

# Pedagogue® Services

Test Development and Validation



## **PEDAGOGUE® TEST DEVELOPMENT AND VALIDATION SERVICES**

Create fair, valid and reliable knowledge assessments

In addition to its enterprise-level assessment system (the Pedagogue Assessment Management System) and its global managed assessment service (ExamsDirect), Pedagogue Solutions offers professional services to help you ensure that your exams are fair, valid and reliable.

With Pedagogue test development and validation services, you can:

### **Create high-quality test questions**

Write more effective questions by following Pedagogue's question-writing rules. Understand what constitutes a poorly structured question and learn how to improve your questions so they are all valid.

### **Guarantee that learning objectives are met**

Pedagogue will help you ensure that your test questions are closely linked to your learning objectives. You can then use Pedagogue's unique mastery-based testing capabilities to guarantee that all learning objectives are mastered.

### **Set defensible passing scores**

Pedagogue will help you set valid and defensible passing test scores.

### **Use testing to improve your training programs**

Pedagogue can help you implement proven testing strategies to improve your training programs. Learn how to best use pre- and post-tests. Understand the proper use of diagnostic assessments and formative evaluations.

### **Understand how and when to use high stakes tests**

Tests with long-term consequences (hiring, promotion, dismissal) are important and need to be deployed carefully and correctly. Pedagogue will help you understand the elements you must consider before you begin using high stakes tests.

### **Educate your question writers and subject matter experts**

Pedagogue offers a popular workshop, "Best Practices in Test Development and Validation," that will train your staff on how to create assessments that deliver valid measurable outcomes.

### **Use item analysis to improve your training**

Where do your learners have strengths and weaknesses? What questions are the most difficult for your learners? What are the common misunderstandings your learners have? Pedagogue can help you use item analysis to improve the quality of your learning systems.

### **Use item analysis to improve your tests**

Pedagogue will help you determine if your tests are valid and reliable. We will help you determine which questions are flawed and need to be rewritten or replaced. We will help you understand which questions best discriminate between the weaker and stronger learners.

### **Establish a valid remediation and retesting policy**

Set policies for retesting and consequences for repeated failure. Understand remediation requirements for high stakes testing.

The Pedagogue® Professional Services staff is dedicated to the creation and delivery of fair, valid and reliable assessments.

Pedagogue offers the following services and courses:

#### **Assessment strategy development**

Assessments, particularly high stakes assessments, need to be given within the context of a complete assessment strategy including: a governance document, a valid methodology for setting passing scores, remediation plans, a valid process for question creation and a plan for program evaluation.

Pedagogue has helped many of the largest corporations develop defensible assessment strategies.

#### **Question validation service**

How valid are your questions and assessments? Over the past 20 years Pedagogue has helped validate tens of thousands of questions and hundreds of tests. If you are planning any form of high stakes testing, validating your questions and tests is a requirement.

#### **Test validation service**

At the conclusion of a test administration Pedagogue can provide you with validation reports including individual question statistics, full exam results and recommendations for improvement.

#### **"Best Practices in Testing" Presentation**

This popular lecture (1.5 hours) covers basic topics in test development, including: Kirkpatrick Levels of Evaluation, Bloom's Taxonomy, the role of learning objectives, rules for question writing, the concepts of test validity and reliability, setting passing scores and item analysis. We offer two presentation options, online via Webinar or at your facility. This presentation is available free to clients.

#### **"Best Practices in Testing" Workshop**

An extended version of the "Best Practices" presentation, this half-day Workshop covers the same topics in more depth and provides hands-on classroom exercises. At the completion of this workshop your trainers will fully understand how to ensure that your tests are valid and defensible.

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#### **Interested in working with us?**

Contact a Pedagogue Representative today for further information or an online demonstration.

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