



Rater Agreement Definition and Stages

TPEP is guided by the [RCW 28A.405.100](#) and [WAC 392-191A](#). The law requires that “before school district implementation of the revised evaluation systems,” that evaluators of both teachers and principals “must engage in professional development designed to implement the revised systems and maximize rater agreement” ([RCW 28A.405.120](#) and [RCW 28A.405.130](#)).

RCW 28A.405.120; Training for evaluators.

(1) School districts shall require each administrator, each principal, or other supervisory personnel who has responsibility for evaluating classroom teachers or principals to have training in evaluation procedures.

(2) Before school district implementation of the revised evaluation systems required under RCW [28A.405.100](#), principals and administrators who have evaluation responsibilities must engage in professional development designed to implement the revised systems and maximize rater agreement.

Rater Agreement:

The TPEP Steering Committee and the framework authors created a curriculum to meet the requirement as stated in RCW 28A.405.120. It is the responsibility of the district to assure initial training occurs for any administrator prior to that person beginning the evaluation cycle, and to assure that regular learning occurs to maximize rater agreement.

Stage 1*: Through the services of the Instructional Criteria Framework Feedback Specialists, districts will provide a two-day Stage 1 training for all who evaluate classroom teachers. This two-day overview provides an understanding of the "Big Ideas" of the Instructional or Leadership Frameworks and the inter-dependency of the frameworks, rubrics, and state criteria.

Districts should provide Stage 1 training to all evaluators before evaluating staff.

Stage 2*: Through the services of the Instructional Criteria Framework Feedback Specialists, districts will provide up to 24 hours* of ongoing training on the frameworks for all who evaluate classroom teachers, principals, and assistant principals.

- *Two days (12 hours) for principals changing frameworks. Four days (24 hours) for new principals or principals new to Washington state.*
- *It is recommended that this training occur during the year-long evaluation cycle.*
- *Online training does not meet this requirement.*

Stage 3*: Districts will continuously move evaluators to accuracy and consistency through ongoing calibration conversations involving real-life or video-based observation. Framework Specialists do not provide training for this stage although portions of Stage 2 training do have applicability toward rater agreement. Stage 3 should be integrated into the evaluation of principals (Criterion 5) and district administrators.

Districts should provide for the ongoing professional development for all evaluators to demonstrate rater assurance.

*Based on recommendations from the TPEP Steering Committee and framework authors. The complete document can be viewed at this link: <http://tpep-wa.org/trainingpd/rater-agreement-in-washington-states-evaluation-system/#graphic>.