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9 RESEARCH MEMORANDUM

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6 ROTC EVALUATION: ROE-2 Revision of ROE-1,  
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ROTC EVALUATION: ROE-2 Revision of ROE-1

I. BACKGROUND

The ROTC Evaluation, ROE-1, constructed in 1947, is used as part of the program to select Distinguished Military Graduates of senior ROTC units for direct commissioning into the Regular Army. This current ROTC Evaluation consists of:

1. Manual, ROE-1B, DA AGO PRT 707 containing a general discussion of the principles of rating and instructions for completing the report form.
2. Report Form ROE-1R, DA AGO PRT 708 for recording the rater's responses.

In a follow-up validation study in 1952 of 110 Distinguished Military Graduates, a validity coefficient of .23 (uncorrected for restriction in range) was obtained against a criterion of Form 67-1 efficiency ratings. Although no further validation studies have been undertaken, there is reason to believe that the ROE-1 is generally satisfactory from the point of view of selective efficiency. However, questions have been raised by field personnel on the operational usability of the ROE-1.

In the 1955 DA annual ROTC conference, it was recommended that DA make a study of the ROE-1 with the view of preparing a more usable instrument. Inquiry revealed that objections were primarily to the cumbersomeness of format and unnecessary length of instructions. Accordingly, the present project was undertaken with the purpose of simplifying the current ROTC Evaluation by effecting such modifications as were judged most likely to increase the usability and field acceptability of the instrument.

II. PROCEDURE

Simplification of the ROE-1 was limited to improvements in style and format of the manual and report form, as well as preparation of such ancillary materials (SOP for scoring and scoring keys) as were made necessary by revision of the report form.

A preliminary review of the ROE-1 was made by Personnel Research Branch personnel. The review revealed a number of changes likely to result in improvement and simplification of the ROTC Evaluation. These proposed changes were discussed with representatives of Appointment and Promotion Branch, TAGO; Procurement Branch, DCSPER; and Classification and Standards Branch, DCSPER.

As a result of these conferences, it was decided that significant improvement could be made by redesigning the report form. This was accomplished by relocating Sections II, III, and IV (the sections which are scored) on the report form and redesignating them as Sections I, II, and III. Many of the entries in Section I of ROE-1 were determined to be nonessential and so were deleted; it was then possible to replace, Section I of ROE-1 by including the required information in the Identifying Information portion of the report form. Section V of ROE-1 was consolidated and redesignated as Section IV on the new form. By rearrangement and consolidation of the report form sections, the new report form now covers only one side of a standard size answer sheet rather than the two sides of an oversize answer sheet. In addition, use of the new report form requires raters to mark only one alternative answer space for each characteristic or qualification rated rather than the multiple spaces required in the current form. This change considerably reduces the labor required of designated raters in completing the form. This change was affected by so designing the scoring template that the same weighting of item responses could be achieved with the single marks as was previously obtained by use of multiple marks.

The manual of instructions for completing the ratings and a scoring SOP were prepared incorporating changes required for conformity with the new report form. In addition, editorial improvements were effected which reduced the length of the manual by approximately one-half.

### III. RESULTS

The modified ROTC Evaluation was designated ROE-2. The following ROE-2 test components were prepared for operational introduction in Spring 1956:

1. Manual for the ROTC Evaluation, ROE-2, DA Pamphlet 611-223 (PT 3029)
2. Report Form: ROTC Evaluation, ROE-2, DA Form 6223 (PT 3030)
3. Rights Scoring Key, ROE-2, DA Form 6223-1 (PT 3031)
4. Wrongs Scoring Key, ROE-2, DA Form 6223-2 (PT 3032)
5. Elimination Key, ROE-2, DA Form 6223-3 (PT 3033)
6. SOP for Scoring ROTC Evaluation, ROE-2, DA Form 6223-4 (PT 3034)

### PERSONNEL

Program Coordinator: Arthur J. Drucker

Project Director (Acting): Frederick O. Carleton

Statistical Advisor (Acting): Walter A. Klieger