



## *3-1: Introduction To And Administration Of Performance Tests*

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## *Performance Test*

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- Students perform at the same level they would perform on the job
- Tested on present abilities and not potentials
- Based on standard criteria and performance objectives



# *Purpose of Performance Tests*

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- Give students an opportunity to demonstrate their proficiency
- Measure an individual's proficiency in performing
  - A job
  - A task
  - An evolution that requires achieving a psychomotor objective



# *Performance Standards*

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- A time standard
  - Timed performance
- A quality standard
  - Minimum acceptable product or process standard
- Or both



## *Test Conditions*

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- Under controlled conditions
- After appropriate practice or drill sessions
- Instructors can make valid and reliable judgments about student performance only when testing conditions are controlled



# *Test Guidelines*

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- Specify performance objectives to be measured
- Each test item should require the performance of a number of basic skills
- Select rating factors on which the test will be judged
- Design a rating form



## *Test Guidelines*

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- Prepare directions that clearly explain the test situation to students
- Try a new performance test on other instructors before using it on students
- Use more than one test evaluator



## *Test Evaluators*

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- Use more than one
- Avoid using instructors who taught the students
- Provide instructions to evaluators
- Calculate an average score from all evaluators
- Criterion-referenced tests





## *Test Administration*

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- Follow established procedures
- Ensure that all necessary apparatus and equipment are ready
- Use the same apparatus and equipment throughout the test
- Follow the same sequence of tasks for all students



## *Test Administration*

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- Rate each student on the same basis
- All distractions must be eliminated from the testing area from the testing area
- Make a score distribution chart after tests have been administered
- Rotate team members to every position for team evaluation ratings



# *Advantages*

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- Validity
- Reliability
- To test individuals who may not be able to express themselves orally or in writing
- Student motivation
- Sense of accomplishment
- Job related



## *Disadvantages*

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- Unreliability
- Inefficiency of time and resources
- Requires more instructors and test evaluators
- Difficulty