

The California Board of Legal Specialization (CBLS) is composed of seven members appointed by the Board of Trustees. The charge of the CBLS is as follows:

- Establish a program to encourage attorney competence by certifying as legal specialists attorneys who have demonstrated proficiency in specified areas of law.
- Develop testing and legal education criteria for specialists.
- Recommend program rules and provide policies and guidelines for certification of specialists.
- Recommend approval of additional areas of legal specialization and their related certification standards.
- Recommend other entities to grant certification.

STRATEGIC PLAN GOAL & OBJECTIVE ¹	WORK PLAN	DEADLINE	TO BOARD COMMITTEE (Y/N) / DATE
<p>Goal 1, Successfully transition to the “new State Bar” – an agency focused on public protection, regulating the legal profession, and promoting access to justice.</p> <p>Goal 4, Objective b: Study and implement improved programmatic approaches to increasing access to justice.</p>	<p>Re-examine guidelines applied when evaluating proposals for expanding certification areas, outside of the State Bar’s current offerings, with a focus on public protection, <u>and</u> regulating the legal profession, <u>with consideration and to</u> promoting access to justice.</p> <p><u>Upon authorization by the Board of Trustees, establish and appoint Privacy Law Consulting Group</u>Determine:</p> <ol style="list-style-type: none"> <u>1. Review research and recommendation of the consulting group</u> <u>2. Present findings to the Board of Trustees</u> need for CBLS New Specialty Area Liaisons. 	Ongoing/ Constant Review	Yes

¹ Based on 2017-2022 Strategic Plan (<https://board.calbar.ca.gov/Goals.aspx>), which is expected to be updated in January 2022. Pending any updates, this work plan will be brought back to the CBLS to review any potential adjustments.

STRATEGIC PLAN GOAL & OBJECTIVE ¹	WORK PLAN	DEADLINE	TO BOARD COMMITTEE (Y/N) / DATE
Goal 4, Objective i: No later than December 31, 2019, identify ways that diversity and inclusion principles can be institutionalized in Bar exam development and grading analyses and implement these practices no later than December 31, 2020 <u>None – core business operations.</u>	Work with Psychometrician in reviewing data from grading pilot program, and providing analyses to assist in development of future grading processes. <u>Procure Build, implement, and train on</u> examination item banking solution to increase the security and efficiency of Legal Specialist Examination development.	Ongoing	Yes
Goal 1, Objective b: Implement and pursue governance, composition, and operations reforms needed to ensure that the Board's structure and processes optimally align with the State Bar's public protection mission.	<p>Create procedure to ensure that specialists who no longer hold certification have removed the designation from their materials.</p> <p>Draft updated Standards to include enforcement and consequence for failure to appropriately remove designation/references to specialization.</p>	Ongoing	Yes
Goal 4, Objective i: No later than December 31, 2019 <u>March 31, 2020</u> , identify ways that diversity and inclusion principles can be institutionalized in Bar exam development and grading analyses and implement these practices no later than December 31, 2020.	Establish contingency plan to administer the 2021 Legal Specialist Examination in largely remote format. Research outreach opportunities to promote the LSX and encourage registration(s). <u>impact of remote exam:</u> <ul style="list-style-type: none"> <u>Create post-exam survey</u> <u>Analyze the impact of the remote exam on different populations</u> <u>Develop recommendations for future use of a remote exam</u> 	September 2021 <u>Ongoing</u>	Yes

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Goal 5: Proactively inform and educate all stakeholders, but particularly the public, about the State Bar's responsibilities, initiatives, and resources.	Explore marketing opportunities to: <ol style="list-style-type: none"> 1. provide information to/educate the public to increase awareness and the importance of the legal specialization program; and 2. prospective licensees to join the program 	Ongoing	No
<u>Goal 4, Objective I: No later than December 31, 2019, analyze available data to identify the particular obstacles to diverse attorneys' entry into, retention, and advancement in the legal profession.</u>	<u>Evaluate Legal Specialization processes to ensure all are supported by Subject Matter Experts (SMEs)</u> <ul style="list-style-type: none"> • <u>Procuring and retaining diverse groups of SMEs (working groups and developers/graders)</u> 	<u>Ongoing</u>	<u>No</u>
<u>Goal 3: Improve the fiscal and operational management of the State Bar, emphasizing integrity, transparency, accountability, and excellence.</u>	<u>Monitor the Legal Specialization budget and reserve balance</u> <ul style="list-style-type: none"> • <u>Research the effects of the new item banking system and paid exam development/grading process</u> • <u>Determine need for additional spend down initiatives</u> 	<u>Ongoing</u>	<u>Yes</u>