

Publication of the NATIONAL ADVISORY COMMISSION ON EMPLOYMENT

Test Policy and the Politics of Opportunity Allocations: The Workplace and the Law

edited by
Bernard M. Clifford

National Commission on Testing and Political Policy

Test Policy And The Politics Of Opportunity Allocation The Workplace And The Law

Walter K. Olson



Test Policy And The Politics Of Opportunity Allocation The Workplace And The Law:

Test Policy and the Politics of Opportunity Allocation: The Workplace and the Law Bernard R. Gifford, 2012-12-06 Bernard R Gifford In the United States the standardized test has become one of the major sources of information for reducing uncertainty in the determination of individual merit and in the allocation of merit based educational training and employment opportunities Most major institutions of higher education require applicants to supplement their records of academic achievements with scores on standardized tests Similarly in the workplace as a condition of employment or assignment to training programs more and more employers are requiring prospective employees to sit for standardized tests In short with increasing frequency and intensity individual members of the political economy are required to transmit to the opportunity marketplace scores on standardized examinations that purport to be objective measures of their and potential In many instances these test scores are the abilities talents only signals about their skills that job applicants are permitted to send to prospective employers THE NATIONAL COMMISSION ON TESTING AND PUBLIC POLICY In view of the importance of these issues to our current national agenda it was proposed that the Human Rights and Governance and the Education and Culture Programs of the Ford Foundation support the establishment of a blue ribbon National Commission on Testing and Public Policy to investigate some of the major problems as well as the untapped opportunities created by recent trends in the use of standardized tests particularly in the workplace and in schools

Intelligence Policy Angela Browne-Miller, 2012-12-06 The author examines the numerous facets of implicit intelligence policies those unspoken directives that often profoundly influence social and educational policies and their impact on policies regarding measured and actual mental ability

Policy Issues in Employment Testing Linda C. Wing, Bernard R. Gifford, 2012-12-06 Linda C Wing and Bernard R Gifford How should a society committed to the ideas of individual merit equal opportunity and the free marketplace allocate scarce educational and employment opportunities How can that society draw distinctions fairly and justifiably among people competing against each other for the same opportunity These are among the central questions of a democracy How a society answers them reveals a great deal about its values and its priorities and determines a great deal about its future course In recent decades we have placed the standardized pencil and paper test at the center of these fundamental questions about the nature of opportunity allocation in American life In more and more areas of our lives schools employment the military we rely upon the standardized test to rank or classify people and to assure ourselves that we have done so fairly The papers gathered here were prepared at the invitation of the National Commission on Testing and Public Policy The editors of this volume were involved in the commission from its inception in 1987 until shortly after the publication of its major public report in 1990 Bernard Gifford as Chair and Linda Wing as Associate Director 1 Each chapter focuses on an aspect of employment testing a topic that could hardly 1 POLICY ISSUES IN EMPLOYMENT TESTING 2 be more in need of calm deliberation and reasoned discussion than it is today

Changing Work, Changing Workers Glynda A.

Hull,1997-01-01 This glimpse into factories hospitals other work settings and work related literacy programs shows the massive changes in expectations for workers skills in the twenty first century especially regarding language and literacy

Constructing Test Items Steven J. Osterlind,2012-12-06 *The History of Educational Measurement* Brian E.

Clauser,Michael B. Bunch,2021-07-07 The History of Educational Measurement collects essays on the most important topics in educational testing measurement and psychometrics Authored by the field s top scholars this book offers unique historical viewpoints from origins to modern applications of formal testing programs and mental measurement theories Topics as varied as large scale testing validity item response theory federal involvement and notable assessment controversies complete a survey of the field s greatest challenges and most important achievements Graduate students researchers industry professionals and other stakeholders will find this volume relevant for years to come **Assessing Reading 1:**

Theory and Practice Colin Harrison,Terry Salinger,2002-01-04 This book along with its companion volume Assessing Reading 2 Changing Practice in Classrooms was originally conceived as the major outcome from an international seminar on reading assessment held in England It focuses particularly on theoretical and methodological issues though with a clear series of links to practices in assessment especially state and national approaches to classroom based assessment in the USA the UK and in Australia at both primary and secondary levels Chapters offer new perspectives on the theories that underlie the development and interpretation of reading assessments national assessments and classroom based assessment challenging readers to think in different ways **Policy Perspectives on Educational Testing** Bernard R.

Gifford,2012-12-06 America faces a crisis in education and its accompanying effects on the nation s economic and social life Educators and policy makers need to document the extent of this crisis to gauge its potential impact and to develop educational strategies that would boost achievement this has turned the spotlight on educational assessment the procedures practices and tools that educators use to measure the progress of students both as individuals and groups This book deals with a range of issues within the field of educational assessment with an emphasis on those issues that have sparked the public policy debate in recent years Much of this volume concerns itself with the impact of testing on various subgroups of the population blacks Hispanics young children and children considered to be of below average ability Taken together the contributions to this volume represent a broad range of views on differential test performance This book is part of the subseries of books based on the Ford Foundation s National Commission on Testing and Public Policy Previous titles in this program include Gifford Wing Test in Defense Gifford O Connor Changing Assessments Gifford Test Policy and the Politics of Opportunity Allocation and Gifford Test Policy and Test Performance Equity in Multilingual Schools and Communities

Amanda K. Kibler,Aída Walqui,George C. Bunch,Christian J. Faltis,2024-05-14 This book honors the impactful contributions of Guadalupe Vald s toward equity in multilingual schools and communities As one of the first language education scholars to examine the vibrant language practices of bilingual users in the US Southwest her work marked a departure from traditional

foreign language approaches and sparked a movement focused on valuing heritage languages and creating more equitable educational systems for young people from linguistically minoritized backgrounds Influenced by the work of Professor Vald s the contributors to this book draw on multiple aspects of her research to look at new ways of addressing equity and social justice for multilingual users in schools and communities Chapters focus on three major areas of her work the nature of languages and literacies in multilingual contexts language development in classrooms and communities and equity and access At the end of each section short interludes describe contributors personal experiences of learning from and with Professor Vald s providing insight into the practices of mentorship and professional development within the field This volume will appeal to students and researchers across bilingualism applied linguistics and education offering an overview of developments in these fields and directions for future research on equity in multilingual educational settings

Construction Versus Choice in Cognitive Measurement William C. Ward,Randy Elliot Bennett,2012-10-12 This book brings together psychometric cognitive science policy and content domain perspectives on new approaches to educational assessment in particular constructed response performance testing and portfolio assessment These new assessment approaches a full range of alternatives to traditional multiple choice tests are useful in all types of large scale testing programs including educational admissions school accountability and placement This book s multi disciplinary perspective identifies the potential advantages and pitfalls of these new assessment forms as well as the critical research questions that must be addressed if these assessment methods are to benefit education How Testing Came to Dominate American Schools Gerard Giordano,2005 Although originally designed as instruments to gauge students progress tests eventually were used to modify curricula learning materials pedagogy and many practical features of schooling Tests were employed to shape attitudes toward national issues such as employment immigration and defense Worried about the enormous consequences that were at stake advocates and opponents pitched their cases to educators parents journalists and policymakers and also targeted special audiences Testing proponents pleaded with military leaders businesspeople and scholastic publishers while their adversaries appealed to job seekers college applicants racial minorities and anti establishmentarians This book illustrates how all of these parties showed interest many became passionate and some decisively influenced the course of American educational testing **The Fractured Marketplace for Standardized Testing** Walter M. Haney,George F.

Madaus,Robert Lyons,2012-12-06 Standardized testing in the United States has been increasing at a rapid pace in the last twenty five years The market for tests has not only been expanding rapidly but has also been changing sharply in structure into a fractured marketplace Indeed one of the main features of this book is that the market for standardized testing is highly fractured with segments of the market facing monopoly conditions others facing oligopoly conditions and still others where near free market conditions exist One of the main premises of the book is that the structures of markets have strong implications for how those markets perform While this notion is widely accepted among economists it is not widely

appreciated in educational research A second motivation for the book is that very little scholarly attention has been focused on the standardized testing industry This topic the structure of the testing industry and implications for the quality of tests and test use affects how we evaluate the learning of students the effectiveness of teaching the quality of schools and the educational health of the nation Of particular concern to the authors is one vital aspect of test quality test validity This book is the most current and authoritative review and analysis of the market for standardized testing **Changing Assessments** Bernard R. Gifford, Mary Catherine O'Connor, 2012-12-06 Bernard R Gifford As we edge toward the year 2000 the information age is a reality the global marketplace is increasingly competitive and the U S labor force is shrinking Today more than ever our nation s economic and social well being hinges on our ability to tap our human resources to identify talent to nurture it and to assess abilities and disabilities in ways that help every individual reach his or her full potential In pursuing that goal decision makers in education industry and government are relying increasingly on standardized tests sets of question with identical directions time limits and tasks for all test takers designed to permit an inference about what someone knows or can do in a particular area CALIBRATING DIFFERENCE Our emphasis on standardized testing rests on a premise that is so basic it often escapes notice that we humans are different from each other in ways that are both meaningful and measurable We differ in terms of cognitive ability aptitude for performing different kinds of mental and physical tasks temperament and interests But somehow without sufficient examination we have taken a great collective leap from that commonplace to the notion that there are precise measurable gradations of innate ability that can be used to direct children to the right classrooms and adults to the right job slots *Public Examinations Examined* Thomas Kellaghan, Vincent Greaney, 2019-11-19 High stakes public examinations exert a dominant influence in most education systems They affect both teacher and student behavior especially at the middle and upper levels of secondary education The content of past examinations tends to dictate what is taught and how it is taught and more important what is learned and how it is learned By changing aspects of these examinations especially their content and format education systems can have a strong positive impact on teacher behavior and student learning help raise student achievement levels and better prepare students for tertiary level education and for employment Examination agencies many of which have followed the same procedures over decades can learn from the successes and failures of other systems This book addresses current issues related to the development administration scoring and usage of these high stakes public examinations identifying key issues and problems related to examinations in many emerging market economies as well as in advanced economies The book s primary audience consists of public examination officials on national regional and state examination boards but the book should also be of interest to senior education policy makers concerned with certification and learning achievement standards to academics and researchers interested in educational assessment to governmental and education agencies responsible for student selection and to professionals at development organizations This extremely well written and comprehensive book offers a timely review

of the diversity of public examination practices worldwide of the tensions between examinations and learning and of the technical expertise involved in the creation of valid reliable and fair assessments It reminds us that as the diploma disease takes hold with an ever greater intensity at every stage of education worldwide and the commercial business of testing flourishes those concerned with educational quality and meaningful learning must be on guard to prevent the assessment tail wagging the educational dog Angela W Little Professor Emerita Institute of Education University College London This book is very well structured and written and draws on the authors remarkable global knowledge across countries and histories It will be a great asset both to administrators responsible for examinations and to academics and other professionals who seek to understand the nature and impact of examinations of different types and in different settings Mark Bray UNESCO Chair Professor of Comparative Education University of Hong Kong and former Director UNESCO International Institute for Educational Planning I am sure that Public Examinations Examined which thoroughly analyzes the practice of public examinations in different countries and makes profound and well grounded conclusions will arouse very great interest and will serve to further improve public examinations Victor Bolotov Distinguished Professor Higher School of Economics National Research University Moscow member Russian Academy of Education and former Deputy Minister of Education Russian Federation

The Social Studies Curriculum E. Wayne Ross, 2012-02-01 The third edition of The Social Studies Curriculum thoroughly updates the definitive overview of the primary issues teachers face when creating learning experiences for students in social studies By connecting the diverse elements of the social studies curriculum history education civic global and social issues the book offers a unique and critical perspective that separates it from other texts in the field This edition includes new work on race gender sexuality critical multiculturalism visual culture moral deliberation digital technologies teaching democracy and the future of social studies education In an era marked by efforts to standardize curriculum and teaching this book challenges the status quo by arguing that social studies curriculum and teaching should be about uncovering elements that are taken for granted in our everyday experiences and making them the target of inquiry

Reinventing Chapter 1 National Assessment of Chapter 1 Independent Review Panel (U.S.), 1993 Human Cognitive Abilities John Bissell Carroll, 1993-01-29 The results of more than seventy years of investigation by factor analysis of the varieties of cognitive abilities are described with particular attention to abilities in language thinking memory visual and auditory perception creativity etc

Advances in Educational and Psychological Testing: Theory and Applications Ronald K. Hambleton, Jac. N. Zaal, 2013-12-01 Over the last 20 years there have been a large number of technical advances and changes in the field of educational and psychological testing According to Anne Anastasi The decade of the 1980 s has been a period of unusual advances in psychological testing Technological progress theoretical sophistication and increasing professional responsibility are all evident in the fast moving events in this field A Anastasi Psychological Testing Sixth Edition New York Macmillan 1988 On the psychometric front advances in topics such as item response theory criterion

referenced measurement generalizability theory analysis of covariance structures and validity generalization are reshaping the ways that ability and achievement tests are constructed and evaluated and that test scores are interpreted But Psychometric advances as substantial and important as they have been are only a fraction of the major changes in the field of testing Today for example the computer is radically changing the ways in which tests are constructed administered and scored Computers are being used to administer tests adaptively That is the sequence of questions an examinee is administered depends upon his or her performance on earlier administered items in the test Tests are adapted to the ability levels of the examinees who are being assessed One result is shorter tests with little or no loss in measurement precision Computers are also being used to store or bank test items Later items of interest can be selected and the computer is used to print copies of the test

Evaluability Assessment M.F. Smith, 2013-03-09 My interest in and appreciation for program evaluation began in the early 1970s when conducting a curriculum development research project at the University of Florida's P K Yonge Laboratory School This interest was sparked when it became apparent that testing the success of an education program required more skills than just statistics and research methods After pursuing additional formal schooling I embarked on a career featuring educational program evaluation as its central thrust as a private consultant later in a university health sciences center involving seven academic colleges and then in the Cooperative Extension Services of Florida and Maryland Adding evaluability assessment EA to the performance of evaluations to program development and to teaching about evaluation has been a significant development for me personally and I hope to those who have been participants with me in each endeavor This book grew out of many of these experiences and involved numerous colleagues who made significant contributions First among these is Dr George Mayeske Program Evaluation Specialist Extension Service U S Department of Agriculture Washington D C

The Excuse Factory Walter K. Olson, 1997 The Excuse Factory will spur outrage and spark a national debate about the role of government in the workplace Olson's expose is certain to shake up the legal industry rattle government regulators and cause thousands of workers and managers to nod in vigorous agreement

Test Policy And The Politics Of Opportunity Allocation The Workplace And The Law Book Review: Unveiling the Magic of Language

In an electronic digital era where connections and knowledge reign supreme, the enchanting power of language has become apparent than ever. Its ability to stir emotions, provoke thought, and instigate transformation is actually remarkable. This extraordinary book, aptly titled "**Test Policy And The Politics Of Opportunity Allocation The Workplace And The Law**," compiled by a highly acclaimed author, immerses readers in a captivating exploration of the significance of language and its profound impact on our existence. Throughout this critique, we shall delve into the book's central themes, evaluate its unique writing style, and assess its overall influence on its readership.

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