How Rating Exams Work

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Navy Advancement Center LCPO
June 19 – 21, 2018
Why Do We Take an Exam?

- The Navy is a technical workforce
- The Navy relies on experienced Petty Officers to be experts and leaders
- Exams help identify the most knowledgeable Sailor among a large group of qualified candidates in that same rating

To Demonstrate Knowledge Needed to Advance
Rating Exam Questions

- Exam questions are developed by E7-E9 Fleet Subject Matter Experts who represent their respective ratings.

- Subject matter experts evaluate questions based upon currency, relevance, correctness and importance.

- Currently, the exam consists of 150 In-Rate and 25 Professional Military Knowledge questions.

- In September 2019, the exam will shift to its new construct of 175 In-Rate questions.

- Eligibility to take the In-Rate exam is determined by paygrade-specific Professional Military Knowledge Eligibility Exam.
How is Your Exam Graded?

- Norm-referenced scores represent your performance in relation to everyone else who took the same exam at the same time as you.

- Advancement exams use norm-referenced scoring:
  - You cannot determine from a norm-referenced score how many questions you answered correctly (that is reflected on your profile sheet).
  - You can only determine whether you scored higher or lower than others who took the same exam.

- A “fail” status on the advancement exam indicates that the candidate failed to score a minimum required score (E-4: 49, E-5: 55, E-6/7: 61).
Grading Further Explained

- **Norm-referenced scores** represent your performance in relation to everyone else who took the same exam at the same time as you.

**Criterion-Referenced Testing**
- "Qualifying Exam"
- NOT QUALIFIED
- 70% QUALIFIED

**Norm-Referenced Testing**
- "Discriminating Exam"
- NOT PASS/FAIL
- (Standing among relation to peers)

**Training Tests**
- PASS/FAIL EXAM
  - (70% is passing score)

**Advancement Exams**
- NOT PASS/FAIL

*Study and Prepare for the Exam!*
# Your Final Multiple Score

## Final Multiple Score (FMS) Chart

### E4 Through E7

<table>
<thead>
<tr>
<th>FACTORS</th>
<th>PAYGRADE</th>
<th>COMPUTATION</th>
<th>Max FMS Points &amp; Percents</th>
</tr>
</thead>
<tbody>
<tr>
<td>PERFORMANCE MARK AVERAGE (PMA)</td>
<td>E4 / E5</td>
<td>(PMA x 80) – 256</td>
<td>64 (36%)</td>
</tr>
<tr>
<td></td>
<td>E6</td>
<td>(PMA x 80) – 206</td>
<td>114 (50%)</td>
</tr>
<tr>
<td></td>
<td>E7</td>
<td>(PMA x 50) – 80</td>
<td>120 (60%)</td>
</tr>
<tr>
<td>STANDARD SCORE (SS)</td>
<td>E4 / E5</td>
<td>Exam Score</td>
<td>80 (45%)</td>
</tr>
<tr>
<td></td>
<td>E6 / E7</td>
<td></td>
<td>80 (35%)</td>
</tr>
<tr>
<td></td>
<td>E7</td>
<td></td>
<td>80 (40%)</td>
</tr>
<tr>
<td>AWARDS (AWD)</td>
<td>E4 / E5</td>
<td>Values in Advancement Manual</td>
<td>10 (6%)</td>
</tr>
<tr>
<td></td>
<td>E6</td>
<td></td>
<td>12 (5%)</td>
</tr>
<tr>
<td>INDIVIDUAL AUGMENTEE (IA)</td>
<td>E4 / E5</td>
<td>For candidates eligible for in-theater points</td>
<td>2 (1%)</td>
</tr>
<tr>
<td></td>
<td>E6</td>
<td></td>
<td>2 (1%)</td>
</tr>
<tr>
<td>PASS NOT ADVANCED (PNA)</td>
<td>E4 / E5</td>
<td>Top 25% SS and PMA get PNA Pts for last five exam cycles</td>
<td>15 (9%)</td>
</tr>
<tr>
<td></td>
<td>E6</td>
<td></td>
<td>15 (6%)</td>
</tr>
<tr>
<td>SERVICE IN PAYGRADE (SIPG)</td>
<td>E4 / E5</td>
<td>SIPG / 4</td>
<td>2 (1%)</td>
</tr>
<tr>
<td></td>
<td>E6</td>
<td></td>
<td>3 (1%)</td>
</tr>
<tr>
<td>EDUCATION (ED)</td>
<td>E4 / E5</td>
<td>2 Pts for AA/AS and 4 Pts for BA/BS or above</td>
<td>4 (2%)</td>
</tr>
<tr>
<td></td>
<td>E6</td>
<td></td>
<td>4 (2%)</td>
</tr>
</tbody>
</table>

**Maximum FMS Possible:** 100%

- **E4 / E5:** 177
- **E6:** 230
- **E7:** 200
Who Writes the Exam Questions?

- E7-E9 Fleet Subject Matter Experts are recruited for examination reviews for each rating.

- Subject Matter Experts are selected from the widest possible range of experience within a rating:
  - NEC
  - Communities
  - Platform types
  - Qualifications
  - Duty assignments

- One or two week TDY period funded by the Advancement Center.

- Latest schedule can be found on the Navy Advancement Page on MyNavy Portal.

The Exam is Highly Tailored to your Rating
Exam Development Process

- **Test Plan Development**
  - Developed in conjunction with the Occupational Standards for each rating
  - Identify the content areas and their weighting for each paygrade

- **Reference Review**
  - Verify the currency of each reference used for question development

- **Question Statistical Analysis**
  - Review statistical performance of questions in the bank (too easy, too hard, etc.)

- **Question Review**
  - Evaluate each question for currency, relevance, correctness and importance

- **New Question Development**
  - Create new questions to close gaps in the test plan or to cover new equipment

- **New Exam Construction**
  - Construct new exams by selecting both tested and new questions from the question bank to match the approved Test Plan
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