

Establishing Content Validity for HPCC Examinations

Subject Matter Experts

Subject Matter Expert (SME)
Interviews,
Written Task Logs,
Advisory Committee Review

1. Role Delineation Study

DIMENSIONS OF JOB
Identify Tasks and/or Knowledge, Skills,
and Abilities; Identify Broad Knowledge
Domains (Content Categories),
Create Task Inventory (Survey)

Documents

Job Descriptions
Performance Appraisals
Training Materials
Journal Articles
Reference Books
National Database Networks



2. Role Delineation Study

Pilot Test, Revise, Send Task
Inventory to Practitioners
(i.e., those practicing in the role)

***VERIFICATION BY
PRACTITIONERS***

Survey for Practitioners to
Rate Tasks for Significance,
Frequency, or Importance



3. Role Delineation Study

Analyze Demographic
Information, Identify Tasks
Retained for Testing

INVENTORY ANALYSIS

Analysis of Task Ratings for
Whole Group and Subgroups;
Analysis of Cognitive
Complexity of Tasks



4. Examination Specifications

Determine Percentage
of Items Needed in
Each Category

***DETAILED CONTENT
OUTLINE***

Documentation of Number
of Items for Examination
and Item Format



5. Examination Development

Train Item Writers, Write
Examination Items, Unanimous
Approval of Items and Final
Examination Forms

EXAMINATION

Draft and Final
Examination Forms