STANDARD SETTING FOR CERTIFIED CROP ADVISER EXAMS
GUIDELINES FOR SETUP AND DISCUSSION, May, 2012

When you certify individuals, it is critical to have a set of well-defined expectations and then fairly evaluate each candidate’s knowledge. That’s why we go to great lengths to develop performance objectives that specify what areas of knowledge are needed, and then develop an exam that is based on these expectations. And then we need to set the level of expectation—what do we consider a passing score for the exam?

There are many ways that we might do this. We could just say that a person needs to get 70% of the test items correct. But that’s just choosing an arbitrary level of passing. A better way is to have subject matter experts such as you determine the minimum level of achievement.

To set this standard, we use what is called the Angoff method. Think about the minimally qualified candidate—a person that would be given certification but at the lowest point that would qualify. A beginning CCA that might just be able to pass. Now think of 100 of these minimally qualified people taking this exam. There may be hard questions that you would expect a lower percentage of examinees to get correct. Oppositely, you may consider a question to be easy and that a high percentage will get correct. Since our exams are four-part multiple choice, 25% is the lowest possible level of achievement with each item if all examinees were just guessing the correct answer, and 100% is the highest. Realistically your ratings would probably not be as low as 25 or as high as 100 for a certain item, but probably somewhere in between.

Now look at the first test question on the exam, and imagine these 100 minimally competent examinees are taking this exam. What percent of this group will get that item correct? Go ahead and mark your answer on the sheet. (wait a moment for individuals to determine their percentage)

Has everyone put a percentage down for 1? Let’s just stop there for a moment and see what everyone has down for item 1. (Go around the room).

If some of you have a percentage that is much higher or much lower than the others, please explain your reasoning. (Discuss reasoning. Hopefully the group comes to some kind of understanding, but each person still marks their own.) Based on this discussion, you can change what you have down for question 1 if you now feel differently.

Now let’s go to item 2. Think again about the minimally qualified candidate—a person that would be given certification but at the lowest point that would qualify. Out of 100 of these people, how many will get this item correct? (Repeat going around room and discussion). Based on this discussion, you can change what you have down for question 2 if you now feel differently.

Now let’s look at Item 3. (Repeat going around room and discussion. If the group appears comfortable with the process, then they go ahead and do the whole exam. Or, you may need to go through a few more one by one, or try a couple in one of the other modules).
# STANDARD SETTING SCORE SHEET FOR CERTIFIED CROP ADVISER PROGRAM

**Program**

Name ____________________________________________________________

**Instructions:** For each exam item, mark below what percent of minimally qualified examinees will get each item correct.

|   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |  