

Translating Multiple-Choice into Performance Items

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This workshop teaches participants the critical steps in translating multiple-choice exams into performance tests.

Some of the essential processes explained and practiced include:

- Finding performance implications in Multiple Choice items
- Evaluating content outlines for performance requirements
- Taxonomy of performance item types – implications for translation
- Job Task Analysis for performance tests – contrasts with conventional JTA
- Development differences between MC and performance tests
- Examples of performance test items
- Developing performance scoring rubrics, automated procedures
- How Mager's principles fit in
- Developing personality and aptitude exams
- Differences between on-the-job observation and performance tests
- Resources needed for performance test development
- Performance test deployment issues
- Template development plan, milestones, & schedule