

Rater Training for Performance Assessment

There are 4 primary steps in rater training.

1. Finalize Assessment Tool
2. Train raters
3. Evaluate Ratings
4. Retrain Raters

1. Finalize Assessment tool.

See Adopting performance assessment tools for your simulation-based program for details on finalizing your performance tool, <https://youtu.be/5h8th5G40bU>

2. Train Raters.

There are 4 different strategies,

1. *Rater error training (RET)*
Training raters on the different types of unconscious rater errors to minimize/decrease influence of biases
2. *Performance Dimension Training (PDT)*
Training raters on the recognition of the appropriate behaviors within the context of the assessment domain
-often supplies a description of appropriate behaviors and sequence of behaviors
-may also supply a video demonstration of proper sequence of behaviors
-Good option for dichotomously scored behaviors (yes/no)
3. *Frame of reference Training (FOR)*
Training raters on unique nuanced qualities of behaviors so they can discriminate between poor and good performances
-In focus group setting, new raters practice rating a sampling of good, poor performances, ratings are compared to 'gold standard' rater, and discrepancies discussed.
- may be iterative process
-Good option for polytomously scored behaviors (3-point, Likert-type)
4. *Behavioral Observation Training (BOT)*
Training raters on the observation skills so they can better recognize "trigger" events during a performance
-Similar process as FOR, but training focus surrounds "triggering" events and raters' ability to recognize events leading up to trigger event so they may anticipate behavior.

3. Evaluate ratings

- Use first learner cohort assessment experience
 - Keep live rater (to provide feedback to learners)
 - Videotape performances
 - New raters assess videotaped performance
- Analyze rating differences [compare ratings correlation (Cronbach alpha), interrater agreement (ICC), and/or compare group means using ANOVA]

Reference: Grande T. Selecting raters using the Intraclass Correlation Coefficient in SPSS. Accessed via <https://www.youtube.com/watch?v=UL6kGaPg52Y> on October 10, 2019



4. Retrain Raters

- Review trends (hawks, doves)
 - Point out rating trends might be sufficient motivator to change rating behavior
 - Retrain raters as needed (reviewing assessment tool, have rater perform a think aloud while reviewing a performance video)
 - Debrief to discuss specific ratings discrepancies
- If ratings are continuously unreliable, remove assessor from rating pool