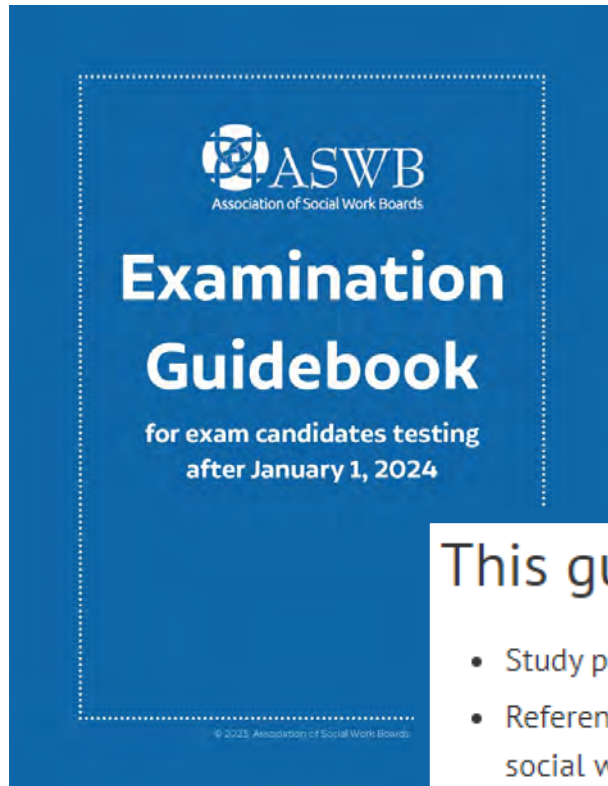
reenvisioning
COMPETENCE ASSESSMENT



Test mastery mindset support



The ONLY ASWB-authorized products



**FREE
DOWNLOAD**

This guidebook includes:

- Study plan template
- Reference lists created with input from social work educators
- Complete content outlines for all exam categories, including KSA (knowledge, skills, and abilities) statements
- Sample questions from each exam category with the correct answer and explanation

Online practice tests **FOR REGISTERED CANDIDATES**



\$85

Learning about the licensing exam

WEBINAR SERIES exam education



Helping students be prepared to show competence on the social work licensing exams



The art and science of exam development: Exploring best practices for building reliable, valid, and fair exams



The testing experience: How ASWB's examination practices support access and equity



Social work journeys: Qualitative research through Community Conversations

Video recordings are available.

FifthTheory: Test mastery inclusion program

The Test Mastery Inclusion program:

- A valid and reliable **self-development program** for test-takers preparing for a high-stakes exam offered **free** to **all registered test-takers (as of July 1, 2024)**
- Delivered by an **independent, minority-owned** firm with industrial-organizational psychology experts in social science research, assessment development, and coaching
- Designed to improve **equity and opportunity**
- Composed of a self-assessment tool followed by an **individualized report and resources**

Data and Details:

- More than **10,000 individuals** have accessed the program
 - Nearly **1,000 individuals** responded to a survey and most found the experience positive and helpful.
- This program, and its associated survey, allows ASWB to learn more about:
 - The **usefulness of the program** as reported by its users
 - The **preparation and readiness levels** of candidates
 - The **resource needs** of candidates



On July 1, 2024,
ASWB began offering
this resource to all
registered test-takers.

More than 10,000
test takers have
accessed the program

Social work journeys



Focus groups on developing licensing exams for the future of social work

600 participated in person, online, and through a self-paced survey

ASWB plans based on key findings:

- Continue increasing diversity among exam volunteers
- Educate the public about question development
- Increase access through remote proctoring
- Include more voices through the Social Work Census
- Explore module-based exam structure
- Reduce financial impact
- Consider expanding question types

Determinants of social work licensing exam pass rates

Report #1

The Profile of Social Work License Examinees: A Racially Patterned Educational and Training Journey Before the Exams

Report #2

The Determinants of Licensing Exam Outcomes: The Compounding Effects of Individual, Institutional, and Community Factors

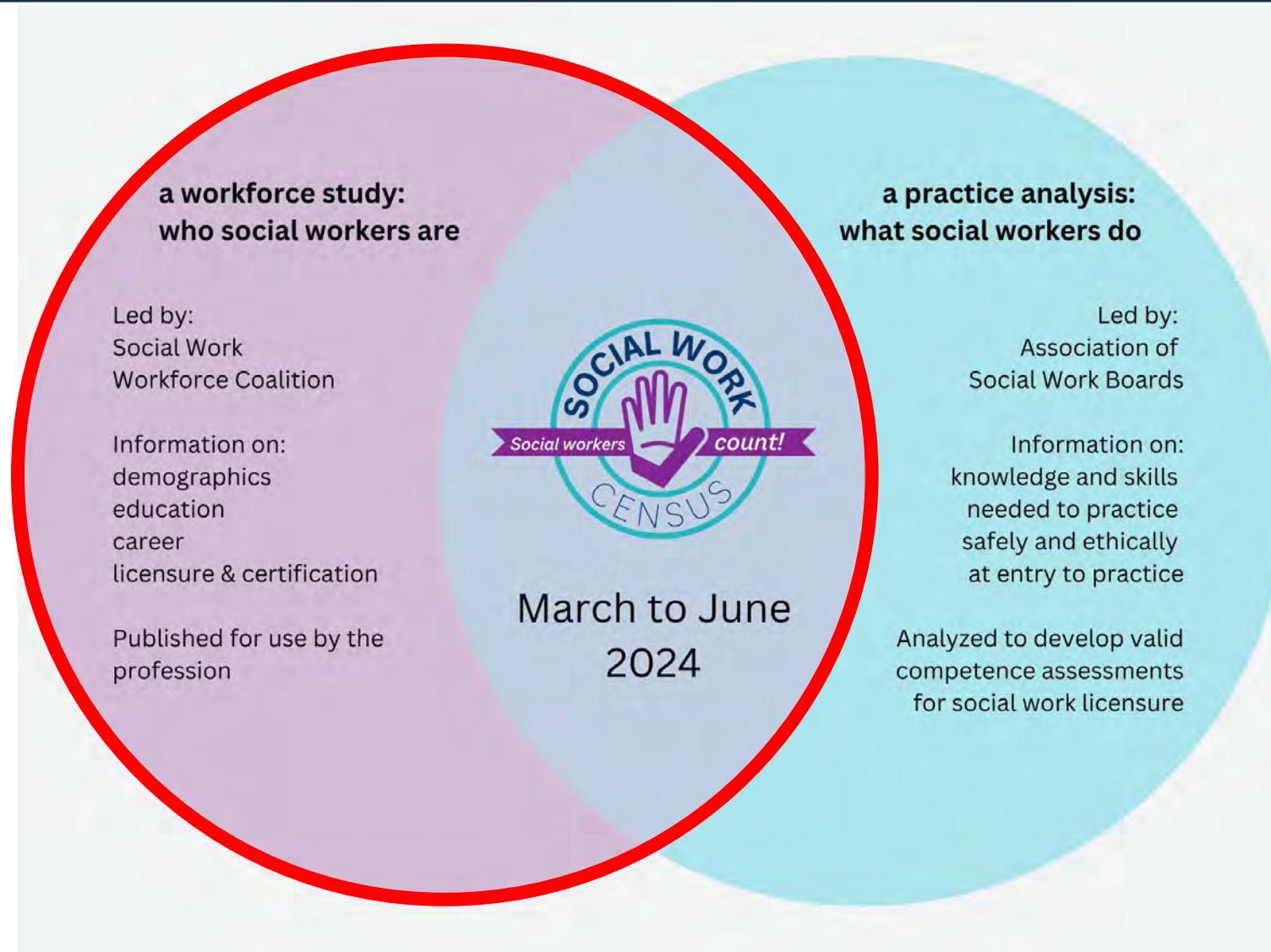
Report #3

The Effects of Race/Ethnicity on Clinical Exam Outcomes: Diminished (yet Persistent) Effects When Other Determinants Are Controlled



Workforce Study

The Social Work Census



Collaborating across the profession



- Baccalaureate Program Directors
- Canadian Association of Social Workers
- Canadian Association of Social Work Education
- Canadian Council of Social Work Regulators
- Clinical Social Work Association
- Council on Social Work Education
- Howard University
- Latino Social Workers Organization
- National Association of Black Social Workers
- National Association of Deans and Directors
- National Association of Social Workers
- U.S. Department of Veterans Affairs
- Association of Social Work Boards



Purposes of a workforce study

A workforce study is meant to provide **professional stakeholders** with knowledge about how to:

- Plan for educational and training programs
- Forecast employment needs and labor shortage areas
- Justify funding requests to governments

It is also meant to provide **aspiring social work candidates** with knowledge about:

- Occupational outlooks
- Career trajectories
- Compensation specific to practice areas and employment settings.

Preliminary workforce study findings

Sign up at **swcensus.org** to be notified of
final report publication.



Joy Kim, Ph.D., MSW
Rutgers, The State University of New Jersey

Census responses

The workforce study was based on **42,345** survey responses.*

- United States: **38,724**
- Canada: **3,621**

*Total workforce study responses received: **52,471**

Most respondents had a clinical license (55.44%), followed by those with a masters (28.10%).

The **Social Work Census** was available in **English, French, and Spanish**.

- French-language survey completions: **195**
- Spanish-language survey completions: **23**

Workforce study topics



education



license



employment



work setting
and other
characteristics



geographic
location



student loan
debt



supervision



earnings and
benefits



career plans

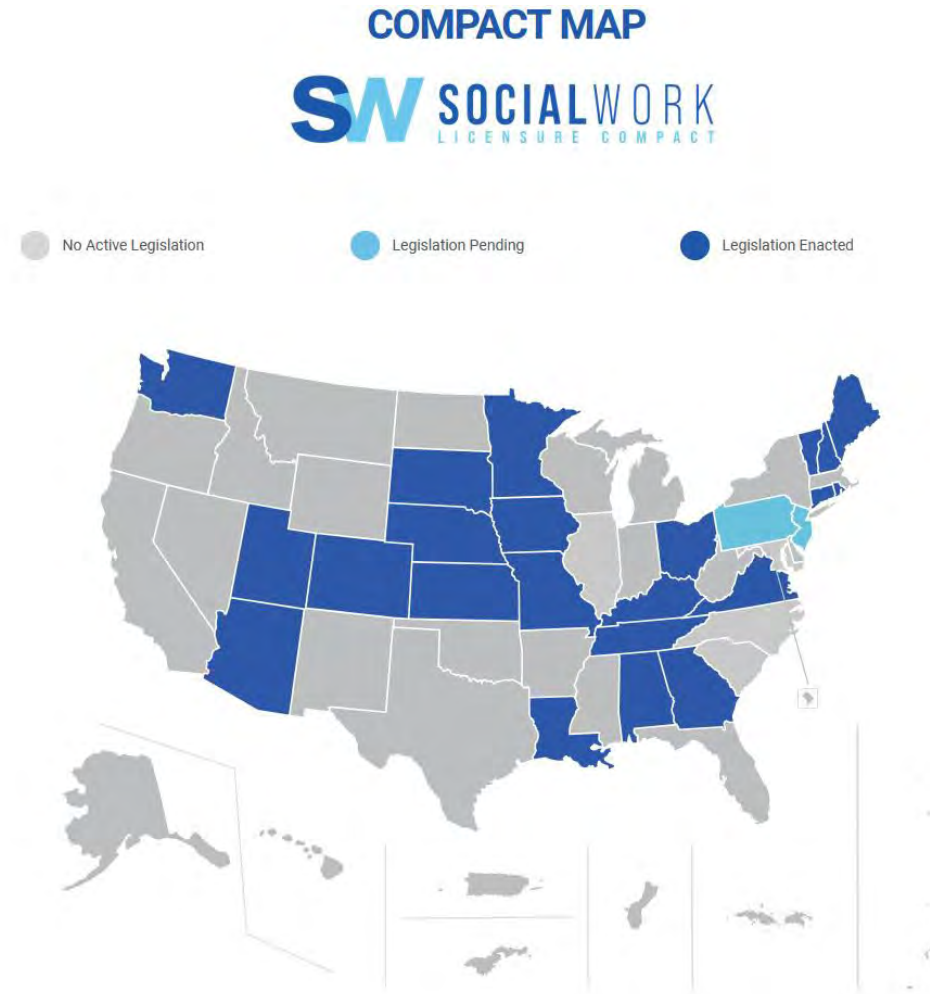


demographics

Social Work Licensure Compact

The Social Work Licensure Compact

22
states



The Compact Commission had its first meeting via Zoom on September 17, 2024, with delegates from each state present and continues to meet on a regular basis.

swcompact.org

Let's stay
connected



Quarterly
Newsletter



Connect on
LinkedIn



aswb.org



info@aswb.org

a social work journey

**FURTHERING THE
PROFESSION**



COMPETENT PRACTICE



ENTRY TO PRACTICE



**CARRIED
THROUGHOUT
THE JOURNEY**



SOCIAL WORK EDUCATION



Thank you!

