



The Office of Superintendent of Public Instruction is an equal opportunity employer. We strive to create a working environment that includes and respects cultural, racial, ethnic, sexual orientation and gender identity diversity. Women, racial and ethnic minorities, persons with disabilities, persons more than 40 years of age, disabled and Vietnam era veterans and people of all sexual orientations and gender identities are encouraged to apply. Persons needing accommodation in the application process or this announcement in an alternative format may contact the human resource consultant listed in "Application Process."

Randy I. Dorn  
State Superintendent

Human Resources:  
(360) 725-6270 (M)  
(360) 664-0567 (Fax)  
[hroffice@k12.wa.us](mailto:hroffice@k12.wa.us)

OSPI Web site:  
[www.k12.wa.us](http://www.k12.wa.us)

## EXEMPT RECRUITMENT ANNOUNCEMENT

### *Lead Psychometrician in support of the SMARTER Balanced Assessment Consortium (SBAC)*

Open until filled

Project Position Funded Through September 2014

The Washington State Office of Superintendent of Public Instruction (OSPI) is seeking a visionary and dynamic leader to join the OSPI team as the SBAC Lead Psychometrician. This position is in support of a multi-year, federally-funded project to design comprehensive assessments aligned to the Common Core State Standards for mathematics and English language arts for use across states beginning in 2014-15. OSPI is the fiscal agent for SBAC. Interested candidates are encouraged to visit the OSPI website ([www.k12.wa.us](http://www.k12.wa.us)) to gain insight into the agency's mission and strategic plan. We also encourage you to visit the SBAC website to learn more about the SBAC's goals. (<http://www.k12.wa.us/smarter/>).

### **OSPI Mission and Vision**

In collaboration with educators, students, families, local communities, business, labor, and government partners, the Office of Superintendent of Public Instruction leads, supports, and oversees K-12 education, ensuring the success of all learners. Washington's education system prepares each student to live, learn and work as productive citizens in the 21<sup>st</sup> century.

### **Position Summary**

The Lead Psychometrician is a full-time project position that requires the application of skills and knowledge to provide leadership and guidance to the SBAC on technical assessment matters, including but not limited to test design, item selection and calibration, field test design, scaling, comparability, standard setting, and reporting. The SBAC's use of Computer Adaptive Testing (CAT) for its summative and interim assessments requires the Lead Psychometrician to have recognized expertise in both the application of IRT models (Rasch, two-parameter, three-parameter, and partial credit) and in the design of CAT systems.




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*"OSPI helps school districts help students."*

Reporting to the SBAC's Executive Director, the Lead Psychometrician works closely with the SBAC Research and Evaluation Work Group, the SBAC Technical Advisory Committee, and with other contracted service providers to provide technical expertise in complex assessment development and design issues. The ideal candidate for this position is not only well-experienced with a variety of measurement and data analysis approaches for educational contexts, but is also a clear and effective communicator, capable of communicating complex psychometric and statistical issues to a variety of audiences.

The Lead Psychometrician will collaborate in the design, planning, and production of comprehensive assessments aligned to the Common Core State Standards. Specific duties will include managing specific test development activities and psychometric and statistical analysis projects; providing technical assistance in the area of psychometrics related to those projects; monitoring procedures for item writing; monitoring test construction, test review, scoring, and reporting; developing interpretive documents; and providing technical documentation related to projects and activities.

### **Key Responsibilities**

1. Provide strategic leadership to the Executive Director and SBAC Executive Committee on psychometric issues; identify potential measurement concerns and propose solution(s);
2. Collaborate with the Executive Director, the Technical Advisory Committee and the Research and Evaluation Work Group in development of a validity framework for the assessment system and have management responsibility for SBAC technical reports;
3. Work with service providers to address solutions to measurement issues across the SBAC's summative, interim, and formative designs;
4. Propose and justify criteria for the SBAC's adaptive testing software, including but not limited to item selection, score generation, and student record maintenance;
5. In collaboration with the Technical Advisory Committee and appropriate service providers, determine the most valid means of scoring items requiring complex student responses;
6. Assist the Executive Director, Executive Committee members and other member state staff with the development of measurement-related technical requirements for RFPs, RFIs and other solicitations and provide leadership for the selection of service providers for measurement services;
7. Collaborate with SBAC communications staff and service providers on the development of materials and messages for non-technical audiences;
8. Be a responsible and collaborative staff member of the office of the Executive Director, attending and participating in conferences, meetings and conference calls as necessary; and
9. Other duties as may be assigned by the Executive Director.

## **Desirable Qualifications**

1. Executive management experience overseeing complex assessment programs;
2. Experience working in state-level K-12 assessment programs; and
3. Ability to work a varied schedule, which could include evenings and weekends; also possible travel.

## **Candidate Profile**

1. Ph.D. (or equivalent technical training) in educational research methodology, measurement, or statistics.
2. 10+ years in large-scale assessment development, including educational testing, measurement, statistics, scaling, standard setting procedures, and conducting reliability and validity studies.
3. Demonstrated experience with IRT-based scaling and equating.
4. Expertise in computer adaptive testing (CAT).
5. Strong research design, statistical, and data analysis skills.
6. Demonstrated expertise in RFP development and evaluation of procurement proposals.
7. Knowledge of assessment research related to: measurement theory; dimensionality; subscore reporting; design of validity frameworks and evaluation of validity claims; judging the accuracy and consistency of scores and classifications; evaluation of intended and unintended consequences of assessments; CAT and computer-based testing; identification of possible test bias, including Differential Item Functioning; development of test scales, including vertical and growth scales; and standard setting.
8. Knowledge of current issues in psychometric procedures and practices, including classical and item response theory as applied to large-scale assessment and use and analysis of constructed-response items.
9. Knowledge of sound management practices, professional development, program planning, and individual and group decision-making strategies.
10. Facility with statistical and equating software packages (e.g., SAS, SPSS, STATA, Parscale, Multi-log, Bi-log, WINSTEPS).
11. Strong interpersonal skills.
12. Excellent technical writing and communication skills.
13. Ability to lead and work with groups and contractors to achieve objectives and to organize and manage state-level groups with diverse memberships.

## **Compensation**

This position serves at the pleasure of the Superintendent and is exempt from civil service laws. The annual compensation range for the position is \$100,000-\$125,000 per year and will depend upon experience, educational background, and qualifications. Washington State has a generous benefit package including health, dental, and life insurance, retirement, and an optional deferred compensation program. (This position is expected to be filled through agency employment, but contracting through an intergovernmental agreement could be considered if the details benefit both SBAC and the state.)

**Application Process**

Submit a detailed cover letter and resume/CV demonstrating how your knowledge, experience, and skills will ensure success in serving as Lead Psychometrician for the SMARTER Balanced Assessment Consortium. Please include a list of three or more personal and professional references. There is also an optional affirmative action survey below. Applications should be sent to:

**Joe Lee, Human Resources**  
**Office of Superintendent of Public Instruction**  
**600 Washington Street SE**  
**Olympia, Washington 98504**  
**(360) 725-6270**  
**Joe.Lee@k12.wa.us**

Electronic application packages are encouraged and should be sent in *MS Word format only*.



## OSPI VOLUNTARY AFFIRMATIVE ACTION FORM

Completing this form will enable the Office of the Superintendent of Public Instruction to assess the composition of the workforce for Affirmative Action planning purposes. We ask your voluntary cooperation in responding to the questions below. This information will be treated as confidential and will be available only to authorized personnel. It will be maintained in a location separate from your official personnel file. The information you provide may require verification. Please be advised, if race, culture, military and/or disability status is not indicated, the statewide personnel computer system will classify you as Caucasian, no active military duty and no disability. Please review the affirmative action definitions attached to this form.

Name:	
Date of Birth (MM/DD/YY):	<input type="checkbox"/> Male <input type="checkbox"/> Female
<b>Ethnicity/Hispanic Origin</b>	
Are you of Hispanic/Latino Origin? <input type="checkbox"/> Yes <input type="checkbox"/> No	
Hispanic Origin includes all persons of Mexican, Mexican American, Chicano, Puerto Rican, Cuban, Central or South American, Dominican, Latin American or other Spanish culture or origin, regardless of race.	
<b>Race Information (check all that apply)</b>	
<input type="checkbox"/> American Indian or Alaskan Native – A person having origins in any of the original peoples of North and South America (including Central America), and who maintains a tribal affiliation or community attachment.	
<input type="checkbox"/> Asian – A person having origins in any of the Asian groups.	
<input type="checkbox"/> Black/African-American	
<input type="checkbox"/> Native Hawaiian or Other Pacific Islander	
<input type="checkbox"/> White/Caucasian	
<b>Disability Information</b>	
Do you have a physical, sensory, or mental condition that substantially limits any of your major life functions, such as working, caring for yourself, walking, doing things with your hands, seeing, hearing, speaking, or learning? <input type="checkbox"/> Yes <input type="checkbox"/> No	
<b>Veteran Information (CHECK ALL THAT APPLY)</b>	
<input type="checkbox"/> Non Veteran	
<input type="checkbox"/> Vietnam-era Veteran	
<input type="checkbox"/> Disabled Veteran*	
<input type="checkbox"/> Discharged with a duty-related disability* and less than 1 year of service	
<input type="checkbox"/> Discharged at the convenience of the government with less than 1 year of service	
<input type="checkbox"/> Honorably Discharged with 1 year + of service receiving less than \$500 month	
<input type="checkbox"/> Separated or Retired Veteran earning less than \$500 month in retirement pay or with fewer than 20 years' active service.	
<input type="checkbox"/> Retired Veteran earning more than \$500 month in retirement pay or with 20 or more years' active service.	
<input type="checkbox"/> Other Veteran: _____	
<input type="checkbox"/> Surviving Spouse or Surviving Registered Domestic Partner of a Veteran.	
Please Choose Branch of Military:	
<input type="checkbox"/> Air Force <input type="checkbox"/> Army <input type="checkbox"/> Navy <input type="checkbox"/> Marine Corps <input type="checkbox"/> National Guard <input type="checkbox"/> Coast Guard	
If you are a disabled veteran, state your percent (%) of disability _____%	
Signature:	Date:

For the purpose of determining seniority for granting preference during layoffs and subsequent re-employment, any permanent employee who has one or more years of active military service in any branch of the armed forces of the United State or who has less than one year's service and is discharged with a disability incurred in the line of duty or is discharge at the convenience of the government and who, upon termination or such service, has received an honorable discharge, a discharge for physical reasons with an honorable record, or a release from active military service with evidence of service other than that for which an undesirable, bad conduct, or dishonorable discharge is given: Provided, that for the purposes of this section "veteran" does not include any person who has:

- (1) Twenty or more years active military service, and whose retirement is designated by the armed forces of the United State as "voluntary" as evidenced by the DD Form 214 or other official military records; **and**
- (2) Whose military retirement pay is in excess of five hundred dollars per month.

If you are a veteran or a surviving spouse or a surviving registered domestic partner of a veteran of active service in the armed forces of the United States, please provide a copy of the military discharge paper (DD214) or (NGB From 22). Military credit will be given based on this document.

**Permanent Employee** – For layoff purposes, any non-civil service exempt employee who has satisfactorily passed their probation period.

**Vietnam-era Veteran** – A person who served on active duty for more than 180 days, any part of which occurred between February 28, 1961\*, an May 7, 1975, and was discharge or released with other than a dishonorable discharge; or who was discharge or released from active duty for a service-connected disability if any part of the active duty was performed between August 5, 1964, and May 7, 1975. (\*Service between February 28, 2961, and August 4, 1964, must have been performed within the Republic of Vietnam in order to qualify)

**Disability** – For affirmative action data reporting purposes, people with disabilities are persons with a permanent physical, mental, or sensory impairment which substantially limits one or more major life activities. Physical, mental, or sensory impairment means:

- (a) Any physiological or neurological disorder or condition, cosmetic disfigurement, or anatomical loss affecting one or more of the body systems or functions: or
- (b) Any mental or psychological disorders such as mental retardation, organic brain syndrome, emotional or mental illness, or any specific learning disability.

The impairment must be material rather than slight, and permanent in that it is seldom fully corrected by medical replacement, therapy or surgical means.

**Disabled Veteran** – A person who is entitled to compensation under laws administered by the U.S. Department of Veteran Affairs for disability (A) rated at 30% or more, or (B) rated at 10% or 20% in the case of a veteran who has been determined by the Department of Veteran's Affairs to have a serious employment handicap, or (C) a person whose discharge or release from active duty was for a disability incurred or aggravated in the line of duty. Applicant must provide a letter from the Department of Veteran's Affairs Secretary confirming employment handicap as it relates to item (B).