

	INSTRUCTIONAL EVENTS	LEARNING OBJECTIVE	INSTRUCTIONAL STRATEGIES	RATIONALE
1 st HOUR	1. Employee orientation	<ul style="list-style-type: none"> <i>Understanding of Company Policies</i> 	<ul style="list-style-type: none"> Trainer goes over employee handbook and kitchen training manual with trainee Trainer discusses the training process 	<ul style="list-style-type: none"> Link the declarative knowledge with existing knowledge (e.g. comparing policies to previous places of employment), and elaborate on it. Advance organizers such as linking and elaboration can help bridge old and new knowledge (Smith & Ragan, 1999).
	2. Safety & sanitation video	<ul style="list-style-type: none"> <i>Safety & Sanitation</i> 	<ul style="list-style-type: none"> Trainer asks if the trainee(s) has ever had food-poisoning. Trainer does a verbal pretest w/ trainee: what's a foodborne illness, where does it come from, what it can do, how can it be prevented, etc. Trainee watches a Sanitation Video Trainee completes a Job Aid during the video 	<ul style="list-style-type: none"> Help arouse attention by personalizing the topic and bringing it closer to home. Establish an instructional purpose by discussing the severity of the topic. An entertaining method to learn the basics of safety and sanitation by an industry leader: Serve-Safe Helps focus attention Aids retention of important if-then and cause-effect rules
	3. Tour the Restaurant	<ul style="list-style-type: none"> <i>Understanding of Company Policies</i> <i>Safety & Sanitation</i> 	<ul style="list-style-type: none"> Trainee takes a tour of the restaurant concentrating on examples drawn from the safety & sanitation video. Trainer highlights such things as the chill tank, ice sticks, cut gloves and other examples of how Cinzzetti's practices what it preaches. 	<ul style="list-style-type: none"> This aids in transfer of knowledge
2 nd HOUR	1. Set-up Station	<ul style="list-style-type: none"> <i>Recipes & Execution</i> 	<ul style="list-style-type: none"> Trainer goes over the Recipe Book with the trainee Trainer discusses the importance of a stocked station—uses war analogy: when you are going to war you want to be as stocked up as possible Trainer asks if the trainee has ever gotten in the weeds at another job due to poorly set-up station Trainer checks the temperatures of all the products at the station with the trainee. Trainer helps the trainee set up a few items and then has him/her stock the rest of the items needed; offers constructive criticism. 	<ul style="list-style-type: none"> Gives the trainee an understanding of the bigger picture Establishes purpose for prep. list Analogies “help learners understand and remember concepts” (Smith & Ragan, 1999, p. 185). Reflecting on prior experiences helps explain the importance of rules (e.g. if you are out of an item, you will need to stock or prep. that item for the shift) Ties previous declarative knowledge to the principal of keeping food out of the danger-zone ; also gives the trainer a feel for how in-depth he /she needs to later discuss temperatures, etc. Gives guidance while at the same time forces the trainee to actually do something; as Smith and Ragan pointed out “Demonstration of knowledge of a procedure requires actual application of it” (1999, p. 214).
	2. Prep	<ul style="list-style-type: none"> <i>Recipes & Execution</i> 	<ul style="list-style-type: none"> Trainer and Trainee go over the prep list and prep any necessary items for the shift 	<ul style="list-style-type: none"> An expository approach such as this will simplify a complex (yet linear) task of preparing product for a shift
3 rd HOUR	1. Temperatures	<ul style="list-style-type: none"> <i>Recipes & Execution</i> <i>Safety & Sanitation</i> 	<ul style="list-style-type: none"> Trainer discusses what temperatures each item at the station should be cooked to & or held at Asks other staff and management to join in Trainer demonstrates how to fix or eliminate common problems 	<ul style="list-style-type: none"> This elaborates and aids in transfer of previous video Adds an interactive dimension by including others; highlights the importance of food safety at Cinzzetti's; keeps fellow employees on their toes Illustrates the rule
	2. Thermometers	<ul style="list-style-type: none"> <i>Safety & Sanitation</i> 	<ul style="list-style-type: none"> Trainer demonstrates how to read a thermometer & has the trainee temp every item in the station Trainer demonstrates how to test if a thermometer is calibrated and then shows how to calibrate a thermometer & has trainee calibrate another cooks thermometer 	<ul style="list-style-type: none"> Gives trainee both a chance to preview the simple procedure and then test his/her ability to complete the task
4 th -7 th HOUR	1. Recipes	<ul style="list-style-type: none"> <i>Recipes & Execution</i> <i>Safety & Sanitation</i> 	<ul style="list-style-type: none"> The trainee shadows the trainer while the trainer explains why he or she is doing things a certain way 	<ul style="list-style-type: none"> Forces trainee to observe ; eliminates common pitfall of “oh, I have done that before”
	2. Quality Check	<ul style="list-style-type: none"> <i>Safety & Sanitation</i> <i>Recipes & Execution</i> 	<ul style="list-style-type: none"> Trainee watches while the trainer prepares every item for a quality check Trainee tastes every item with the trainer 	<ul style="list-style-type: none"> Gives the trainee a chance to witness one of the forms of assessment that takes place every shift. Tasting the food demonstrates a type of self-assessment
	3. Observation	<ul style="list-style-type: none"> <i>Safety & Sanitation</i> <i>Recipes & Execution</i> 	<ul style="list-style-type: none"> Observe the trainer throughout the shift Read the Recipe book while trainer prepares items At the end of the shift begin getting some hands on time by preparing one of every item 	<ul style="list-style-type: none"> Gives a chance to demonstrate what he or she has been observing Allows a chance to process the information, focus attention, practice, ask questions and receive feedback
8 th HOUR	1. Close Shop	<ul style="list-style-type: none"> <i>Safety & Sanitation</i> 	<ul style="list-style-type: none"> Ask the trainee to observe the breakdown of the station Quiz the trainee on closing procedures at other restaurants previously worked 	<ul style="list-style-type: none"> Gives the trainee an opportunity to observe a complex procedure Links knowledge to previous knowledge
	2. Assessment		<ul style="list-style-type: none"> Wrap-up with a manager Plans for the following day 	<ul style="list-style-type: none"> Adds closure Serves as an informal assessment of the day Adds structure and meaning to the following day