

## Questions and Answers from the webinar *'How the NKE was developed and scored'*

November 23, 2010

- 1. How can we print this presentation?*  
You can download the presentation as a pdf file and just print it.
- 2. How many test versions are there for any given sitting?*  
One. (In the future, there may be more than one form used in any given administration of the test.)
- 3. Is the link still available for that webcast [how to succeed on the NKE]?*  
Yes, all of the Office of the Registrar webinars conducted in the last year or so are still available.
- 4. Isn't that a failure of the CCHRA if more than half of the examinees fail the test?*  
Your question presumes that there should be an expected pass rate. Over the last two years, the pass rate has dropped from about 70% to about 40% and yet the difficulty of the exams has not changed over that time. Manipulating the exam difficulty or the cut-score to boost the pass rate would go against the professional standards that apply to credentialing examinations.
- 5. How soon after the results are released will we receive the certification, provided we have met all the standards?*  
A matter of weeks.
- 6. What can we used as reviewer for the NKE?*  
If the question is about how best to prepare to write the NKE, I would suggest viewing the Office of the Registrar webinar entitled *'How to succeed on the NKE.'* It is free and available from the Office of the Registrar webinar page.
- 7. Are you able to come in and review your own exam....so that you can see areas of strength etc. and where you didn't do too well?*  
No. The issue is one of test security. Because items can be re-used as part of an 'equating bridge' it is important to keep any access to the items at a minimum. The results letter does break down the scores by functional area.
- 8. What is the experience requirement for the exam?*

There is no experience pre-requisite to write the exam.

9. *When will the cut-score be communicated?*

At the same time as the results are released (December 2<sup>nd</sup>, 2010).

10. *If a panel of experts reviews questions beforehand, how do flaws come about on the actual test?*

Such is life. These flaws are often subtle. It is also the case that item performance can change over time. The statistical indices of question performance are quite powerful in detecting questions that didn't quite work.

11. *How high could the cut scores go?*

The idea is to develop exams of a consistent level of difficulty. The variations in the difficulty level across forms are typically small; therefore the variations in the cut-scores will also be small.

12. *Statistically, the exams cannot and will not be vastly different. Test results reflect student aptitude and preparation. What can be done to ensure students are properly prepared for a rigorous, challenging examination?*

It does appear that the level of preparation of exam writers, on the whole, has decrease over the last few years. No doubt this was related to passing the exam before the introduction of the degree requirement. Now that this is behind us, exam writers may decide to take more time to ensure that they are well prepared for the exam.

13. *Are there copies of past exams available for study purposes?*

No. The sample questions on the CCHRA website are real items that were once used on the NKE and have now been retired. Then there are the sample tests that are included in different prep products.

14. *Have you been informed that there were two questions on the October 2010 exam that were identical?*

Oh yes, we knew about the duplicated item within minutes of the start of the exam.

15. *What criteria is required in order to write the NKE?*

(1) Being a member of HRP, and (2) having met the coursework requirement.

16. *For the NKE in May 2011, when is deadline to apply?*

March 7, 2011, with a late registration deadline of March 11, 2011.

17. *When do we use the term CHRP candidate behind our name?*

As soon as you have received official notification that you have passed the NKE.

18. *Is the cutscore 70% or will it be higher??*

The cut-score can vary. We do not know what the cut-score will be for the October exam yet.

19. *What was the % pass rate?*  
The pass rate for the NKE in May 2010 was 40%.
20. *What percentage of people passed the September exam?*  
We do not know yet.
21. *How much do you have to score in order to pass?*  
We do not know what the cut-score will be for the October exam yet.
22. *Is it normal to have the exact same question repeated?*  
No, that was a mistake.
23. *What is the cut off score for October 2010?*  
We don't know yet.
24. *Missed the first 15 minutes, what is the pass rate for October 2010?*  
We don't know yet.
25. *You commented that the October 2009 scores were adjusted by adding 14 to the NKE result. Are you saying that if an individual initially received 60%, that individual actually received 74% as their end result?*  
No, the adjustment was made to the raw scores not the percentage scores.
26. *There were 2 questions that were the same on the NKE will these questions be "flawed" and removed?? OR how will it be scored?*  
This is not quite the same as a flawed question. For all we know, the repeated question might be a fine question. Likely, only the first occurrence of the question will be scored.
27. *The last exam I wrote for NKE had the same question duplicated, what happens in this circumstance?*  
Likely, only the first occurrence of the question will be scored.
28. *I looked very carefully at the materials I was given at the exam. I did not notice that my exam or other materials were numbered - with that said, how will they know what 'my' cut-score is?*  
The cut-score can vary from one form of the exam to the next, not from one exam to the next. Everyone who wrote the exam in October had the same form and thus the same cut-score.
29. *I don't understand - Is it possible that someone could have passed the exam if the cut score was not in place, but now that it is in place they did not?*  
There was always a cut-score. If what you are asking is whether it is possible that a given score, say a 67, is a pass on one form but a fail on another, yes that would be possible.

30. *What determines who gets a harder exam or easier exam?*

Everyone who wrote the exam in October got the same form. In the future, it may be that more than one form is used in any given administration.

31. *How many forms of the exam are there?*

Right now, there is only one form at any given time, but a new form is created for each administration.

32. *If the cut score is pre-determined based on the test questions, why is the cut-score not communicated prior to the examination?*

It is because the definitive cut-score can only be determined after the post-exam review. The test developers have a pretty good of what the cut-score is going to be, but the definitive cut-score can only be determined after the post-exam review.