

Q	1. LOK (F/H)	2. LOD (1-5)	3. Psychometric Flaws					4. Job Content Flaws				5. Other		6. Source (B/M/N)	7. Status (U/E/S)	8. Explanation
			Stem Focus	Cues	T/F	Cred. Dist	Partial	Job- Link	Minutia	#/Units	Backward	Q – K/A	SRO Only			
1	H	3												N	E	Modified distractor "d" to improve plausibility.
2	H	4												B	E	Added detail to the sequence of events (#4) and corrected typos
3	F	3												B	E	Modified stem and distractor "d" to improve distractor plausibility.
4	F	3												N	E	Re-categorized Q as Fundamental. Modified wording of Q to eliminate need for the term "only" in the choices.
5	H	3												B	S	No comments
6	H	3												N	E	Reworded distractors to improve plausibility.
7	F	2												N	E	Changed from 2x2 format, distractors modified to raise LOD and improve operational relevance. K/A match was explained better.
8	F	3												N	E	Reworded to ensure distractor is wrong and to raise LOD.

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 a 1 (easy) to 5 (difficult); questions with a difficulty between 2 and 4 are acceptable.
- Check the appropriate box if a psychometric flaw is identified:
 - "Stem Focus": The stem lacks sufficient focus to elicit the correct answer (e.g., unclear intent, more information is needed, or too much needless information).
 - "Cues": The stem or distractors contain cues (e.g., clues, specific determiners, phrasing, length).
 - "T/F": The answer choices are a collection of unrelated true/false statements.
 - "Cred. Dist.": The distractors are not credible; single implausible distractors should be repaired, and more than one is unacceptable.
 - "Partial": One or more distractors are partially correct (e.g., if the applicant can make unstated assumptions that are not contradicted by the stem).
- Check the appropriate box if a job content flaw is identified:
 - "Job Link": 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).
 - "Minutia": 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).
 - "#/Units": The question contains data with an unrealistic level of accuracy or inconsistent units (e.g., panel meter in percent with question in gallons).
 - "Backward": 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 K/As that are designated "SRO-only." (K/A and license-level mismatches are unacceptable.)
- Enter question's source: (B)ank, (M)odified, or (N)ew. Verify that (M)odified questions meet the criteria of Form 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" status ratings (e.g., how the Appendix B psychometric attributes are not being met).

Q	1. LOK (F/H)	2. LOD (1-5)	3. Psychometric Flaws					4. Job Content Flaws				5. Other		6. Source (B/M/N)	7. Status (U/E/S)	8. Explanation
			Stem Focus	Cues	T/F	Cred. Dist	Partial	Job-Link	Minutia	# / Units	Backward	Q – K/A	SRO Only			
9	H	4												B	S	
10	H	3												B	E	Reworded choices to improve discriminatory value.
11	H	3												B	E	Reworded choices to improve discriminatory value.
12	H	3												N	E	The question was changed to 2x2 format and distractors reworded for better plausibility.
13	F	3												N	E	Modified Q and choice wording to reduce number of repeated words in choices.
14	H	4										X		N	U	Replaced with bank Q to match the K/A.
15	F	3												B	E	Removed window-dressing from Q stem.
16	F	2												N	E	Reworded Q to address psychometric and plausibility weaknesses.
17	F	3												N	S	No comments
18	F	3												N	E	Reworded distractors to improve plausibility
19	H	3												B	E	Reworded distractors to improve plausibility
20	F	3												B	S	No comments
21	H	3												B	S	No comments
22	H	3				X								N	U	Distractors A and B were not plausible given the stem information. Reworded all 4 distractors to improve plausibility.
23	H	4												B	E	Minor wording change in stem
24	H	3												B	E	Reduced word count and simplified stem to use distractors that use times only

Q	1. LOK (F/H)	2. LOD (1-5)	3. Psychometric Flaws					4. Job Content Flaws				5. Other		6. Source (B/M/N)	7. Status (U/E/S)	8. Explanation
			Stem Focus	Cues	T/F	Cred. Dist	Partial	Job-Link	Minutia	# / Units	Backward	Q – K/A	SRO Only			
25	F	3												B	S	No comments
26	F	2												B	S	No comments
27	F	3												B	S	No comments
28	H	3												B	E	Added detail to distractor "C"
29	H	3												N	E	Added wording to distractors "C" and "D"
30	F	3												N	E	Stem wording added
31	F	3												B	E	Question was too verbose and was simplified to 2x2 format
32	H	1	X											N	U	LOD1 – question too simple. New question written
33	F	3										X		B	U	Poor K/A match. New bank question selected
34	H	3												B	S	No comments
35	F	2				X								B	U	Distractor plausibility needed improvement. New bank question selected
36	F	3												N	S	No comments
37	H	3						X						M	E	Question was not operationally valid. New question written.
38	H	3				X								B	U	Too easy to eliminate distractors. Distractor plausibility needed improvement. New bank question selected
39	F	3												N	E	Stem reworded to improve clarity.
40	H	3				X								B	U	Choice C implausible. New bank question selected

Q	1. LOK (F/H)	2. LOD (1-5)	3. Psychometric Flaws					4. Job Content Flaws				5. Other		6. Source (B/M/N)	7. Status (U/E/S)	8. Explanation
			Stem Focus	Cues	T/F	Cred. Dist	Partial	Job-Link	Minutia	# / Units	Backward	Q – K/A	SRO Only			
41	H	4												B	E	Revised stem, changed to 2x2 format to clarify and improve K/A match.
42	H	3												N	E	Too many repeated words in the stem. Simplified stem by removing repeated words.
43	H	1	X											N	U	LOD 1. Rewrote new question
44	H	3												B	E	Minor stem rewording
45	H	3												B	E	Modified distractors to improve plausibility.
46	H	3												N	S	No comments
47	F	3				X								B	U	Choice C was not plausible. Selected new bank question.
48	H	3												B	S	No comments
49	F	2				X								B	U	Distractor A was implausible and B and C were not logical. Reselected a new bank question.
50	H	3												B	S	No comments
51	H	4												B	E	Reworded stem to remove repeated words
52	F	3				X								B	U	Distractor A is not believable. Reselected new bank question
53	H	3												B	E	3 part question structure was too confusing. Rewrote to 2 part.
54	F	3												N	E	Distractors were reworded to improve plausibility.
55	H	3										X		N	U	K/A mismatch. Question rewritten.
56	H	3												B	E	Minor rewording of stem
57	F	2												N	E	Minor rewording of distractors in part 2

Q	1. LOK (F/H)	2. LOD (1-5)	3. Psychometric Flaws					4. Job Content Flaws				5. Other		6. Source (B/M/N)	7. Status (U/E/S)	8. Explanation
			Stem Focus	Cues	T/F	Cred. Dist	Partial	Job-Link	Minutia	# / Units	Backward	Q – K/A	SRO Only			
58	F	1												B	E	Question distractors revised to improve plausibility.
59	H	4												B	E	Minor rewording in stem
60	H	4												N	S	No comments
61	H	3												N	S	No comments
62	F	3												N	S	No comments
63	F	3												B	S	No comments
64	H	3												B	E	Minor format edits made in 2x2 structure
65	H/F	3												B	E	Changed to Fundamental level
66	F	3												N	E	Modified distractors to improve discriminatory value.
67	F	3												B	S	No comments
68	F	3												B	S	No comments
69	H	3												M	S	No comments
70	H	4												B	S	No comments
71	F	3				X								N	U	Question was not discriminating. Reselected a bank question.
72	F	3												B	S	No comments
73	H	3												N	E	Added to stem to bound time frame
74	F	3												N	E	Small distractor wording modifications made

Q	1. LOK (F/H)	2. LOD (1-5)	3. Psychometric Flaws					4. Job Content Flaws				5. Other		6. Source (B/M/N)	7. Status (U/E/S)	8. Explanation
			Stem Focus	Cues	T/F	Cred. Dist	Partial	Job-Link	Minutia	# / Units	Backward	Q – K/A	SRO Only			
75	H	3												B	E	Reworded distractors
76	H	4												N	E	Changed initial conditions from 50% to 100% and reworded distractors to improve discriminatory value.
77	H	4				X								N	U	More than one correct answer (A and C are both correct). Rewrote question.
78	H	3												N	E	Minor changes to improve discriminatory value.
79	H	3												N	S	No comments
80	H	3												B	S	No comments
81	H	4												B	S	No comments
82	H	3												N	E	Typo – changed ANSI to ANS
83	H	3												B	S	No comments
84	H	3												B	S	No comments
85	H	3												B	S	No comments
86	H	3												B	E	Changed to 2x2 format and modified stem
87	H	3												N	S	No comments
88	H	3												B	E	Reworded distractor D for plausibility
89	H	3						X						N	U	Selected bank question as new question as-written was not discriminating.
90	F	3												N	S	No comments

Q	1. LOK (F/H)	2. LOD (1-5)	3. Psychometric Flaws					4. Job Content Flaws				5. Other		6. Source (B/M/N)	7. Status (U/E/S)	8. Explanation
			Stem Focus	Cues	T/F	Cred. Dist	Partial	Job-Link	Minutia	# / Units	Backward	Q – K/A	SRO Only			
91	F	3												N	E	Distractors reworded to improve LOD.
92	H	4										X		B	U	K/A mismatch. Bank question selected.
93	H	3						X						N	U	Not SRO only level / DLU. Question rewritten as new.
94	H	3												B	S	No comments
95	F	3												B	E	Minor stem rewording
96	H	3												B	S	No comments
97	H	3												B	E	Reworded distractors to improve discriminatory value.
98	F	3												B	S	No comments
99	F	3												B	S	No comments
100	F	3						X						B	U	Not discriminating. Rewrote distractors to improve plausibility.