**Norming of Language Testers**

Norming is an important process aimed at guaranteeing consistency of scoring among language testers nationally and internationally. It is essential to the interoperability of nations so we view it as a priority.

**How we strive to norm testers at the Italian Army Language School.**

**Professional Development and Tester Training**

4-week Training Courses are organized for testers of English and Languages Other Than English. They include asynchronous activities (2 weeks) and synchronous Activities, in person or online (1/2 weeks). The courses foresee training on item writing, in both Reading and Listening and simulations of OPIs, Writing of Prompts and Correction of Writing Tests. After that, future testers start an In-service training until they start administering interviews and rating speaking and writing tests independently.

**Quality Control**

According to the School Directive and ISO Certification, we conduct Quality Control of testing. We evaluate Testers’ Performance using OPI recordings and give our testers feedback. We review Writing Tests, discuss testers’ scoring decisions, and give them feedback. In the future, we are going to implement our Quality Control of testing through observations of OPIs.

**Norming sessions**

Norming sessions among expert English testers are organized once a year. During these sessions, we score the same set of test responses from sample test-takers. The scores are then compared and discussed to identify areas of disagreement and improve scoring consistency.

In the future, we would like to organize norming sessions among Testers of other languages.