

Q#	1. LOK (F/H)	2. LOD (1-5)	3. Psychometric Flaws					4. Job Content Flaws				5. Other		6. B/M/N	7. U/E/S	8. Explanation
			Stem Focus	Cues	T/F	Cred. Dist.	Partial	Job- Link	Minutia	#/ units	Back- ward	Q= K/A	SRO Only			
1	H	3										Y		N	S	
2	H	3										Y		N	S	
3	H	3										Y		B	S	
4	F	2										N		B	U	K/A mm; replaced Q
5	H	3										Y		B	S	
6	H	3										Y		M	S	
7	F	2										Y		B	S	
8	H	3										Y		B	S	

## Instructions

[Refer to Section D of ES-401 and Appendix B for additional information regarding each of the following concepts.]

- Enter the level of knowledge (LOK) of each question as either (F)undamental or (H)igher cognitive level.
- Enter the level of difficulty (LOD) of each question using a 1 – 5 (easy – difficult) rating scale (questions in the 2 – 4 range are acceptable).
- Check the appropriate box if a psychometric flaw is identified:
  - The stem lacks sufficient focus to elicit the correct answer (e.g., unclear intent, more information is needed, or too much needless information).
  - The stem or distractors contain cues (i.e., clues, specific determiners, phrasing, length, etc).
  - The answer choices are a collection of unrelated true/false statements.
  - The distractors are not credible; single implausible distractors should be repaired, more than one is unacceptable.
  - One or more distractors is (are) partially correct (e.g., if the applicant can make unstated assumptions that are not contradicted by stem).
- Check the appropriate box if a job content error is identified:
  - The question is not linked to the job requirements (i.e., the question has a valid K/A but, as written, is not operational in content).
  - The question requires the recall of knowledge that is too specific for the closed reference test mode (i.e., it is not required to be known from memory).
  - The question contains data with an unrealistic level of accuracy or inconsistent units (e.g., panel meter in percent with question in gallons).
  - The question requires reverse logic or application compared to the job requirements.
- Check questions that are sampled for conformance with the approved K/A and those that are *designated SRO-only* (K/A and license level mismatches are unacceptable).
- Enter question source: (B)ank, (M)odified, or (N)ew. Check that (M)odified questions meet criteria of ES-401 Section D.2.f.
- Based on the reviewer's judgment, is the question as written (U)nsatisfactory (requiring repair or replacement), in need of (E)ditorial enhancement, or (S)atisfactory?
- At a minimum, explain any "U" ratings (e.g., how the Appendix B psychometric attributes are not being met).

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9	H	2										Y		B	S	
10	F	2										Y		B	S	
11	H	3										Y		B	S	
12	H	3										Y		B	S	
13	H	3										Y		B	S	
14	H	3										Y		N	S	
15	H	3										Y		N	S	
16	H	3										Y		N	S	
17	H	3										Y		N	S	
18	H	3										Y		B	S	
19	H	4										Y		B	S	
20	F	2										Y		B	S	
21	H	3										Y		B	S	
22	H	2										Y		N	S	
23	H	3										Y		N	S	
24	F	2										Y		N	S	
25	F	2										Y		M	S	
26	H	3										Y		N	S	
27	F	2										Y		B	S	
28	H	3										Y		B	S	

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			Stem Focus	Cues	T/F	Cred. Dist.	Partial	Job- Link	Minutia	#/ units	Back- ward	Q= K/A	SRO Only			
29	H	3										Y		B	S	
30	F	2										Y		B	S	
31	H	3										Y		B	S	
32	H	3										Y		B	S	
33	F	2										Y		B	S	
34	H	3										Y		M	S	
35	H	3										Y		B	S	
36	H	3										Y		N	S	
37	H	3										Y		N	S	
38	H	3										Y		N	S	KA met: loss of feed, depending on severity, requires EOP entry
39	F	2										Y		B	S	
40	F	2										Y		B	S	
41	F	1						X				Y		N	U	GFE Q; LOD 1; minimal op validity. Replaced KA and Q
42	F	2										Y		N	S	
43	F	2										Y		N	S	
44	H	3										Y		N	S	
45	F	2										Y		B	S	
46	F	2										Y		B	S	
47	F	2										Y		B	S	
48	F	2										Y		M	S	

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			Stem Focus	Cues	T/F	Cred. Dist.	Partial	Job- Link	Minutia	#/ units	Back- ward	Q= K/A	SRO Only				
49	H	3											Y		N	S	
50	F	2											Y		B	S	
51	H	3											Y		B	S	
52	F	2											Y		B	S	
53	H	3											Y		N	S	
54	F	2											Y		N	S	
55	F	2											Y		N	S	
56	F	2											Y		B	S	
57	H	3											Y		B	S	
58	F	2											Y		B	S	
59	H	3											Y		B	S	
60	H	3											Y		N	S	
61	F	2											Y		N	S	
62	F	2											Y		N	S	
63	H	3											Y		N	S	
64	F	2											Y		B	S	
65	H	3											Y		N	S	
66	F	2											Y		B	S	
67	F	2											Y		B	S	
68	F	2											Y		N	S	

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			Stem Focus	Cues	T/F	Cred. Dist.	Partial	Job- Link	Minutia	#/ units	Back- ward	Q= K/A	SRO Only			
69	F	2										Y		N	S	
70	F	2										Y		B	S	
71	F	2										Y		B	S	
72	F	2										Y		M	S	
73	F	2										Y		N	S	
74	F	1						X	X			Y		B	U	LOD 1; GFE; doesn't discriminate between LO/NLO. Replaced KA & Q.
75	H	3										Y		B	S	
76	H	3										Y	Y	N	S	
77	H	3										Y	Y	N	S	
78	H	3										Y	N	N	U	System knowledge eliminates 3 choices. Replaced Q
79	H	3										Y	Y	N	S	
80	H	3										Y	Y	M	S	
81	H	3										Y	Y	M	S	
82	H	3										Y	Y	N	S	
83	H	3										Y	Y	N	S	
84	H	3										Y	Y	M	S	
85	H	3										Y	Y	N	S	
86	H	3										Y	Y	N	S	Part (b) of KA met
87	F	2										Y	Y	M	S	

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			Stem Focus	Cues	T/F	Cred. Dist.	Partial	Job- Link	Minutia	#/ units	Back- ward	Q= K/A	SRO Only			
88	F	2										Y	Y	N	S	

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			Stem Focus	Cues	T/F	Cred. Dist.	Partial	Job- Link	Minutia	#/ units	Back- ward	Q= K/A	SRO Only			
89	F	2										Y	Y	M	S	
90	H	3										Y	Y	N	S	Part (b) of KA met
91	H	3										Y	N	N	U	Part (b) of KA met; system knowledge eliminates three choices. Re-worded choices to eliminate system knowledge cues.
92	H	3										Y	Y	N	S	
93	H	3										Y	Y	B	S	
94	F	2										Y	Y	B	S	
95	F	2										Y	Y	N	S	
96	F	2										Y	Y	N	S	
97	F	2										Y	Y	N	S	
98	H	3										Y	Y	N	S	
99	F	2										Y	Y	M	S	
100	F	2										Y	Y	N	S	