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](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