

# How NBCOT Develops Exam Items

## Driven by Practice



- NBCOT conducts a large-scale practice analysis
- The analysis identifies the tasks and knowledge required for entry-level practice
- Results are used to develop the exam content outline

## Developed by Experts



- OTR and COTA subject matter experts (SMEs) complete item writer training
- SMEs develop new items from assigned areas of the exam content outline
- Items focus on application of knowledge

## Reviewed and Refined



- Items undergo multiple rounds of SME review to:
  - Verify practice relevance
  - Confirm language is clear and concise
  - Ensure adherence to industry-accepted guidelines

## Reference Checks



- Textbooks are consulted to verify content accuracy
- No single source defines the content of the exam
- References are routinely reviewed and updated

## Validation and Quality Control



- New items are pretested and statistically analyzed
- Process ensures fairness, difficulty level, and item performance

## Continual monitoring



- Psychometric experts continually monitor item performance
- SME reviews verify the item continues to assess knowledge of current practice

Every exam item is grounded in real-world practice and validated through expert review and data.