

NOCTI

Nocti
Business Solutions®

From Cadet to Career-Ready: The Power of JROTC Leadership Certification

Heidi Speese, NOCTI/NBS
Heidi.speese@nocti.org

About NOCTI

- Established in 1966 as a non-profit organization.
- Owned and operated by the 50 states and territories.
- Accredited to ISO/IEC 17024: Conformity Assessment – General Requirements for Bodies Operating Certification of Persons.
- Subsidiary: Nocti Business Solutions provides services to industry.



NOCTI – JROTC History

- JROTC partnered with NOCTI to develop a nationally recognized credential.
- Developed with Subject Matter Experts from various military branches.
- Aligned with core JROTC tenants installed across all branches of the military.
- Released in the 2021-2022 academic year.
- Available to affiliated JROTC programs for 3rd and 4th year cadets.



In the Classroom



- Teacher Resource Center
- Blueprints
- Pre-Testing
- Study Guides
- Post-Testing
- Score Reports
- Certificates/Digital Badges



Blueprints: A Roadmap to Success

Leadership and Employability Skills

Written Assessment

NOCTI written assessments consist of questions to measure an individual's factual theoretical knowledge.

Administration Time: 2 hours

Number of Questions: 100

Number of Sessions: This assessment may be administered in one, two, or three sessions.

Areas Covered



NOCTI Partner Assessment

Leadership and Employability Skills

Specific Standards and Competencies Included in this Assessment

Team Collaboration

- Describe the key components of group dynamics and their effect on team success
- Analyze how effective work teams function and methods available for group leaders to develop an effective team
- Examine communication problems and solutions for work teams and evaluate barriers to effective collaboration, including conflict resolution techniques

Interpersonal Skills and Communication

- Understand the basics of communication, including the importance of two-way communication (sending and receiving), and how to share information with team members and superiors
- Explain the need for leaders to issue clear, concise, and unambiguous directives
- Understand effective relationships with others in order to motivate and lead
- Define diversity in interpersonal situations and the need for neutralizing prejudice in the workforce

Ethics, Integrity, and Respect

- Identify the effects of substance abuse in the workplace
- Describe how core values are used to make ethical choices
- Describe how integrity, respect, and character affect behavior

Decision Making, Critical Thinking, and Planning

- Determine the main causes and effects of stress on decision making
- Apply good critical thinking skills and examine different approaches to making decisions
- Apply the processes for making personal decisions and setting goals

(Continued on the following page)

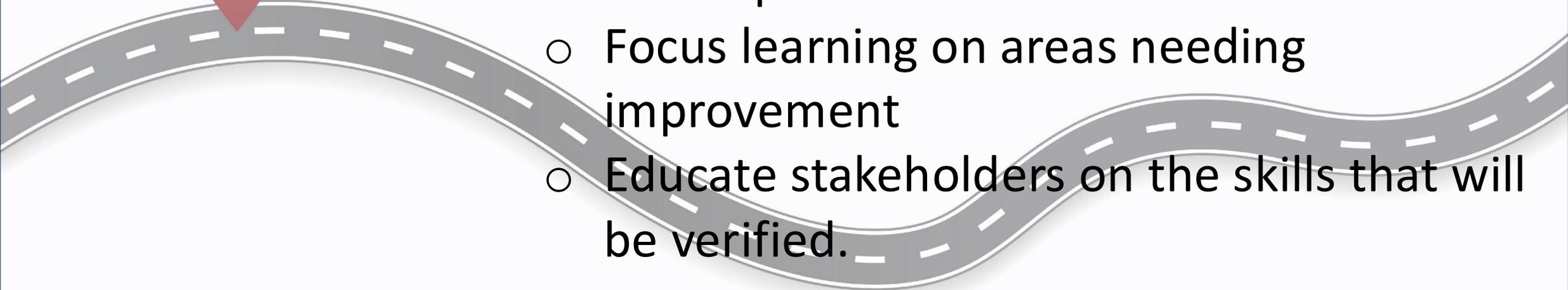
NOCTI Partner Assessment

Page 4 of 7

- Available at nocti.org
- Valuable preparation tool
- Standards, competencies, percentage breakdowns, and sample questions
- Identify skills and knowledge of the test



Blueprints: A Certification Roadmap

- Put Blueprints to Use:
 - Identify skills and knowledge needed in a career path
 - Focus learning on areas needing improvement
 - Educate stakeholders on the skills that will be verified.
- 

Embed and Empower



- Embed certification competencies into daily instruction.
- Examples of learner-centered practices:
 - Student-created skill checklists
 - Goal-setting conferences
 - Peer coaching and reflection journals
 - Word of the day; Competency of the week

Pre-Testing

- Identify strengths and gap areas
- Target content areas for remediation
- Use to identify curriculum adjustments
- Tailor instruction
- Build student comfort level



Pre-Tests: Inform and Empower



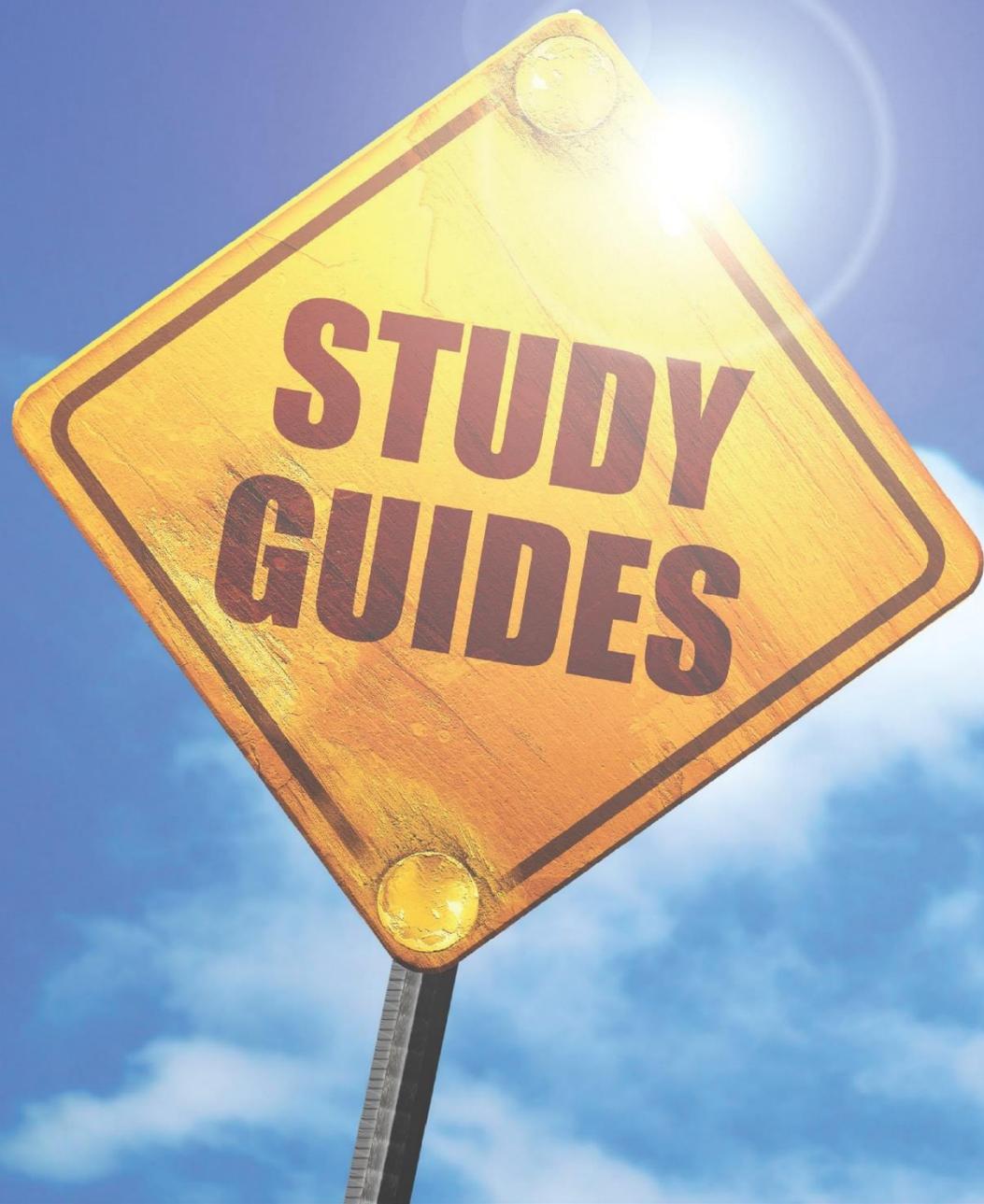
- Analyze the results on both an individual and classroom level.
- Provide feedback to students and encourage them to develop learning plans, highlighting areas for improvement.
- Acknowledge strengths.

Pre-Tests: A Valuable Exercise



- Invite students to think about what they know/don't know to “prime” their minds and activate prior learning.
- Provide pre-test score reports.
- Compare results to what they thought they knew.
- Create a plan for learning.

NOCTI



- Serve as a road map for credential preparation.
- Digital format makes them accessible from anywhere with any device.
- Includes study checklists and breakdowns for the post-test.
- Helpful when used after the administration of a pre-test but prior to taking a post-test.

Think-Pair-Share

**What does this look like in
your classroom?**



Post-Testing

- Administer a post-test at a point in the program that will provide useful information for both the student and the program for:
 - Program Improvement
 - Student Recognition



NOCTI's Report Package

Individual Scores

Participant Name: Sample Name
 Site: Sample Site
 Test Date: XX/XX/XXXX

Participant ID: XXXXXXXX
 Level: Secondary
 Type: Post-Test

Test Title and Test Code								
Written								
Standard	Standard Description	Pre-Test	Post-Test	% Change	Group	Site (Cumulative)	State	Nation
1	Standard 1	60.0	80.0	20.0	76.0	61.7	63.4	70.2
2	Standard 2	28.1	84.4	56.3	67.2	57.3	61.1	68.3
3	Standard 3	16.7	83.3	66.6	77.1	67.5	71.9	70.3
4	Standard 4	40.0	75.0	35.0	69.5	60.9	63.0	65.0
5	Standard 5	40.0	64.0	24.0	51.2	47.7	54.5	53.0
6	Standard 6	42.9	85.7	42.8	72.1	65.6	72.5	71.3
7	Standard 7	23.1	76.9	53.8	53.1	52.0	56.0	57.0
Total		35.1	78.4	43.3	66.8	58.7	62.9	69.7

Group Score Report

Site: SAMPLE
 Test Date: XX/XX/XXXX

Level: Secondary
 Type: Post-Test

Test Title and Test Code												
Written												
Standard	Standard Description	Participant	Participant 1	Participant 2	Participant 3	Participant 4	Participant 5	Participant 6	Participant 7	Participant 8	Participant 9	Participant 10
1	Standard 1		85.0	55.0	80.0	80.0	75.0	75.0	85.0	80.0	70.0	75.0
2	Standard 2		59.4	37.5	84.4	84.4	31.3	53.1	81.3	84.4	75.0	81.3
3	Standard 3		41.7	62.5	83.3	83.3	79.2	75.0	83.3	83.3	83.3	95.8
4	Standard 4		50.0	60.0	75.0	75.0	70.0	60.0	85.0	75.0	65.0	80.0
5	Standard 5		32.0	24.0	64.0	64.0	20.0	56.0	64.0	60.0	56.0	72.0
6	Standard 6		42.9	57.1	85.7	85.7	21.4	78.6	85.7	85.7	92.9	85.7
7	Standard 7		38.5	38.5	76.9	76.9	23.1	46.2	76.9	76.9	38.5	61.5
Total		50.7	46.6	78.4	78.4	46.6	62.8	77.7	77.7	69.6	79.7	

Test Code

Standard	Standard Description	N=	Group	Site (Cumulative)	State	Nation	Criterion-Reference Cut Score	Standard Deviation	Standard Error of Measure
		10	25	339	1034				
1	Standard 1		76.0	68.6	63.4	70.2		13.9	4.4
2	Standard 2		67.2	61.0	61.1	68.3		15.3	4.8
3	Standard 3		77.1	75.5	71.9	70.3		16.1	5.1
4	Standard 4		69.5	65.0	63.0	65.0		17.7	5.6
5	Standard 5		51.2	52.5	54.5	53.0		13.7	4.3
6	Standard 6		72.1	71.1	72.5	71.3		17.0	5.4
7	Standard 7		53.1	56.6	56.0	57.0		20.7	6.5
Total			66.8	64.1	62.9	69.7	55.1	11.9	3.8

Level: Secondary
 Type: Post-Test

Standard	Competency Description	# Items Possible Per Comp	Average Correct by Group	Participant 1	Participant 2	Participant 3	Participant 4
Sample Standard	1 Sample Competency	5	4.0	4	5	4	5
	2 Sample Competency	4	3.4	3	2	4	3
	3 Sample Competency	4	3.6	3	4	4	3
	4 Sample Competency	6	4.8	4	4	6	5
	5 Sample Competency	4	3.4	3	4	3	4
	6 Sample Competency	3	2.4	2	3	2	2
	7 Sample Competency	4	3.2	4	4	2	2

Recognition

Verification that JROTC Cadets are Certified in Leadership and Employability

JROTC

Leadership and Employability Certification



This certifies that

RANDI VANHEMERT

has successfully passed the

JROTC Leadership and Employability Skills

as part of an approved JROTC program and as verified by NOCTI's nationally-accredited program*

Awarded on November 19, 2021

NOCTI


Kathleen M. McNally, PH.D.
CEO
NOCTI

Expires: November 19, 2024

*NOCTI has earned full accreditation from the International Certification Accreditation Council (ICAC) ensuring that a neutral party has properly evaluated the organization and signifies that NOCTI's CTE assessments follow the best international industry practices and standards as outlined for accrediting bodies in ISO 17024.



NOCTI *Nocti*
Business Solutions

Teacher Resource Center

The screenshot shows the NOCTI Teacher Resource Center website. At the top is a dark blue navigation bar with the following links: TEACHER RESOURCE CENTER (in teal), HOME, RESOURCES, MANAGE (with a dropdown arrow), REPORTS AND RECOGNITION, CONTACT, and EMAIL SUPPORT. Below the navigation bar, there are two main content areas. On the left, a white box with a teal header 'WELCOME' contains a paragraph: 'Welcome to NOCTI's Teacher Resource Center! Check the notifications to the right often for updates, information on new features, or announcements.' On the right, a dark blue dropdown menu is open, showing 'STUDY GUIDES' and 'MICRO-CREDENTIALS' (with a teal 'S' icon). Below the dropdown, a white box with a teal header 'S' contains a bullet point: '• **LOOKING FOR INFORMATION?** If you are looking for information, such as Instructor Prep Packs, assessment blueprints, policies, or general information, click on the Resources section to see what is available. Some documents are updated throughout the year, so check back often!'

Online portal for teachers to access important information including study guides, reports, certificates, and other helpful resources.

TAKE A TEST

User Code

Password



Last Name

I agree to the **data collection policy**.

Sign In

Get Device Ready for Testing

Try the Testing System

Enter Performance Ratings

- User-Friendly
- Zero Footprint
- Windows and Mac Compatible
- Secure, Encrypted Sessions
- Real-Time Capture of Responses
- Multiple-Session Administration
- Online Calculator
- Accommodations (Text-to-Speech & Extended Time)

The screenshot shows the NOCTI testing interface. At the top, there is a dark blue header with the NOCTI logo on the left and 'ACCESSIBILITY' on the right. Below the header, the interface displays 'Time Remaining 00:29:52' and 'Questions Answered 0 of 9'. The main content area shows a question: '2. Select the sentence below that is written correctly.' with four multiple-choice options: A. It was to expensive for me to buy, B. I think she said she lived their, C. Jim's patients was wearing thin by the end of the day, and D. The correspondence was left on the manager's desk. On the right side of the question, there is a 'Mark this question' checkbox and a 'Calculator' button. At the bottom of the interface, there are three buttons: 'Previous', 'Next', and 'Summary'.

Accessibility

MULTIPLE SESSIONS

Up to three sessions allowed for most test titles.
(Paper-Based + Online)

READERS

Qualified individuals can read the test aloud.
(Paper-Based + Online)

TIME EXTENSIONS

Accommodates extended time requests.
(Paper-Based + Online)

PRINTED BOOKLETS

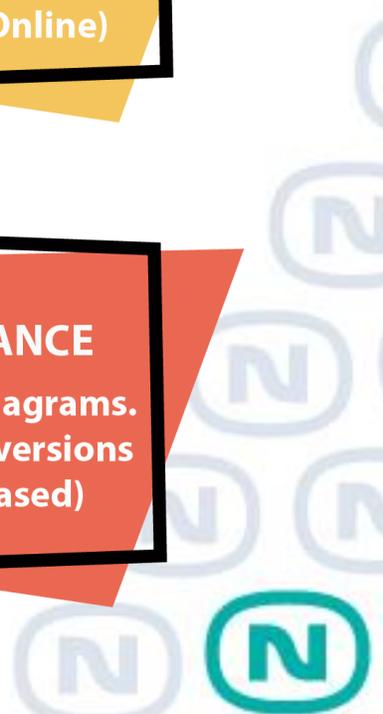
Satisfies IEP requirements for paper-based testing.
(Paper-Based)

TEXT-TO-SPEECH

Participants can hear question and answer choices.
(Online Only)

VISUAL ASSISTANCE

Enlarge graphics or diagrams.
(Online); Large-print versions available (Paper-based)



WELCOME

Welcome to NOCTI's Client Services Center!

We have updated our look but the features are all the same! Please take a moment each time you visit to review the Notifications as we update those regularly with important information and reminders for our customers.

NOTIFICATIONS

- **NEED HELP?** If you are looking for Instructor Prep Packs, helpful forms, policies, or guides, click on Resources to see what is available. If you have a specific item you are searching for, try **NOCTI Help** and search by keyword.
- **DO YOU NEED ASSISTANCE**, but it isn't an emergency? Click on the **Email Support** link to send an email request for technical assistance or ordering support.
- **RETURNS POLICY** - Please remember to review NOCTI's Returns Policy before placing your order. The policy is

Client Services Center

Serves as the one-stop, password-protected location for NOCTI Site Coordinators to manage a credentialing program from start to finish. Order materials, access helpful resources, manage student and teacher assignments, and retrieve score reports and certificates.

LOGIN >

Getting Started

- Designate a NOCTI Coordinator
- Complete a Testing Agreement
- Receive Account Confirmation
- Review Onboarding Resources
- Access the Client Services Center
 - Place Orders
 - Manage the Testing Program





Connect with our Customer Success Team!



nocti.org



nocti@nocti.org



800.334.6283