

Competency-Based Tests as a Tool for Teacher Evaluation in Higher Education Institutions

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Abstract

Purpose: This study aims to verify the quality of the teacher competency inventory as a pedagogical competencies measure of teachers in higher education institutions.

Design methodology: The development and testing of the teacher competency inventory covered three phases: (1) item generation, (2) dimension identification and data reduction (factor analysis), and (3) scale evaluation. The current study tests its construct validity, using an independent samples t-test, variance analysis, and Anova in two different environments.

Findings: Results indicate that the inventory measures unitary constructs and provide its predictive capacity. The developed instrument measures levels of future-oriented pedagogical competencies with comparable reliability and validity.

Practical implications: Teacher competency inventory may be applied to teachers' recruitment, selection, development, and performance evaluation with the goal to identify current and required levels of competencies. The inventory allows one to compare teacher competencies with the expected competency profile. Possible differences may indicate deficits or overruns in relation to the expected profile.

Originality: Teacher competency inventory is a meaningful tool to improve human resource practices – including recruitment, selection, and teacher performance monitoring – and to indicate the current and required level of competencies. The identified competency gap can help plan teacher development to increase job performance.

Keywords: competency test, HR practice, assessment, self-evaluation, teacher evaluation.

JEL: M12

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Teacher Competency Tests

Lawrence M. Rudner



Teacher Competency Tests:

Teacher Competency Tests Elna M. Dimock, 1985 Complete preparation for the California Basic Educational Skills Test CBEST testing requirements for all 50 states Cover Teacher Competency Tests in Selected States--alternatives, Exemptions and Scoring Flexibility Judith S. Lohman, 2010 Surveys survey several states to determine which require candidates for state teaching certificates to pass one or more tests as a condition of certification or licensure whether they provide for alternatives to or exemptions or waivers of the tests and if they consider a candidate's grades or job experience in determining whether he or she passes the test or qualifies for a test exemption *Teacher Competency Testing and the Teacher Educator* Donald Matthias Medley, 1982 A Study on Teacher Competency Testing and Test Validity with Implications for Minorities and the Results and Implications of the Use of the Pre-Professional Skills Test (PPST) as a Screening Device for Entrance Into Teacher Education Programs in Texas Peter A. Garcia, 1986 **Teacher Competency Tests** Judith S. Lohman, 2003 Discusses what kind of tests those who wish to become teachers in Connecticut must pass Psychological Techniques for Teachers Don C. Locke, Joseph C. Ciechalski, 1995 First published in 1995 Routledge is an imprint of Taylor Francis an informa company **Teacher Competency Testing** Judith S. Lohman, 2001 Discusses what teacher competency tests Connecticut requires and whether any waivers or exemptions are allowed *Preparatory Guide for Special Education* Roberta S. Ramsey, 1997 **Assessing Vocational Teachers** Elizabeth V. Dubravcic, 1986 **Tests** Richard C. Sweetland, 1991 Revises the information in the second edition and presents over 700 new or revised tests The Psychology section contains 20 subsections Education has 54 subsections and Business has 13 subsections Does not contain reliability validity and normative data Use the complementary Test Critiques series for this information The Best Test Preparation for the FTCE Anita Price Davis, Judy Downs-Lombardi, Christine Hudak, Leasha Barry, Betty J. Bennett, Enrique Ortiz, Lois Christensen, Alicia Mendoza, Migdalia Pagan, Sally Robison, Otilia Salmon, 2004-04 Be prepared Get certified Then get ready to teach REA's excellent FTCE study guide helps you master the FTCE exam so you will be one step closer to teaching in a Florida classroom of your own This brand new fully revised 3rd edition of REA's FTCE Florida Teacher Certification Exam test prep contains an in depth review and 2 full length practice exams with thoroughly detailed answers The comprehensive FTCE review contains focused coverage of all relevant exam topics and Florida's 14 competencies including key pedagogical concepts theories and relevant laws Follow up your study with REA's powerhouse test taking strategies that get you ready for this all important exam Fully indexed for easy topic searches Also contains a complete directory of all Florida public school districts Also includes REA's TESTware CD ROM software that offers full length timed computerized practice FTCE exams plus automatic scoring that provides you with the closest thing to experiencing a live exam at a testing center **DETAILS** Written by 7 leading Florida based specialists with doctorates in teacher education Comprehensive reviews of all of Florida's 14 state competencies CD ROM containing REA's acclaimed TESTware program

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practice tests to become familiar with the format and procedures involved with taking the actual FTCE To best utilize your study time follow our FTCE Independent Study Schedule located at the end of this chapter The schedule is based on a seven week program but can be condensed to four weeks if necessary When should I start studying It is never too early to start studying for the FTCE The earlier you begin the more time you will have to sharpen your skills Do not procrastinate Cramming is not an effective way to study since it does not allow you the time needed to learn the test material Format of the FTCE The Professional Education Test features 120 questions designed to assess your knowledge of the information described in the competencies included in our review sections The test covers the 14 teaching competencies identified by the Florida Department of Education as foundational to effective teaching Mastery of the content included in each of the competencies is gauged by one or more items on the examination Individual test items require a variety of different thinking levels ranging from simple recall to evaluation and problem solving The competencies are broad statements written in a way that reflect the information an entry level educator needs in order to be a truly effective teacher Within the review section each competency is broken down into the competency statement and a description of what the competency covers The competencies will not be discussed in the actual FTCE test All the questions on the FTCE are in multiple choice format Each question will have four options lettered A through D from which to choose You should have plenty of time in which to complete the FTCE but be aware of the amount of time you are spending on each question so that you allow yourself time to complete the test Although speed is not very important a steady pace should be maintained when answering the questions Using the practice tests will help you prepare for this task Computer Based Testing A computer based test is also available To register visit <http://www.cefesf.edu> and click on Computer Based Testing If you decide to take the exam on the computer you will receive notice of Pass Fail immediately after completing the exam It can be scheduled at a time that is convenient for you About the Review Sections The reviews in this book are designed to help you sharpen the basic skills needed to approach the FTCE as well as provide strategies for attacking the questions Each teaching competency is examined in a separate chapter All 14 competencies are extensively discussed to sharpen your understanding of what the FTCE covers Your schooling has taught you most of what you need to answer the questions on the test The education classes you took should have provided you with the know how to make important decisions about situations you will face as a teacher Our review is designed to help you fit the information you have acquired into specific competency components Reviewing your class notes and textbooks together with our competency reviews will give you an excellent springboard for passing the FTCE Scoring the FTCE How do I score my practice test There are a total of 120 questions on the FTCE Professional Education Test A score of 200 or higher which is equivalent to 56% correct is needed to pass In other words you need to answer approximately 67 questions correctly to achieve a passing score If you do not achieve a passing score review the detailed explanations for the questions you answered incorrectly Note which types of questions you answered wrong and re examine the corresponding

review After further review you may want to retake the practice tests When will I receive my score report and what will it look like Approximately one month after you take the test your score report will be mailed to you You will receive two original score reports and are responsible for sending one to the Bureau of Teacher Certification A copy of your score report is provided to one Florida college or university and one Florida school district You should have requested this information on your registration application When you receive your score report and have passed with a 200 or higher only the word PASS will be reported If you do not pass you will receive a numeric score and will have to retake the test Studying for the FTCE It is very important for you to choose the time and place for studying that works best for you Some individuals may set aside a certain number of hours every morning to study while others may choose to study at night before going to sleep Other people may study during the day while waiting on line or even while eating lunch Only you can determine when and where your study time will be most effective Be consistent and use your time wisely Work out a study routine and stick to it When you take the practice tests simulate the conditions of the actual test as closely as possible Turn your television and radio off and sit down at a quiet table free from distraction As you complete each practice test score your test and thoroughly review the explanations to the questions you answered incorrectly however do not review too much at any one time Concentrate on one problem area at a time by reviewing the question and explanation and by studying our review until you are confident that you have mastered the material Keep track of your scores By doing so you will be able to gauge your progress and discover general weaknesses in particular sections Give extra attention to the reviews that cover your areas of difficulty as this will build your skills in those areas Test Taking Tips Although you may not be familiar with tests like the FTCE this book will help acquaint you with this type of exam and help alleviate your test taking anxieties Listed below are ways to help you become accustomed to the FTCE some of which may be applied to other tests as well Become comfortable with the format of the FTCE When you are practicing simulate the conditions under which you will be taking the actual test Stay calm and pace yourself After simulating the test only once you will boost your chances of doing well and you will be able to sit down for the actual FTCE with much more confidence Read all of the possible answers Just because you think you have found the correct response do not automatically assume that it is the best answer Read through each choice to be sure that you are not making a mistake by jumping to conclusions Use the process of elimination Go through each answer to a question and eliminate as many of the answer choices as possible By eliminating two answer choices you have given yourself a better chance of getting the item correct since there will only be two choices left from which to make your guess Do not leave an answer blank it is better to guess than to not answer a question on the FTCE test Work quickly and steadily You will have two and one half hours to complete the test so work quickly and steadily to avoid focusing on any one problem too long Taking the practice tests in this book will help you learn to budget your precious time Learn the directions and format of the test Familiarizing yourself with the directions and format of the test will not only save time but will also help you avoid anxiety and the

mistakes caused by getting anxious Be sure that the answer circle you are marking corresponds to the number of the question in the test booklet Since the test is multiple choice it is graded by machine and marking one wrong answer can throw off your answer key and your score Be extremely careful

The Day of the Test Before the Test On the day of the test make sure to dress comfortably so that you are not distracted by being too hot or too cold while taking the test Plan to arrive at the test center early This will allow you to collect your thoughts and relax before the test and will also spare you the anguish that comes with being late You should check your FTCE Registration Bulletin to find out what time to arrive at the testing center Before you leave for the test center make sure that you have your admission ticket and two forms of identification one of which must contain a recent photograph your name and signature i e driver s license You will not be admitted to the test center if you do not have proper identification You must bring several sharpened No 2 pencils with erasers as none will be provided at the test center If you would like you may wear a watch to the test center However you may not wear one that makes noise because it may disturb the other test takers Dictionaries textbooks notebooks calculators briefcases or packages will not be permitted Drinking smoking and eating are prohibited

During the Test The FTCE is given in one sitting with no breaks Procedures will be followed to maintain test security Once you enter the test center follow all of the rules and instructions given by the test supervisor If you do not you risk being dismissed from the test and having your scores cancelled When all of the materials have been distributed the test instructor will give you directions for filling out your answer sheet Fill out this sheet carefully since this information will be printed on your score report Once the test begins mark only one answer per question completely erase unwanted answers and marks and fill in answers darkly and neatly After the Test When you finish your test hand in your materials and you will be dismissed Then go home and relax you deserve it

What's Happening in Teacher Testing Lawrence M. Rudner,1987 **Teacher Competency, Problems & Solutions** Beatrice M. Gudridge,1980 *Competency Testing and the Strengthening of Teacher Education Programs* Robert E. Stoltz,1979 **What is the Appropriate Role of Testing in the Teaching Profession?** ,1987 Five papers given at a conference on the role of testing in the teaching profession are presented The conference partners included the American Association of Colleges for Teacher Education Educational Testing Service Center for Fair and Open Testing and National Education Association The following issues are discussed appropriate uses of testing within the teaching profession who should control of the content construction and use of teacher tests translation of public demands for teacher accountability into appropriate and equitable testing policies and procedures and steps for preventing the misuse of teacher tests The papers include 1 The NEA Perspective on the Role of Testing in the Profession Sharon P Robinson 2 Teacher Testing in American Education Useful But No Shortcut to Excellence Gregory R Anrig 3 Testing Teachers Strategies for Damage Control John G Weiss 4 The Appropriate Role of Testing in the Teaching Profession Norene F Daly and 5 Highlighting the Critical Issues Louis J Rubin Conference participants observations and recommendations and panelists reactions to the

observations and recommendations are provided Appropriate methods times and subjects for testing the relation of testing to professional preparation and training testing of minorities and development and implementation of an agenda to implement testing policy are also discussed The names and affiliations of the conference participants are listed TJH The ETS Test Collection Catalog Educational Testing Service. Test Collection,1993 The major source of information on the availability of standardized tests Wilson Library BulletinCovers commercially available standardized tests and hard to locate research instruments **Resources in Education** ,1981 **The ETS Test Collection Catalog** Educational Testing Service,1987-12 **Tests in Print** Jane C. Conoley,Impara James C.,Linda L. Murphy,1994 **What's Happening in Teacher Testing** Lawrence M. Rudner,1987

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Teacher Competency Tests Introduction

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