



CASAS Fairness and Equity Statement

CASAS upholds policies and practices to ensure fairness and equity in every test item (question) and each test form. This includes all test types developed by CASAS (e.g., multiple-choice, generated response, portfolio assessment, etc.).

The critical aspects of these fairness and equity policies and practices are outlined here.

1. *Equality of Treatment*: An important aspect of fairness is treating people with impartiality regardless of gender, age, race, ethnicity, language usage, or disability. CASAS publishes guidelines and works with test administrators to ensure accessibility to all test-takers and appropriate accommodations for persons with disabilities. The guidelines have been adapted from and informed by the standards outlined in *Standards for Educational and Psychological Testing (2014)* and *ETS Standards for Quality and Fairness (2014)*.
2. *Familiarity with Guidelines*: CASAS addresses fairness during the design and development phases of test creation. Prior to writing any test items, all item writers study, review, and become thoroughly familiar with the fairness guidelines outlined in the *Standards for Educational and Psychological Testing (2014)*.
3. *Contributions from the Field*: There are numerous contributions to tests from people who represent diverse adult education groups as named above (#1). During field-testing, CASAS receives feedback from review panels, teachers, test administrators, and examinees who represent each of these groups.
4. *Preliminary Reviews*: All tests receive a preliminary fairness review before substantive test publication work concludes. This helps to incorporate changes recommended by review panels at an early date and facilitates the test development process.
5. *Differential Item Functioning (DIF)*: CASAS conducts DIF statistical analyses for each test item to examine and address possible measurement bias that could affect individuals with differing characteristics such as gender, age, race, ethnicity, or language usage.
6. *Other Psychometric Analyses*: Additional psychometric analyses are conducted to analyze item properties. CASAS ensures the representation of all relevant populations in the validity and reliability studies conducted during test development and maintenance.
7. *Validation*: The strategy by which evidence is collected regarding fairness is called validation. Essentially, validation is the systematic collection of a body of evidence to evaluate intended interpretations and uses of test scores.
8. *Score Interpretation and Use*: CASAS progress tests (pretests and post-tests) have three main uses: to identify a student's NRS EFL skill level, to provide diagnostic information to guide instruction, and to measure learning progress. More information on score interpretation and use is found in each CASAS test administration manual.
9. *Maintenance*: CASAS continually reviews the item and test data to ensure that assessments remain fair and equitable for the intended test populations.