## 1. Planning

**Create a framework**
After reviewing published standards and implied curricula for the particular content area, a national advisory committee of external stakeholders, content experts and practitioners outlines the purpose of each assessment, defines content domains and develops a framework for the new assessment. ETS then surveys a wide array of practitioners in order to judge the importance of each of the content domain topics for teachers.

**Validity Evidence** — Basing the initial knowledge/skill domain on existing standards and further refining based on input from external subject matter experts. The survey provides independent verification of the job relatedness of the knowledge/skills by a sample of practitioners and college faculty.

## 2. Development

**Make a blueprint**
ETS test specialists work to develop a test blueprint that assigns weights to each of the relevant test topics as reflected by the job-relatedness survey and the inputs of the national advisory committee and maps out specifications for questions that will appear on the test.

**Validity Evidence** — Building test blueprints to reflect identified knowledge/skills judged relevant and important for beginning practice.

**Write the question**
Test development specialists craft each question to the established specifications to ensure that the question will deliver accurate information about what a test taker knows.

**Validity Evidence** — Writing the questions to measure knowledge/skills specified in the test blueprint.

## 3. Reviews and Testing

<table>
<thead>
<tr>
<th>Content Review</th>
<th>Fairness Review</th>
<th>Editorial Review</th>
<th>Stakeholder Review</th>
<th>Pretesting</th>
</tr>
</thead>
<tbody>
<tr>
<td>Each question is reviewed to determine the accuracy of the correct answer and to ensure that there is a single best answer.</td>
<td>Specialized fairness reviewers evaluate and scrutinize each question to ensure that it is free from bias.</td>
<td>Each question is reviewed to ensure that it is as clear as possible.</td>
<td>External stakeholders review each test question again during the standard-setting process used to set a recommended passing score for each test.</td>
<td>Questions that have passed reviews are tried out as unscored pretest questions embedded in live tests. This pretesting allows ETS testing specialists to measure how well the questions are differentiating between test takers of varying performance levels and to identify questions that may be unfair to members of any subgroup.</td>
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</table>

**Validity Evidence** (for content, fairness and editorial review) — Verifying that each question accurately measures the knowledge and skills defined in the test blueprint and is fair and accessible for all test takers.

## 4. In Use

**Test Launch**
After a question has passed all reviews and is determined to have met the rigorous ETS Standards for Quality and Fairness, it is ready for use. Once in use, our testing experts analyze its performance before we allow it to count toward a candidate’s score.

**Validity Evidence** — Analyzing the statistical performance of test questions ensures the quality and behavior of test questions prior to reporting of results.
ETS statisticians help ensure that tests are built so that they are reliable — that is, so that they measure candidate knowledge and skill in a consistent manner. Every test form is examined for reliability to ensure that the performance data are meaningful for that form and consistent across different forms.

Before a Praxis test is administered, every test question goes through a fairness and sensitivity review to root out bias.

After a test is administered, ETS experts analyze every question to see whether it is performing differentially for different groups of test takers. Any question that is found to discriminate against any group is flagged and is not counted in the scoring process.

After development, all programs undergo a rigorous audit, every three years, against the ETS Standards for Quality and Fairness that reflect the Standards for Educational and Psychological Testing published by the American Psychological Association (APA), the American Educational Research Association (AERA) and the National Council on Measurement in Education (NCME). To learn more, visit [http://www.ets.org/about/fairness/](http://www.ets.org/about/fairness/).