

Performance
Testing Council **Summit, Oak Brook, IL**
October 21, 22, 23, 2009

The logo for the Testing Council features a green rectangular background with a white ruler-like scale at the top. Below the scale, the words "testing by doing" are written in a white, lowercase, sans-serif font, with a registered trademark symbol (®) at the end.

Results You Can Rely On: What We've Learned from 25 Years of Criterion-Referenced Measurement

Presenters: Sharon Shrock, Ph.D. and Bill Coscarelli, Ph.D.

Shrock and Coscarelli's talk, "Results You Can Rely On: What We've Learned from 25 Years of Criterion-Referenced Measurement," will outline the progress made in testing for competency during the past three decades, explore the past and future impact of CRT on learning professionals and demonstrate how to apply its principles to test creation.

The foundation of all CRT—measuring competency against a standard rather than comparing scores among test-takers—is actually the same logic as that used to advocate performance testing. The evolution of CRT and performance testing was a struggle to develop an alternative to classic measurement theory and practice that would enable powerful assessment in the workplace.

For the past 25 years, **Sharon Shrock and Bill Coscarelli--as Shrock & Coscarelli** -- have provided testing, certification, and evaluation solutions for a number of global organizations. Their awarding-winning book, *Criterion-Referenced Test Development: Technical and Legal Guidelines for Corporate Training and Certification*, now in its third edition, is a standard corporate reference.

Balancing job-relatedness with real lives: A review of the SRTA Dental Hygienist Examination

Presenter: Susan L. Davis, Ph.D. Alpine Testing Solutions

The Southern Regional Testing Agency (SRTA) is one of a handful of organizations tasked with developing, administering, and scoring clinical exams for Dentists and Dental Hygienists seeking licensure in a number of states. Given the nature of these professions, SRTA employs several performance tasks in their clinical skills examinations to better represent the required intersection of knowledge, skills, and abilities.

This presentation will focus on the patient-based performance tasks of SRTA's clinical examination of Dental Hygiene. As part of their development and validation process, SRTA has worked to achieve a job-relevant series of tasks, standardization within the administration process, fairness in scoring among examiners, evidence of reliability, and defensible cut scores. This particular examination poses unique challenges given that examinees must perform the tasks on patients selected by the candidate using agency-determined eligibility criteria.

The purpose of this presentation is to review the rationale for using patients and how they are involved in the examination process. In addition, the presenter will discuss the specific issues in the test development and validation process that have risen as a result of using patients.

Alpine Testing Solutions, Inc. provides innovative, superior-quality testing solutions with a genuine emphasis on customer needs, service, and satisfaction. Since our inception in 1991, we have developed useful, defensible tests and testing programs in the fields of information technology, professional licensure, government, and education. We are known for our advanced psychometric capabilities, performance testing expertise, innovative use of technology, and Questionmark Perception integration and customization solutions.

The Oral Examination

Presenter: Mary Lunz, Ph.D, Measurement Research Associates, Inc.

Oral examinations are included in the certification process because clinical application skills can be tested more effectively. A number of decisions about the structure, administration, and scoring of the examination must be made to preserve the flexible nature of the oral examination, while simultaneously providing the standardization that will facilitate fair comparison of candidates.

The primary purpose of the oral examination is to identify differences in candidate ability. Standardization enhances the consistency and fairness of the scoring. Oral examinations are constructed to provide individualized examinations of the candidate's ability to apply their knowledge and skill in the clinical environment. With oral examinations there must be enough standardization to compare candidates, but also enough flexibility to allow examiners to tailor the examination to each candidate. There are many options for structuring orals and their scoring, so that differences among candidates can be described in a standard and consistent way.

There is no "typical" process for an oral examination, but there are often four or five examination facets that influence the outcomes of most oral examinations. Dr. Lunz will present on standardizing performance examinations and discuss the process for coordinating the structure and scoring of the examination so that maximum information is acquired about the candidate. She will also share new research on how examiners of different severity grade candidates of different ability.

Measurement Research Associates, Inc. was established in 1985 (Incorporated, 1996) for the purpose of providing quality and personalized psychometric services to certification and licensure boards and associations. MRA, Inc. works primarily with medical and dental specialty certification and licensure boards and associations. Measurement Research Associates, Inc. consults with certification boards in the development and analysis of their certification examinations. This includes both written, oral, practical and portfolio examinations.