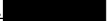



Dr. Mary Westcott

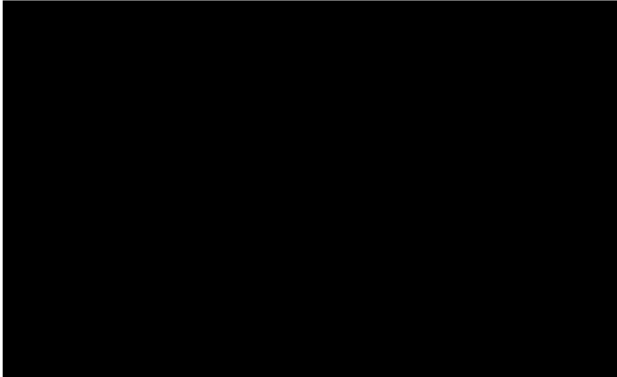

29 March 2021

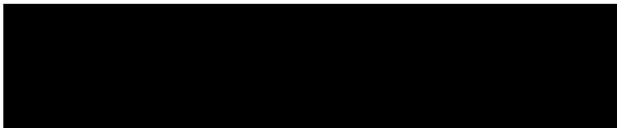
Troy Janzen, Ph.D., R. Psych.
Complaints Director and Deputy Registrar
College of Alberta Psychologists
1850 Sun Life Place
10123 – 99 Street NW
Edmonton, AB T5J 3H1

Dear Dr. Janzen,

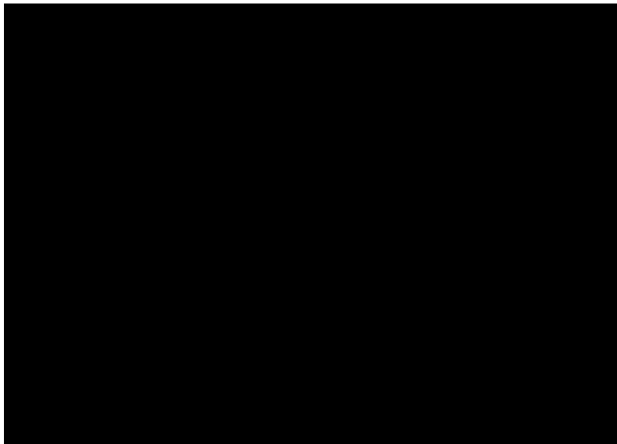
RE: Complaint by Ms. 

Please accept this letter as my formal response to Ms.  complaint of unprofessional conduct dated 13 January 2021. I have appended a number of enclosures,

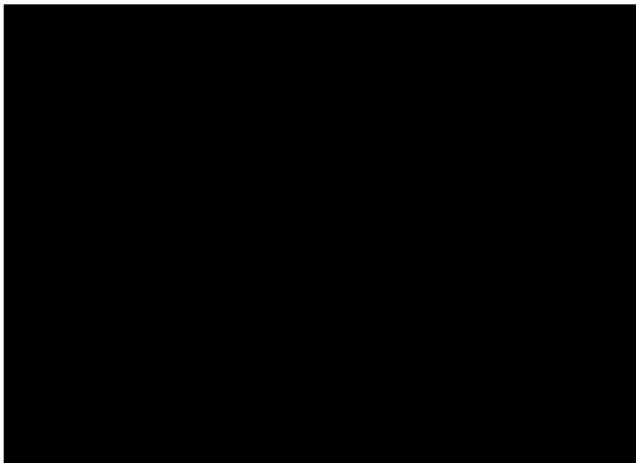




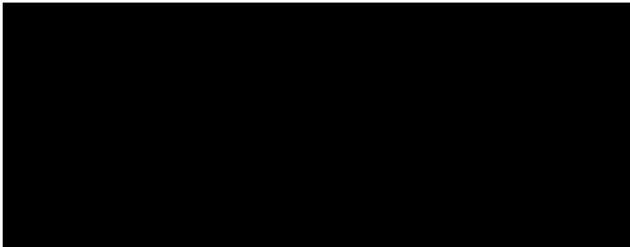
Upon review of the GATB manual, which I located in the Mandel and Associates test library and is the same manual used by Dr. Mandel in my training when I joined the firm, I can confirm that the GATB was normed on a sample of 234 elementary and secondary school teachers - the average G was 118 with a standard deviation of 13. A cross validation sample of 263 elementary and secondary school teachers indicated the average G to be 111 with a standard deviation of 13. Ms. [REDACTED] score on the G scale of the GATB was 83, over 2 standard deviations below the normative sample average. [REDACTED] assert in their complaint that the GATB was not normed on actual workers. The GATB manual indicates otherwise and in fact was in part normed on a sample of teachers as reported on page 170. A copy of the relevant excerpt of the GATB Manual is appended as Appendix F.



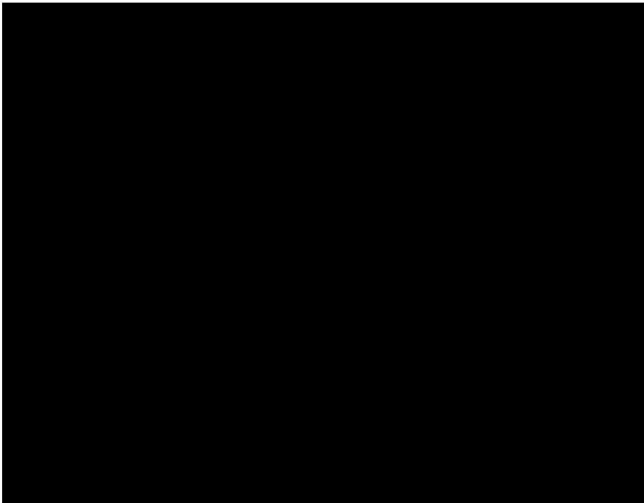
²⁰ See, for example, the Complaint at paragraphs 3, 4, 23, 111 and 112.



Compared to her age-matched peers, Ms. [REDACTED] demonstrated low average intellectual abilities at the 18th percentile. Multiple researchers have reported teachers demonstrate FSIQ far exceeding Ms. [REDACTED] demonstrated abilities. Schmidt and Hunter (2004) indicated that the average IQ for teachers is 122. Importantly, the authors also disclosed that the standard deviation of this score was 12.8. Based on this data, Ms. [REDACTED] obtained FSIQ of 86 is 2.8 standard deviations below the average IQ score for teachers.



²⁸ *Ibid*, at para 236.

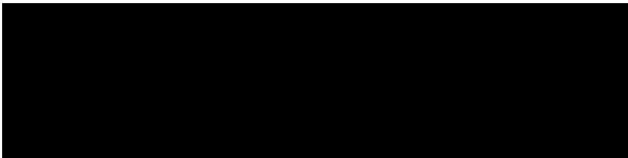


Yours truly,

A handwritten signature in cursive script, appearing to read "M Westcott", is placed on a light blue rectangular background.

Mary Westcott, Ph.D., R. Psych. (AB#3405)
Senior Psychologist, Alberta Government Contracts Manager Mandel and Associates, Ltd

Enclosures:




³¹ On review of the Complaint, paragraph 22 acknowledges that the School District made the decision that she was not medically fit to fulfill her teaching duties.

Appendix F – Excerpt of the GATB Manual, Section III



REFERENCES



Gottfredson, L.S. (1998). The general intelligence factor. *Scientific American Presents*, 9, 24-29.

Hunter, J.E. (1986). Cognitive ability, cognitive aptitudes, job knowledge, and job performance, *Journal of Vocational Behavior*, 29, 340-362.

Schmidt, F.L., & Hunter, J.E. (2004). General mental ability in the world of work: Occupational attainment and job performance. *Journal of Personality and Social Psychology*, 86(1), 162-173.