

# How Rating Exams Work

**MMNCM(SW) Brock Luedecke**  
**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

*The Exam is Highly Tailored to your Rating*





# 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)**



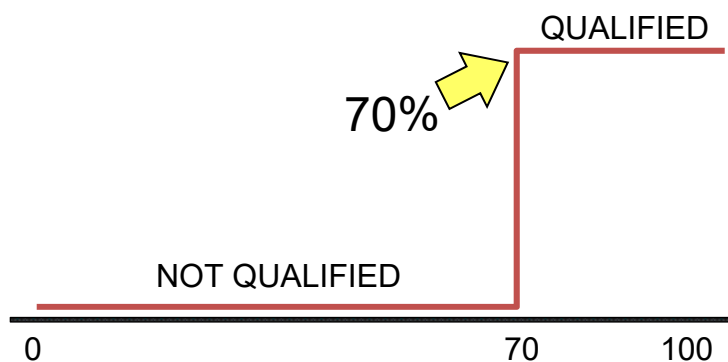


# Grading Further Explained

- **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”*

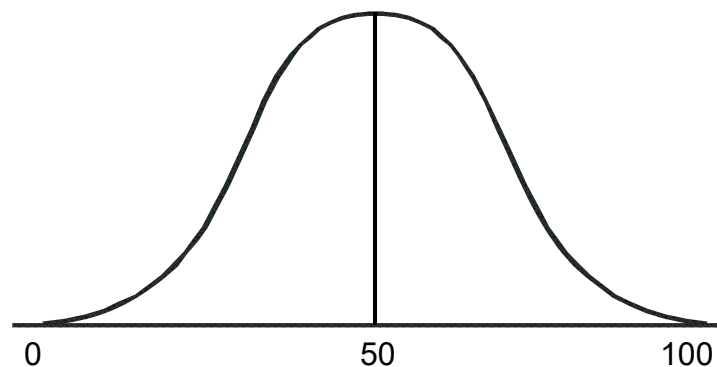


PASS/FAIL EXAM  
(70% is passing score)

Training Tests

Norm-Referenced Testing

*“Discriminating Exam”*



NOT PASS/FAIL  
(Standing among relation to peers)






Advancement Exams

***Study and Prepare for the Exam!***





# Your Final Multiple Score

    <b>FINAL MULTIPLE SCORE (FMS) CHART E4 THROUGH E7</b>					
FACTORS	PAYGRADE	COMPUTATION	MAX FMS POINTS & PERCENTS		
			E4 / E5	E6	E7
PERFORMANCE MARK AVERAGE (PMA)	E4 / E5	$(PMA \times 80) - 256$	64 (36%)		
	E6	$(PMA \times 80) - 206$		114 (50%)	
	E7	$(PMA \times 50) - 80$			120 (60%)
STANDARD SCORE (SS)	E4 / E5 / E6 / E7	Exam Score	80 (45%)	80 (35%)	80 (40%)
AWARDS (AWD)	E4 / E5	Values in Advancement Manual	10 (6%)		
	E6			12 (5%)	
INDIVIDUAL AUGMENTEE (IA)	E4 / E5	For candidates eligible for in-theater points	2 (1%)		
	E6			2 (1%)	
PASS NOT ADVANCED (PNA)	E4 / E5	Top 25% SS and PMA get PNA Pts for last five exam cycles	15 (9%)		
	E6			15 (6%)	
SERVICE IN PAYGRADE (SIPG)	E4 / E5	SIPG / 4	2 (1%)		
	E6			3 (1%)	
EDUCATION (ED)	E4 / E5	2 Pts for AA/AS and 4 Pts for BA/BS or above	4 (2%)		
	E6			4 (2%)	
<b>MAXIMUM FMS POSSIBLE: 100%</b> 			<b>177</b>	<b>230</b>	<b>200</b>





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**MY ADVANCEMENT**  
For Sailors



Obtain exam Bibliographies, profile sheets, Time-in-Rate (TIR) and Final Multiple Score (FMS) information.


Bibliographies On Navy COOL

Bibliographies On MNP

Also on Navy COOL Mobile App

MY ADVANCEMENT


**COMMAND INFO**  
For ESOs



A resource area for the command ESOs and representatives to link to NEASOS, to pull command results and statistics, and to access references and various advancement resources.

COMMAND INFO


**AERR**  
For CPOs



This site serves as the official authority for promulgating Advancement Examination Readiness Review (AERR) schedules and information.  
(Funding for TAD is provided by NAC.)

AERR


**SUPPORT**




Learn from Frequently Asked Questions (FAQs), access the Navy Advancement Center's (NAC) Facebook page, links to NAC points of contact and access other information important to your advancement to the next paygrade.

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NAC Sea Chest



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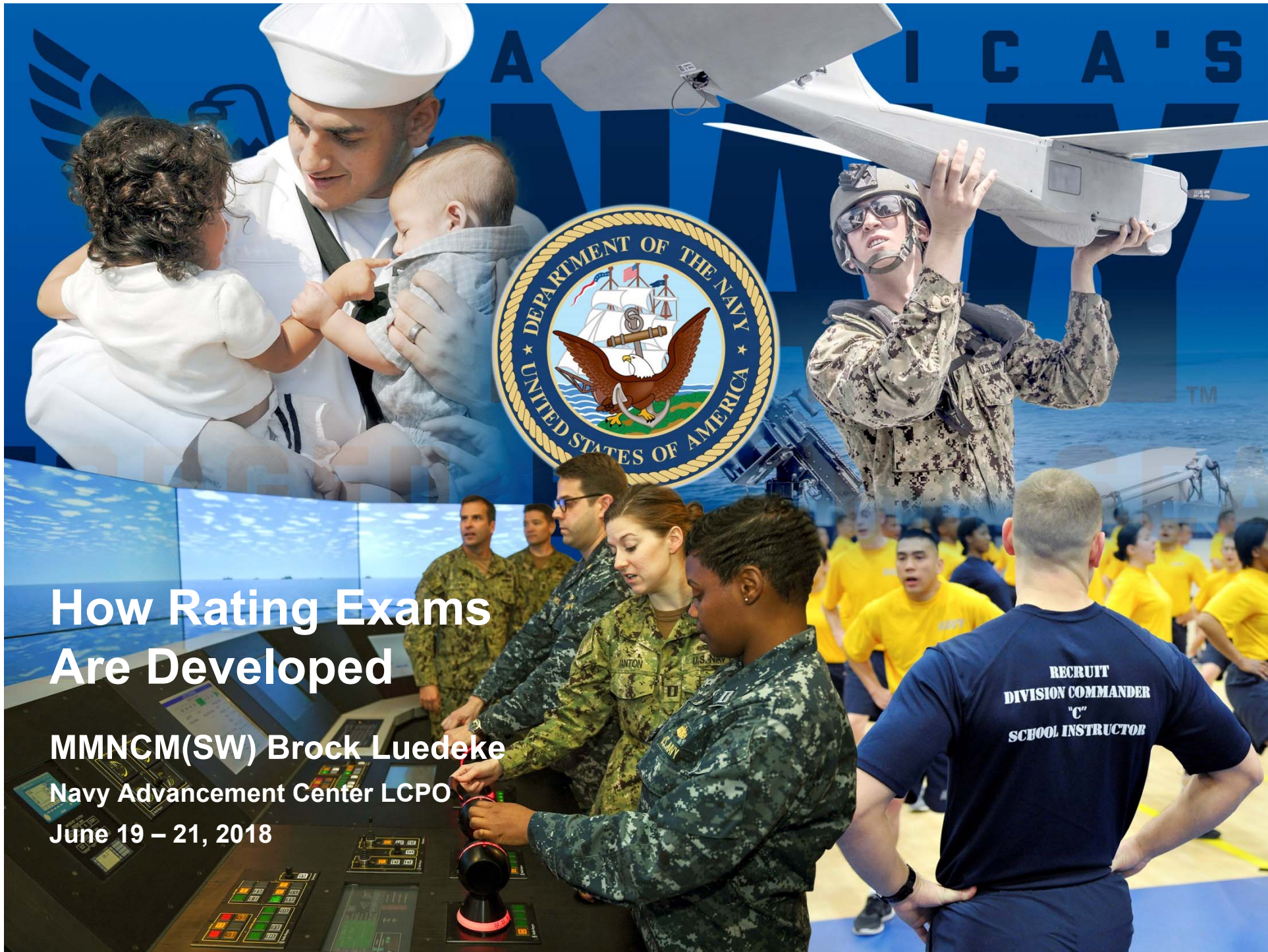
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<https://www.mnp.navy.mil/group/navy-advancement-center>





# How Rating Exams Are Developed

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# 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*

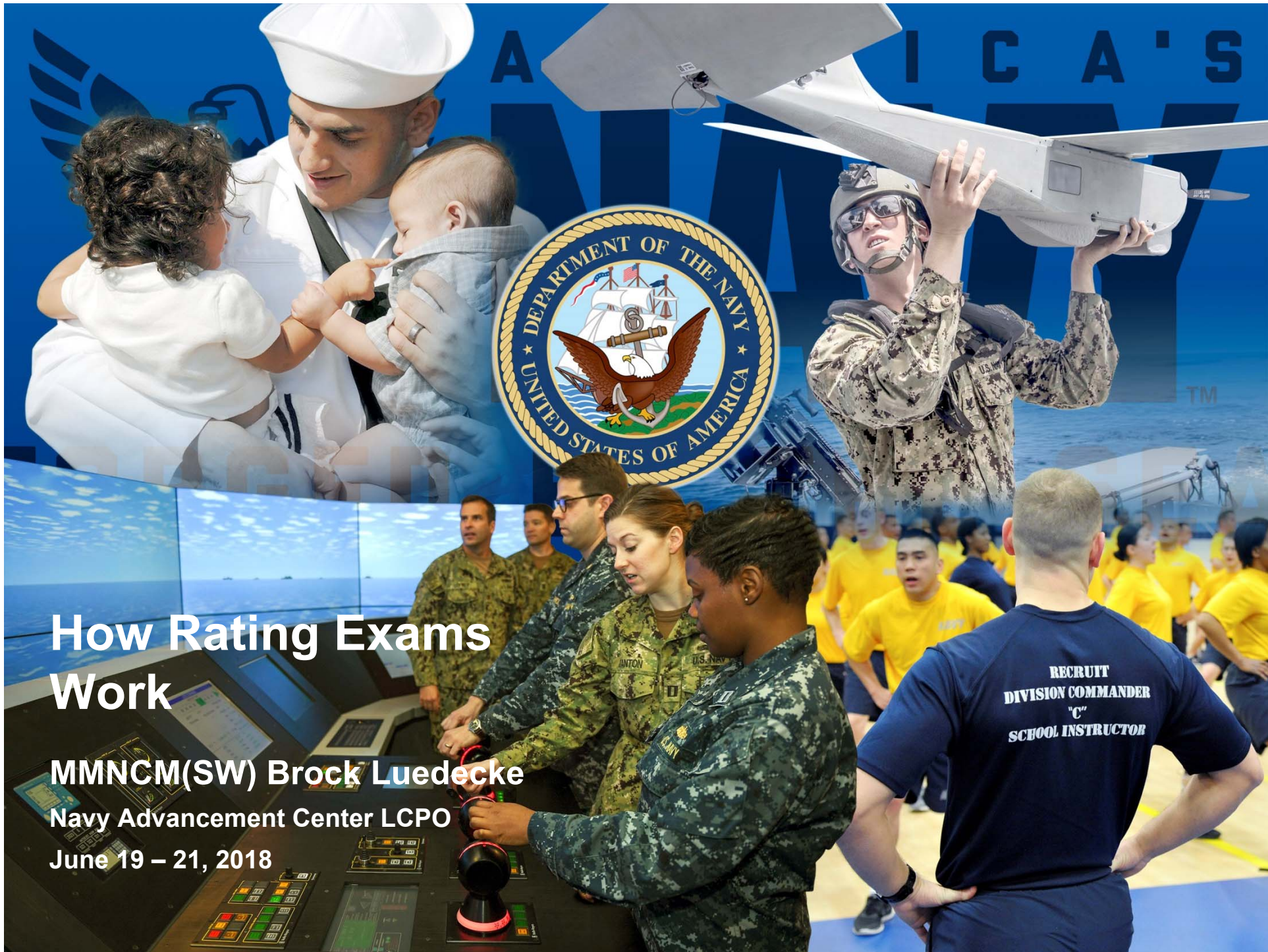




# Exam Development Process

- **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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