EFPA

STANDING COMMITTEE ON

TESTS AND TESTING

Convenor : DAVE BARTRAM

REPORT to the

GENERAL ASSEMBLY 2007 in PRAGUE

EFPA

STANDING COMMITTEE ON

TESTS AND TESTING (SCTT)

CONVENOR'S REPORT

EFPA General Assembly, 2007

Contents

1. Executive Summary

The committee has met twice since the last General Assembly in Granada (2005): In Brussels, 2006 and in Prague, 2007.

Standards for Test Use: The joint EAWOP-EFPA Steering Group (SG)

Following the work carried out in 2003-2005 by the EFPA-EAWOP European Working Group (the full report of the working group and the Standards it produced, were presented to the EFPA General Assembly in 2005 and accepted as the basis for further work exploring implementation options), an EAWOP-EFPA Steering Group (SG) was set up to work on implementation issues. The report of that later work forms a separate agenda item (7.4.1.) for this General Assembly. However, the final meeting of the European Working Group in September 2005 and subsequent work carried out by the EAWOP-EFPA SG resulted in some minor changes and improvements to the original standards document that was presented to the EFPA General Assembly in July 2005. The updated version is attached as Appendix 3.

The SCTT recommends that the General Assembly adopt Appendix 3, the revised 2007 version, in place of the 2005 version.

ISO PC230: International Standard for Assessment in Work and Organizational Settings.

ISO PC230 is the committee for an important new project - the first example of an ISO Standard being developed in an area so closely related to pscyhological assessment. The starting point for this project was the work of Hornke and others in Germany on DIN 33430. However, the ISO standard will incorporate material from a wide range of national and international standards. ISO PC230 has its first meeting in Berlin in March 2007. I put forward suggestions based on an international perspective taking into account the EFPA and ITC positions. It was agreed that I would be a member of a small working group (four people) tasked with producing the draft of the new Standard).

Action plan

The Committee's Action Plan is presented in this report and will be reviewed at its meeting in Prague just prior to the General Assembly meeting.

2. Introduction

The *EFPA Standing Committee on Tests and Testing* was establishing in 1999 (Rome) to carry on the work of the previous *Task Force on Tests and Testing* (1995-1999). Following the path initiated by the *Task Force*, the main goal of the *Standing Committee* continues to be that of organizing and promoting actions aimed at improving testing practices in Europe. During these past years the *Task Force* and the *Committee* have developed a range of projects and actions with this goal in mind.

Annual Meetings held by the Standing Committee:
- 2000, London, March
- 2000, Stockholm, July
- 2001, London, July
- 2002, Winchester, June
- 2003, Vienna, July
- 2004, Palma, May
- 2005, Granada, July
- 2006, Brussels, July
- 2007 Prague, July

Below the main activities and projects developed by the Standing Committee during the last two years are described.

3. Members of the EFPA Standing Committee on Tests and Testing
(SCTT)

In addition to the official members of the Standing Committee, appointed by the EFPA Executive Council, a number of European experts on tests and testing have contributed to the work of the Committee and been invited to our annual meetings to discuss and analyse specific topics of interest. Official members and experts who have made significant contributions to the work of the SCTT are listed in Appendix 1. As Convenor, I would like to thank all of those who have devoted their time and efforts to furthering the aims of the Committee.

4. Projects and activities developed

The Convenor has presented a number of keynote papers and workshops relating to the work of the EFPA committee on testing and test standards since the last EFPA General Assembly. These include international conferences in UK, Norway, Sweden, Belgium, Italy, Greece, and the USA. In addition, a number of papers have been published which describe the work of the Standing Committee. (See Appendix 2 for a full list).

4a. Annual meetings

Since the last report, Annual Meetings of the SCTT have been held in Brussels (July 2006) and in Prague (July, 2007).

4b. EFPA SCTT symposia organised since the Granada 2005 EFPA Congress.

ITC Conference Brussels 2006:
- EFPA Symposium on international test review criteria (Convened by Dave Bartram; papers by Bartram, Schoonman, Lindley, & Nielsen).

Athens Congress, 2006:
- EFPA Symposium on the development and application of the EFPA Test Review criteria in Europe (Convened by Dave Bartram, papers by Bartram, Schoonman, Lindley, & Nielsen).

EAWOP Congress Stockholm 2007:
- Joint EFPA-EAWOP symposium on test user qualifications (Convened by Dave Bartram, papers by Bartram, Gonzalez-Roma & Nielsen)

EFPA Congress Prague 2007:
- EFPA symposium on setting standards for tests and test users in Europe (Convened by Dave Bartram, papers by Bartram, Hornke, Nielsen & Muniz)

4c. The EFPA European Model for Test Review

These continue to form the basis for the test review procedures for the UK and for Norway. They are also being considered along with a number of other documents as part of the ISO project PC230 (see below) on setting a standard for assessment in work and organizational settings.

4d. Standards for Test Use: The EAWOP-EFPA Steering Group (SG)

The full report of the work of the SG, and the documents produced by it, are presented under a separate Agenda item (7.4.1) for the General Assembly.

Following the 2005 EFPA General Assembly, the joint EFPA-EAWOP European Working Group had its final meeting in Helsinki in September 2005. At that same meeting, the EAWOP-EFPA Steering Group had its inaugural meetings. EFPA was represented on that SG by the Convenor of the SCTT.

The SG has met on a eight occasions:
- Helsinki (September 2005)
- London (January 2005)
- Stockholm (March 2006)
- Brussels (June 2006)
- London (November 2006)
- Valencia (January 2007
- London (February 2007)
- Stockholm (May 2007)

Each meeting lasted from two to three days.

In addition, two major pieces of research were carried out by the SCTT Convenor. These resulted in the design of four proposals for test user qualifications. The SG also produced a modified version of the Test Standards that focused more broadly on

assessment in work and organisational settings. It is anticipated that this may provided a valuable input to the ISO PC230 project.

Work carried out by the SG and the final meeting of the EWG in September2005, resulted in some minor changes and improvements to the original standards document that was presented to the EFPA General Assembly in July 2005.

The SCTT recommends that the General Assembly adopt this revised version of the EFPA-EAWOP Test User Standards in place of the 2005 version.

4e. ISO Project Committee 230 (PC230)

This is an important new project as it represents the first example of an ISO Standard being developed in an area so closely related to pscyhological assessment. Other standards have touched on this, but not have approached it 'head on'. The starting point for this prject was the work of Hornke and others in Germany on DIN 33430. However, the ISO standard will incorporate material from a wide range of national and international standards. In particular we will be concerned to ensure that al the work carried out by the ITC and by the EFPA SCTT is made use of.

ISO PC230 has its first meeting in Berlin in March 2007. I attended as leader of the UK delegation. In order to be participants in ISO project committees it is necessary for people to be representing their national interests through the local national standards institute. In practice, however, I was able to put forward suggestions based on an international perspective taking into account the EFPA and ITC positions. Following discusssions the following title and scope statements were unanimously approved:

> Title: Procedures and methods to assess people in work and organizational settings
> Scope: This standard contains requirements and recommendations for procedures and methods used to assess people in work and organizational settings. They refer to:
> - the selection, integration, implementation and evaluation of assessment procedures;
> - the interpretation of the assessment results and subsequent judgment reports;
> - the requirements of the qualification of all individuals taking an active part in the assessment process;
> - fairness and ethical principles in the process;
> - personnel decisions to be made such as recruitment, selection, development, succession planning and reassignment.

It was also agreed that a small working party would be set up to draft the standard. The members of this are: Prof Lutz Hornke (Germany), who is chairing the ISO PC; Prof Marise Born (Netherlands), ITC President Elect; Anders Sjoberg (Sweden), representing the interests of potential consumers of the standard; and Dave Bartram (UK), EFPA SCTT Convenor. The first meeting of this working group was scheduled to be held in London in May 2007.

5. Standing Committee ACTION PLAN

At the annual meetings of the *Standing Committee* different projects and actions are discussed. As a result of these discussions we have agreed a set of objectives as the Action Plan for the Standing Committee. At present our efforts are focused mainly on the developments taking place in the area of Test User certification and standards for assessment in work and organizational settings. However, we intend to maintain at least a watching brief on all items on the list of specific objectives, using our annual meetings to re-assess priorities.

The ability of the SCTT to address more than one or two of the items in its action plan depends on the degree to which its members are willing to participate in tasks outside the annual meetings. In the experience of the Convenor, the work of the Committee has so far been supported by a relatively small number of people. It could achieve more.

General objective
Support activities and projects aimed at improving testing practices in Europe.

Specific objectives

- Accreditation processes: for professionals and for psychometric products
  - Development of a European standard for test user qualifications. This has been progressed through the work of the joint Steering Group and we have proposed a further EFPA-based project to see this through to fruition.
  - Development of a European psychometric curriculum for psychologist training. The work on test user qualification has provided useful input to this project and this issue will be followed up in the next two years.
  - Assessment process certification standards and procedures. The SCTT, through its Chair and some of it members, is actively involved in the ISO project on setting a standard for assessment in work and organizational settings.
  - Encourage and support the translation and application the *EFPA Test Review Model* in European countries
- Collaboration with the work of the ITC
  - Analysis, discussion, and endorsement of the *ITC Guidelines on Test use and Test Translation/Adaptation.*
  - The SCTT continues to collaborate with ITC on the revision of these guidelines and plans to support the forthcoming ITC 2008 Conference on the impact of testing on people and society.
- Discussion and analysis of European adaptations of the US Standards for Educational and Psychological Testing (published by AERA, APA and NCME, 1999).

This Action Plan will be reviewed when the SCTT meets in July 2007.

Prof Dave Bartram, SCTT Convenor

Appendix 1: EFPPA STANDING COMMITTEE ON TESTS AND TESTING

Officially nominated country representatives (May 2007)

EFPA Executive Council Liaison	Johanne Bratbo
Convenor (UK)	Dave Bartram
Austria	Paulino Jimenez
Belgium	Kathia Glabeke
Czech Republic	Tomas Urbanek
Denmark	Anne Thrane
Finland	Vesa Nevalainen
Germany	Carmen Hagemeister
Greece	Marina Manthouli
Ireland	Ethna Swan
Italy	Paolo Michielin
Malta	Victor Martinelli
Netherlands	Arne Evers
Norway	Kjetil S. Sundet
Slovenia	Dusica Boben
Spain	José Muniz-Fernandez
Sweden	Örjan Frans
Switzerland	Klaus-Dieter Hänsgen

The SCTT would also like to thank others who have made significant contributions to the work of the committee over the past two years. Notably:

- Henry Honkanen, EAWOP Secretary General, Finland
- Vicente Gonzalez-Roma, Spain
- Pat Lindley, BPS Test Reviews Senior Editor, UK
- Sverre Nielsen, Norway
- Wouter Schoonman, Citogroup, The Netherlands
- Christina Strömer Wilson, STP, Sweden

Appendix 2: Publications by the Convenor relating to the work of the EFPA SCTT

1. Bartram, D. (2005). Available guidelines and standards for psychometric tests and test users. In Padaki, R., Agrawal, N.W., Balaji, C., & Mahapatra, G.P. (Eds). *Emerging Asia: An HR Agenda*. New Delhi: Tata McGraw Hill Publishing Company Limited. Pp 23-44.
2. Bartram, D. (2005). The changing face of testing. The Psychologist, November 2005, pp 666-668.
3. Bartram, D. (2005). Computer-based testing and the Internet. A. Evers, O. Smit-Voskuyl, and N. Anderson (Eds.), *The Handbook of Selection.* Blackwell: Oxford.
4. Bartram, D & Hambleton, R. (Editors: 2006) *Computer-Based Testing and the Internet: Issues and Advances*. London: Wiley.
5. Bartram, D. (2006). Testing on the Internet: Issues, challenges and opportunities in the field of occupational assessment. In D. Bartram & R.K. Hambleton (Editors) *Computer-Based Testing and the Internet: Issues and Advances*. Chapter 1. London: Wiley.
6. Bartram, D. (2006). Testing on the Internet: Issues, challenges and opportunities in the field of occupational assessment. In D. Bartram & R.K. Hambleton (Editors) *Computer-Based Testing and the Internet: Issues and Advances*. Chapter 1. London: Wiley.
7. Bartram, D. (2006). The impact of technology on test manufacture, delivery and use and on the test taker. In D. Bartram & R.K. Hambleton (Editors) *Computer-Based Testing and the Internet: Issues and Advances*. Chapter 7. London: Wiley.
8. Coyne, I., & Bartram, D. (2006). Introduction to the Special Issue on the ITC Guidelines on Computer-Based and Internet-Delivered Testing. International Journal of Testing, Vol. 6, No. 2: 115-119.
9. Bartram, D. (2006). The Internationalization of Testing and New Models of Test Delivery on the Internet. International Journal of Testing, Vol. 6, No. 2: 121-131.
10. Coyne, I., & Bartram, D. (2006). Design and Development of the ITC Guidelines on Computer-Based and Internet-Delivered Testing. International Journal of Testing, Vol. 6, No. 2: 133-142.

Presentations at conferences:
11. Bartram, D. (2005). Psychological Tests – towards a harmonised European view of the requirements. Invited keynote at DNV Arbeidpsykologiske Testdag, Oslo, 18 October 2005.
12. Bartram, D. (2006). Trends in Testing: A European View. Invited paper presented at the *Association of Test Publishers Conference*, Orlando, Florida, February 6-8, 2006.
13. Bartram, D. (2006). Test quality in Europe: International development of regulations on tests and test use. Invited paper presented to the *Annual STN Meeting*, Oslo, March 22, 2006.
14. Bartram, D. (2006). Test quality in Europe: An international perspective on test use in the work and organizational field. Invited paper presented at the *STP Testdager*, March 24, 2006.
15. Bartram, D. (2006). Test user qualification in Europe: The EFPA-EAWOP Standards. Invited paper presented at the *STP Testdager*, March 24, 2006.
16. Bartram, D. (2006). Test quality in Europe: The EFPA Test Review Criteria and their application in the UK. Invited paper presented at the *STP Testdager*, March 24, 2006.
17. Bartram, D. (2006). Development of the EFPA Test Review Criteria Model. Paper presenting in an EFPA Symposium at the *5th Conference of the International Test Commission,* July 6-8, 2006, Brussels, Belgium.
18. Bartram, D. (2006). Development of the EFPA Test Review Criteria: 2000-2002. Paper presented at the *26th International Congress of Applied Psychology*, July 16-21, Athens, Greece.
19. Bartram, D. (2007). International developments in the field of test quality and test user standards and guidelines. Invited workshop. XIIIth European congress of Work and Organizational Psychology, May 9-12. Stockholm.
20. Bartram, D. (2007). The EFPA-EAWOP Test User Certification Project. Paper presented in an invited symposium. XIIIth European congress of Work and Organizational Psychology, May 9-12. Stockholm.
21. Bartram, D. (2007). Setting standards for tests and test users in Europe. EFPA Sympoisum convened by D Bartram. 10th European Congress of Psychology, 3-6 July, Prague.

APPENDIX 3: 2007 (revised) version of the EFPA-EAWOP Test User Standards.

[Attached as a separate document]