

## Rater Training Overview

### Different forms of Rater Training depend upon:

- Domains being rated
  - Example: diagnostic reasoning skills vs. professionalism
- Context in which rating occurs
  - Example: direct observation vs. case based discussion
- Type of rating scale
  - Example: frequency vs. agreement scale
  - Forms of Rater Training

### Types of Training

- Performance dimension training (PDT)
- Frame of reference training (FOR)
- Behavior observation training (BOT)
- Rater error training (RET)

### Forms of Rater Training

- FOR and BOT – most effective individual methods
  - Emphasis depends upon domains being assessed and the type of scale used
- Both begin with PDT

### Performance Dimension Training (PDT)

- Involves familiarizing faculty with the specific dimensions of competence
- Should involve discussion of the “qualifications” required for each dimension
- Use specific definitions of competencies to “calibrate” faculty

### Example: Professionalism

- PDT – What are the essential dimensions?
  - Humanism, leadership, **diligence**, empathy, etc.
  - Punctuality, **thoroughness**, outcome orientation, etc.
- BOT – What are the specific behaviors, and how will we measure?
  - Completes patient notes, completes reading assignments, ensures others’ task completion
- FOR – Common agreement about “thoroughness”

## Forms of Rater Training

