



Report 2013

of the

Board of Assessment

By Dave Bartram (Convener)

**EFPA General Assembly in Stockholm on
July 13-14, 2013**

Report 2013

Executive summary

The new Board has been active in completing its agreed work plan (Annex A). In particular:

1. a working definition of 'assessment' has been agreed;
2. a substantial revision of the EFPA test review model has been completed (Annex B);
3. the EFPA Test Use Standards have been revised and updated to produce a set of standards for *assessment* use covering three levels of competence and three domains of practice (Annex C);
4. guidance on the coverage of psychological assessment in the basic EuroPsy has been produced for consideration by the EAC (Annex D);
5. a short document has been produced explaining the EFPA Test Use standards and their application (Annex E).

TUAC has continued to work in collaboration with those MAs who are developing test user qualification. The launch of the EuroTest in the UK in 2012 has been successful with nearly 1,000 certificates issued in the first year.

Members of the Board continue to be active in producing publications and contributions to conference that promote the work of EFPA and the Board.

I am stepping down from my role as Convenor as I am taking up Presidency of the ITC in 2014. However, I hope to remain an active member of the Board of Assessment and to continue chairing TUAC.

Introduction

The Board of Assessment replaced the Standing Committee on Tests and Testing, which has had a long history of significant developments in the area of test and test user standards development in Europe. In the two years it has been in existence, the new Board has had to clarify the remit to deal with a broader view of assessment. The following report of its activities will show how it has positively grasped those issues and made significant progress in broadening its scope, while continuing to support existing successful initiatives relating more narrowly to psychological testing (such as the test user accreditation procedures and the test review model).

Following discussion with the President, I informed the Board of my decision to step down as Convenor after nine years following the 2013 General Assembly in Stockholm. This is to provide time for a new Convenor to be found and to avoid any conflicts of interest when I take up the position of President of the ITC in 2014.

The following account of activities carried out since the Board was formed at the end of 2011 is related to the Work Plan proposed on 3rd January 2012 and as agreed with the Executive Council 23 November 2012 – see Annex A.

Activities

1. Definition of 'assessment' and scope of the new Board
 - 1.1. Activity: Discussions were held within the Board and with the EC as to what our definition of 'assessment' should be.
 - 1.2. Achievements: The Board agreed a definition of assessment as a “*systematic method or procedure for ascertaining the psychological characteristics of an individual or group of individuals, or the performance of an individual or group of individuals*”. The Board would want to emphasise that it intends a broad view of 'psychological characteristics'. Indeed, the term is used to differentiate between physical and psychological characteristics rather than imply any restriction to trait-like attributes. The definition is based on that developed for the ISO 10667 standard on assessment and this makes clear that it covers all types of psychological attribute, assessed at individual as well as aggregate levels (team, organization, network, family, social group etc). We would also envisage this covering the measurement of 'criteria' in so far as these are relevant to the “*performance of an individual or group of individuals*”. The Board realises that future use of the definitions needs to include statements that 'unpack' what is meant by 'psychological characteristics' and 'performance'.

2. Survey on Psychologists' attitudes to testing in Europe
 - 2.1. Activity: The survey was carried out over a year ago. Since the results had been obtained, a paper was produced for the *European Psychologist*.
 - 2.2. Deliverable: Evers, A., Muniz, J., Bartram, D. et al. (2012). Testing practices in the 21st Century: Developments and European psychologists' opinions. *European Psychologist*, 17(4), 300-319.
 - 2.3. Responsible persons: Arne Evers with Jose Muniz and Dave Bartram.
 - 2.4. Deadline: n/a
 - 2.5. Priority: Medium

3. Revision to the EFPA Test Review Model
 - 3.1. Activity: The current “*EFPA Review Model for the Description and Evaluation of Psychological Tests*” was released in 2004 with some minor amendments in 2005 and 2008. Testing technologies and practice have developed rapidly since then, especially with regard to the application of IRT in the occupational and educational testing areas. A thorough review and update of the current documentation was deemed necessary and in 2010 the Standing Committee on Tests and Testing set up a working group under Arne Evers to carry out this revision.
 - This group produced a substantial updated draft of the Review Model and this was subject to two rounds of consultation.

- The first consultation round was to members of the Board of Assessment in 2012. Following revisions arising from that, an open consultation was undertaken. The results of this were obtained early in 2013 and the final version of the revised Review Model was prepared prior to the submission of this report.
- 3.2. Deliverable: Document containing the revised Test Review Model with updated guidance for reviewers (Annex B).
- 3.3. Responsible persons: Arne Evers (Chair) with Carmen Hagemeister, Pat Lindley, Jose Muniz, Anders Sjöberg & Andreas Hostmaelingen.
- 3.4. Deadline: April 2013.
- 3.5. Priority: High.

4. Revision of the EFPA Test Use standards to cover assessment

- 4.1. Activity: Prior to the formation of the Board of Assessment, the Standing Committee on tests and testing had produced a set of test use standards contextualized for application to testing in occupational, educational and health related settings. A three-level model of competence had been defined representing differing levels of expertise in the practice of test use. The SCTT had developed and approved detailed specifications for qualifications in occupational test use for all three levels of competence and outlines for the other two areas of practice. Details of this work were provided on the 2011 report to the General Assembly. For the present the task was to revise the test use standards to more broadly cover assessment. At the same time it was necessary to bring the specifications for assessment in educational and health settings up to the same level of detail as those for occupational assessment.

It was necessary to agree this new expansion of the original EFPA Standard for Test Use in order to inform the process of developing guidance on the standard of psychological assessment expected of those attaining the basic EuroPsy certificate. This guidance was to be produced as one of the agreed actions of the Board (see Section 5 below).

- The Board set up a small working group to do this. A draft was produced by the Convener and accepted with a few minor changes by the rest of the group.
 - This version was sent for consultation to all members of the Board early in 2013 and no substantive amendments were proposed.
 - The document was agreed by the Board in March 2013.
- 4.2. Deliverable: Document setting out the standards for psychological assessment for use in occupational, educational and health related settings for all three levels of competence (Annex C).
- 4.3. Responsible persons: Dave Bartram (Chair), with Jose Muniz, Anders Sjöberg, Canan Sumer, Pat Lindley.
- 4.4. Deadline: April 2013.
- 4.5. Priority: Medium.

5. Development of guidance for EuroPsy NACs on coverage of assessment

5.1. Activity: Following on from the previous activity (4), a document was prepared entitled “Guidance on the standard of competence expected in the area of psychological assessment for psychologists eligible for the basic European Certificate in Psychology (the EuroPsy)”. This document was developed from the EuroPsy regulations and their annexes and sets out a specification for how education and supervised practice could meet the Level 2 standard for competence in psychological assessment. Level 2 is the minimum level expected of psychologists involved in routine practitioner use of assessment. (Level 3 defines the competence expected of specialists in assessment).

- A draft of this guidance was produced by the Convener in parallel with the revision of the test use standard documentation.
- This draft was approved by the working group and circulated for consultation to the whole Board and no substantive amendments were proposed.
- The document was agreed by the Board in March 2013.
- Deliverable: Guidance document intended for consideration by the EFPA EAC as an informative document for use by NACs (Annex D).

5.2. Responsible persons / subgroups: Dave Bartram (Chair), with Jose Muniz, Anders Sjöberg, Canan Sumer, Pat Lindley.

5.3. Deadline: April 2013

5.4. Priority: Medium

6. Other activities of the Board

6.1. Contributions to conferences: The Convener and other members of the Board and of TUAC spoke at a number of different national and international conferences on the work of EFPA. In particular we had invited sessions at two conferences:

- ITC Conference, 2012: Two sessions were presented:
 - European Federation of Psychologists’ Associations (EFPA) Survey on Tests and Testing
 - Test User Qualification in Europe: the work of the EFPA Board of Assessment
- ECP, 2013: 4 sessions have been accepted for the professional part of the conference programme:
 - The work on the development and implementation of test user standards
 - The revision of the EFPA test review guidelines and implications for review internationalization
 - The impact of ISO 10667 on practice of assessment in work and organizational setting
 - Qualifications in assessment for psychologists? Discussion of the EFPA Level 3 proposals.

6.2. Deliverable: Conference presentations.

6.3. Responsible person: Dave Bartram.

6.4. Deadlines: As set by conferences.

6.5. Priority: Medium.

7. Report on the work of the Test User Accreditation Committee (TUAC)

7.1. Activity: Following approval by the GA in 2011 of the recommendation to establish the TUAC, it met on four occasions: in March, July and November 2012 and in March 2013.

- Accreditation of the BPS Level 2 Occupational Test User qualification. This was confirmed in 2011 and award of the 'EuroTest' certificates began in the UK in February 2012. By November 2012, 778 registrations had been issued (this represents revenue of 3,890 Euros for EFPA). It was noted that this level of response cannot be expected to continue after the grand-parenting arrangements ended.
- Work progressed on the accreditation of test user qualification in Sweden, Norway, Denmark and Poland. A preliminary submission for accreditation was received from Sweden and following a review is in the process of being revised.
- A working document on test user certification has been developed by Ana Hernández which analyzes different options to certify test users in Spain, within the framework of EuroPsy and ISO 10667.
- A document (#118) has been produced by Dave Bartram to act as a simple explanation of the EFPA test use standard and its potential use in test user certification. The EFPA EuroTest accreditation scheme is also explained. It is envisaged that this be added to the website.

7.2. Deliverables:

7.2.1. Launch of EuroTest in the UK.

7.2.2. Document: "A European Standard for Test Use" (Annex E)

7.3. Responsible persons: Dave Bartram (Chair), Eva Bergvall, Ana Hernandez, Pat Lindley, Lars Michaelsen, Sverre Nielsen & Urszula Brzezinska.

7.4. Deadline: On going

7.5. Priority: High

8. Reports to the EC / GA

8.1. Activity: The original working plan for the Board was submitted to the EC 3rd January 2012. Following feedback received from the EC in September, a revised working plan was submitted on 23rd November 2012 following a meeting of the Board.

8.1.1. Reports were also submitted to the EC on 9th March 2012 and 23rd November 2012.

8.1.2. The present report for the GA was prepared and submitted as per the deadline below.

8.2. Deadline: April 30, 2013

8.3. Priority: High

Meetings

- 1) 8-9th March 2012, Brussels
- 2) 22nd November 2012, Brussels
- 3) A meeting is planned to take place during the ECP in July 2013.
- 4) In addition to the formal meetings of the Board, working groups set up by the Board had meetings as necessary between Board meetings.

Information & recommendations for GA & Member Associations

The General Assembly is asked to take notice of the following:

- a. Completion of actions as set out in the Working Plan agreed between the Board and the Executive Council – Annex A document 100f.
- b. Representation on the Board of the International Test Commission (ITC) and the European Association of Psychological Assessment (EAPA).
- c. Publication in the *European Psychologist* of a report on the survey of attitudes to testing among European psychologists.
- d. Contributions to major conferences of sessions highlighting the work of the Board.

Proposals for decisions by GA

The General Assembly is advised to accept the following proposals:

1. That the current version of the Test Review Model (Version 3.42) be replaced on the web site, by the revised Model described above (3). *Document #110c, copy attached as Annex B to this report.*
2. That the document describing the EFPA standards for assessment (see 4 above) be adopted and placed on the web site with an explanatory statement reflecting its role as guidance. *Document #115, copy attached as Annex C to this report.*
3. That the document prepared for the EFPA EAC on guidance for NAC's on ensuring standards of psychological assessment in the basic EuroPsy (see 5 above) be passed to the EAC for their consideration. *Document #116, copy attached as Annex D to this report.*
4. That the document describing the EFPA Test Use standards be placed on the web site to provide an informative and non-technical explanation of the standards and their potential use. *Document #118, copy attached as Annex E to this report.*

Members of the Board:

Country	Name	Initials
EC Liaison	Robert Roe	RR
Austria	Paul Jimenez	PJ
Belgium & EAPA	Mark Schittekatte	MS
Croatia	Krunoslav Matesic	KM
Cyprus	Marios Constantinou	MC
Czech Republic	Tomas Urbanek	TU
Denmark	Lars Michaelsen	LM
Finland	Jari Lipsanen	JL
Germany	Carmen Hagemeister	CH
Greece	Marina Manthouli	MM
Ireland	James Connolly	JC
Latvia	Tamara Zelenevska	TZ
Lithuania	Grazina Gintiliene	GG
The Netherlands	Arne Evers	AE
Norway	Jens Egeland	JE
Norway	<i>Andreas Hostmaelingen</i>	AH
Poland	Aleksandra Jaworowska	AJ
Slovakia	<i>Peter Halama</i>	PH
Slovenia	Dusica Boben	DB
Spain	José Muniz-Fernandez	JM
Sweden	Anders Sjöberg	AS
Switzerland	Klaus-Dieter Hänsgen	KH
Turkey	Canan Sumer	CS
Turkey	<i>Sait Uluc</i>	SU
United Kingdom	Dave Bartram (Convenor)	DB(Co)
Russia	Sergey Malykh	SM
EFPSA (Portugal)	Luis Miguel Alvim Tojo	LT
Observer (ITC)	Dragos Iliescu	DI

Italic = Corresponding member

Members of the Test User Accreditation Committee who sit on the Board as Observers:

Country	Name	Initials
United Kingdom	Pat Lindley	PL
Sweden	Eva Bergvall	EB
Norway	Sverre Nielsen	SN
Spain	Ana Hernandez	AH
Poland	Urszula Brzezinska	UB