



# Collaborating with SMEs to Build an SJT with Validity, Fairness, and Buy-in

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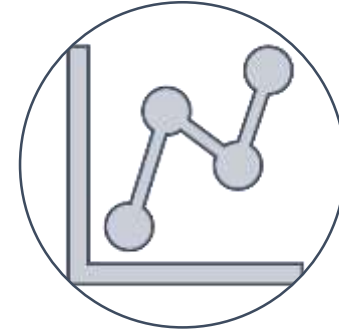
# AAMC PREview<sup>®</sup> Program



**Community  
Driven**



**Expert  
Developed**



**Evidence  
Based**



# AAMC PREview™

## Professional Readiness Exam



A situational judgment test designed to:

- Assess knowledge of effective and ineffective professionalism behavior.
- Promote a more holistic review and consideration of a more diverse and well-rounded pool of applicants.
- Signal importance of interpersonal and professionalism preparation for medical school.



# Sample Scenario and Responses

## Scenario

While viewing a classmate's social media profile, you notice that your classmate has made negative comments about treating a recent patient. Your classmate describes the patient and the patient's condition in detail, which violates patient privacy regulations.

*Please rate the effectiveness of each response to this situation.*

Very Ineffective

Ineffective

Effective

Very Effective

## Responses

1. Explain to your classmate the importance of patient privacy and ask them to remove the comments.
2. Report your classmate's behavior as a privacy violation.
3. Read through your classmate's previous comments to see how often they comment about patients.
4. Avoid reading your classmate's social media profile in the future.
5. Suggest your classmate remove the comments as soon as possible.

# Involving SMEs at Every Step

## Competency Modeling

SMEs help establish expectations for entering medical students

## Critical Incident Collection

SMEs share how competencies are applied in medical school and what constitutes effective vs ineffective behavior

## Item Writing & Editing

Assessment experts write and edit items to ensure clear, meaningful, and fair measurement of competencies

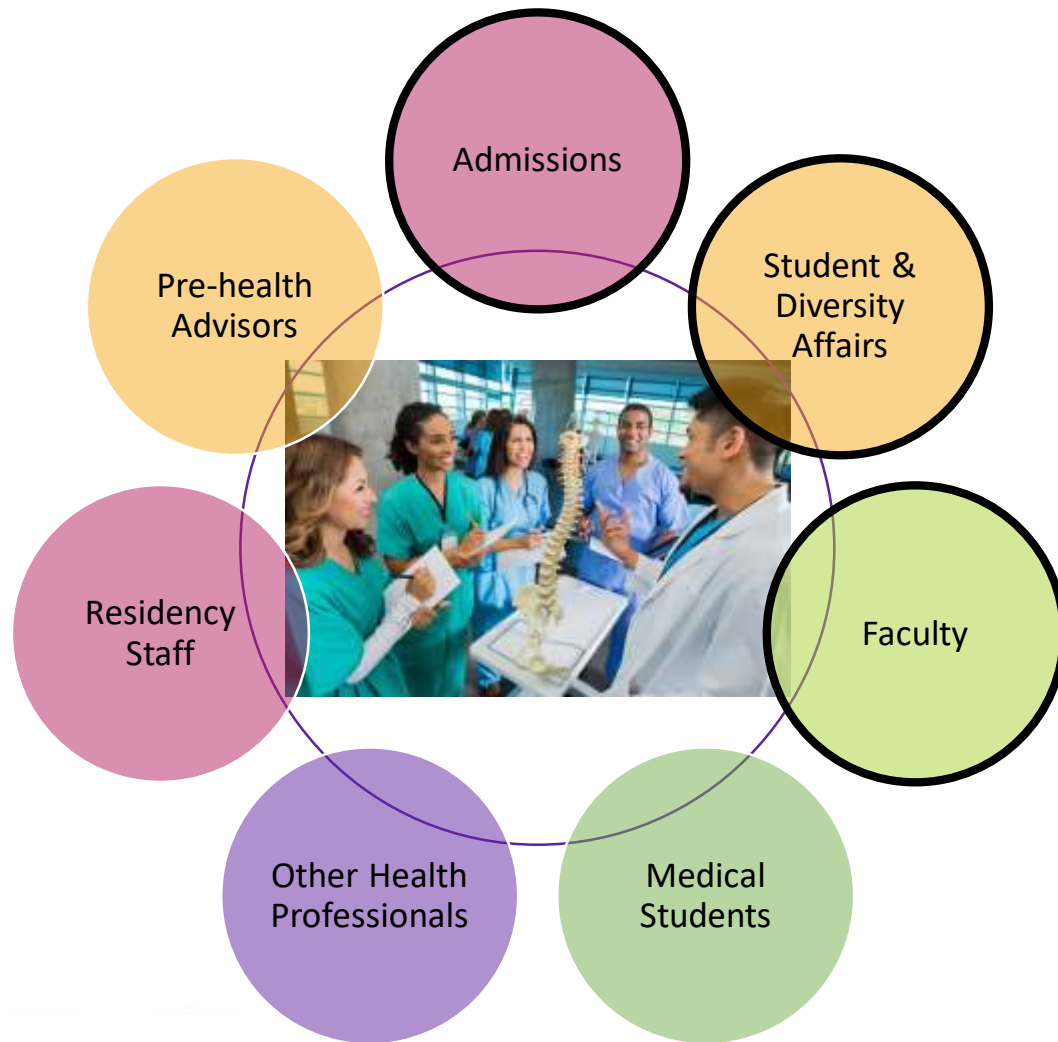
## Content Review

SMEs review for bias and sensitivity, clarity, and realism. Assessment experts edit to address feedback, as needed.

## Scoring Key Development

SMEs review and rate item effectiveness. Agreement criteria area are applied to determine item eligibility.

# Engaging Different SMEs in Different Ways



Offer a variety of opportunities

- In-person events
- Virtual meetings
- Independent, online surveys

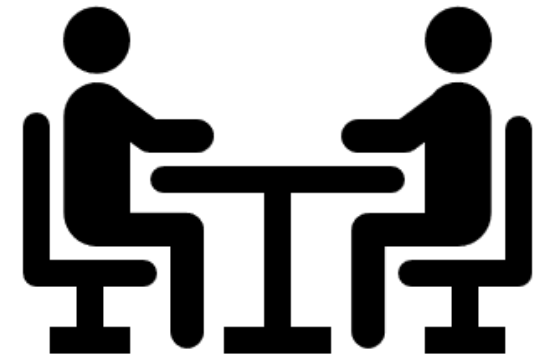


# A Closer Look at Test Development



# Competency Modeling & Critical Incident Collection

- Ongoing collection
- Using different methods and formats
- Prompts to collect key information







# Content Review Questions

Evaluate each question from the **lens of a medical school applicant**. Consider applicants to your own program from a variety of backgrounds as you review.



- Is any of the content (scenario and/or responses) **ambiguous or unclear**?



- Do you feel the scenario or responses would give examinees of a particular group, background, or region a **distinct advantage or disadvantage**?



- Do you believe the scenario set includes **sensitive content** that will distract examinees and impact their exam performance?



- Did you find this scenario set **meaningful** in helping to assess applicants' understanding of pre-professional competencies?

# Scoring with a Focus on Competencies

- Focus on the competencies versus solving the problem
- Use the rating scale descriptions to apply the rating scale consistently and as intended
- Set aside your knowledge of healthcare or specific medical school context or procedures





## Considerations When Writing High Fidelity Situations

- Power dynamic between examinee and other characters
- Social dynamic (i.e., one-on-one versus group settings)
- Possible sensitivity with different topics, conflicts, or dilemmas