

# Establishing Content Validity for NBCHPN® Examinations

## Subject Matter Experts

Subject Matter Expert (SME)  
Interviews,  
Written Task Logs,  
Advisory Committee Review

### 1. Role Delineation Study

***DIMENSIONS OF JOB***  
Identify Tasks and/or Knowledge, Skills,  
and Abilities; Identify Broad Knowledge  
Domains (Content Categories),  
Create Task Inventory (Survey)

## Documents

Job Descriptions  
Performance Appraisals  
Training Materials  
Journal Articles  
Reference Books  
National Database Networks



### 2. Role Delineation Study

Pilot Test, Revise, Send Task  
Inventory to Practitioners  
(i.e., those practicing in the role)

***VERIFICATION BY  
PRACTITIONERS***

Survey for Practitioners to  
Rate Tasks for Significance,  
Frequency, or Importance



### 3. Role Delineation Study

Analyze Demographic  
Information, Identify Tasks  
Retained for Testing

***INVENTORY ANALYSIS***

Analysis of Task Ratings for  
Whole Group and Subgroups;  
Analysis of Cognitive  
Complexity of Tasks



### 4. Examination Specifications

Determine Percentage  
of Items Needed in  
Each Category

***DETAILED CONTENT  
OUTLINE***

Documentation of Number  
of Items for Examination  
and Item Format



### 5. Examination Development

Train Item Writers, Write  
Examination Items, Unanimous  
Approval of Items and Final  
Examination Forms

***EXAMINATION***

Draft and Final  
Examination Forms