Content Validation
Participant Introductions

• What do you hope to learn from this session?
Session Expectations

- Practitioner Perspective
- Content Validity Evidence
- Share your Stories/Experiences
- Focus on Guardians Assn. 1980
- Review of Vendor Validation Reports
Aspects of Validation

• Content Validation
• Criterion-Related Validation
  • Predictive
  • Concurrent
• Construct Validation
Guardians Ass’n of New York City Police Department., Inc. v. Civil Service Commission (1980)

The Guardians case lays out five criteria that are currently being used when establishing content validity for employment exams.
1. The test is based on the job analysis

2. Reasonable competence in constructing the exam
3. Content of the test is related to the content of the job

4. Content of the test is representative of the content of the job
5. The scoring system is meaningful
1. Job Analysis

- Job Analysis Survey
- Job Observations
- Technical Conferences
- Review the Results
- Other Techniques?

*Report Actions and Results*
1. Job Analysis

- Task Analysis
- Knowledge, Skills, and Abilities
- Reading Sources
- Tools and Equipment Used
- What else?
2. Competence in Exam Construction

- Selection of Test Type/Response Mode
- Use of Subject Matter Experts (SMEs)
- Reviews & Edits (Outside Consultants)
- Pilot Test
- Appeals to Key/Clerical Reviews

Report Actions and Results
3. Relatedness to the Job

• Use of Subject Matter Experts
• Linkage Surveys
  • Analysts
  • SMEs: Development, Pilot Test, Assessors
• What else?

*Report Actions and Results*
4. Representation of the Job

• Use of Subject Matter Experts
• Summary of Linkage Surveys
  • Analysts
  • SMEs: Development, Pilot Test, Assessors
• What else?

_Report Actions and Results_
5. Meaningful Scoring

• Differentiates Between Candidates
• Reliable Results
  • Multiple-Choice: KR20
  • Assessors: Inter-rater Reliability (Spearman Brown)
• Combining of phase scores
• Cut-Scores

*Report Actions and Results*
Basic Concepts

• Reliability
  • A test can be reliable and not be valid
  • A test must be reliable to be valid

• Knowledge v. Ability

• Validity and Adverse Impact
Columbus CSC Validation Practices

- Job Analysis-Written Report
- CUPA/Test Plan-Written Report
- Information to Candidates
- Test Phase Development Reports/SMEs
- Linkages to Test by SMEs
- Test Administration/Test Security
- Scoring Mechanisms/Reliability Statistics
- Test Phase Summary Written Reports
- Overall Summary Written Report
- Reviews by Test Experts (Lodge and CSC)
Review of Validation Reports

- Ask for the Validation Report
- Read the Validation Report
- Job analysis-by vendor/by you for the job you want to test
- Does it purport to test what shows as important in your job analysis?
- Does it cover enough of the job?
- Review the test – well developed?
Review of Validation Reports

• What were the test results?
• Adverse Impact?
• Differentiated between candidates?
• Reliability Statistics?
• What was the “n” for candidates/SMEs
• Conduct linkages by SMEs or by someone who knows the job to the job analysis that you completed
• Commit to writing your review and linkages performed
• What else?
Questions?

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