

Application of Behavior Modeling Methodology And Instructor Guide



How to Cook Kebab “Persian Style”

Course Title: *Instructional Technology Foundations And Theories of Learning*
Course ID: *EDIT 704*
Term: *Fall 2013*
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How to Cook Persian Kebab: Behavior Modeling Methodology

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Background and Introduction

Kebab has been part of many Middle Eastern favorite dishes for centuries. As it spread to other cultures different forms of kebabs came into existence. One traditional form of this kebab still stands out against all the other. This kebab is known as Koobideh kebab and can only be found in Persian restaurant. What makes this kebab hard to make for many chefs is the technique needed to put the meat on the skewer. Unlike other kebabs which can be made days or weeks ahead of time and kept in freezer, this kebab has to be made fresh every day. After the ingredients are mixed with meat, it cannot be put back into freezer and can only be kept in coolers for about 12 hours. The mixture has to be cooked within this time frame or be thrown away. For the sake of simplicity Koobideh kebab will be simply referred to as kebab in this instructional guide.

A Persian restaurant decides to emphasize this unique dish by holding a cooking class once a week. This will allow interested customers to learn about this dish from an instructor chef, and practice making their own kebab right there in the restaurant. All the needed ingredients are placed on a table along with a handout which includes the recipe. Managing this table is a part-time chef, who will use this instructional guide to teach interested customers how to make kebab at home.

In reality what the restaurant owner is doing is increasing awareness about his signature dish, and since very few restaurants offer this kebab, more customers will return to his restaurant just to have this kebab.

Learning Theory Synopsis

Of all the learning methodologies, Behaviorism is the most suitable method. It is this method which will allow us to provide specific direction (cooking instruction) and expect the student to produce specific results (the dish). Trainees are expected to follow a set of instructions without much cognitive thinking or constructive thinking involved.

Phases of Behavior Modification Program

The steps used in implementing Behavior Management are listed in table 2.1 of Driscoll, 2000, p54. The following will explain how these steps apply to our task.

1) Set Behavioral Goals

The goal is to change the behavior of a learner (with no prior knowledge about preparing this dish) so he or she can produce this dish with similar texture, taste, and smell.

2) Determine Appropriate Reinforces:

Reasons why a trainee should learn this new behavior varies from person to person. In this case the taste of a delicious dish is a very strong reinforce. Taking pride in preparing a difficult dish, which untrained cooks are unable to produce is a rewarding reinforce. Saving money on cooking this dish at home as oppose to paying higher price at a restaurant is another reinforce.

3) Select Procedures for Changing Behavior:

There are three principles for teaching new behaviors: shaping, chaining, and fading (Driscoll, 2000, p46). The principle most suitable for our purpose is "chaining". Chaining is defined as "establish complex behaviors made up of discrete, simpler behaviors already known to the learner" (Driscoll, 2000, p49). This is exactly what will be used here because the learner already knows how to do each one of these relatively simple steps (i.e. chopping, mixing, etc.). Using these simple steps a trainee will be able to produce a hard to cook dish.

4) Implement Procedures and Record Results:

In this step the learner actually follows the (cooking) instructions and procedures to produce this dish. Recording the result is a very important step because the result needs to be evaluated against the desired outcome. In our case it will not be as simple as taking a picture of the dish or record the size of kebab as it comes out of skewer. It is important to pay attention to the look, color, smell, texture, taste, and even the length of kebab.

5) Evaluate Progress and Revise as Necessary:

In this last step the results from previous step are evaluated and the learner revisits the procedure and tries to produce a better results. Parts of our result, like length and color of the kebab can be checked with the hand out, but smell, texture, and taste cannot be evaluated that easily. That is why trainees are encouraged to often visit a Persian restaurant, order this kebab dish and compare it with what they have made at home. This evaluation is highly recommended by the restaurant owner.

Components of Behavior Modeling Methodology

There are six major components of the behavior modeling methodology (Medsker & Holdsworth, 2001, p50). The following is a brief description for each and how they apply in our case.

1) Prescribed Critical Steps/Behavior

Final goal needs to be broken down into a list of specific tasks, which when followed by the learner the desired goal is reached.

The instructor will give an overview of the process and show trainees what the final kebab will look like. He will then explain the three main sections in preparing this kebab. This will give the trainees a good idea of what they will be doing in order to prepare their own kebab.

2) Credible Model

As an instructor demonstrates knowledge and skills, he becomes a credible model to students.

In our case there is no time to establish credibility with each trainee by using words. That is why the instructor will be dressed in chef's uniform to convey his expertise and authority without using words. The instructor can use stories from his professional experiences to indirectly express his credibility.

3) Skill Practice Exercises

It is very important for trainees to repeatedly rehearse and practice their newly learned behavior.

Due to time limitations, trainees can only practice once in this class, but they are highly encouraged to make kebab at home as often as they can. At the end of each training the instructor explains to each trainee that the act of putting meat on the skewer is only mastered by experience.

4) Specific Feedback and Social Reinforcement

As trainees perform individual steps, the instructor will encourage feedback from other trainees in a specific and positive manner.

As trainees mix their ingredients, the instructor will ask trainees to comment on the color and texture of the mixture being prepared by their peers. At the end when kebabs are cooked, trainees will sample each other's kebabs and provide more feedback and learn from each other. For example, they get to taste what a kebab with too much, or too little onion will taste like.

5) Transfer Strategies

Transfer process takes place with basic skills and then can grow in complexity or difficulty.

It is fairly easy to mix ingredients for kebab. The difficult part is to make it stick to the skewer. This skill has to be practiced with a small portion and then gradually increase the portion of the kebab that goes on one skewer.

6) On-the-job Reinforcement

It is very helpful to provide the trainee with some token which will help them remember and reinforce their newly learned behavior outside of class.

Each trainee will get a recipe card for making kebab and links to videos which they can use as reference the next time they are going to make kebab.

Instructor Guide

Purpose

This instructional guide will provide step-by-step instructions for managing a “kebab cooking class” at a Persian restaurant. Each trainee will get to make one skewer of kebab, which will be cooked, served, and charged to their table.

Instructor’s Challenges

There are a couple of issues the instructor needs to keep a vigilant eye on. All of these are very important to restaurant owner and future operation of this cooking class depends on it.

Health issues come first. Because raw meat is involved in cooking kebab, it is very important for the instructor to follow all the health guidelines. All meat need to be kept in the cooler and proper temperature before being placed on this table. All trainees need to wash their hands before and after handling meat. Disposable apron, hat, gloves, and table-top cover need to be provided to each trainee. Trainees need to be seated at a proper distance from each other to prevent cross contamination.

Trainees are customers, and not all customers come to eat at the same time. This means individual training is needed for each of them. At the same time attention should be paid to the whole group. It is best to turn this challenge into an opportunity to have trainees involved in new comer’s training. This creates a fun group activity and research has shown that trainees learn better from small group activities (Garfield, 1995).

The second timing challenge for the instructor is to be finished with each trainee before their dish is served, which is about 15 minutes. Going over the recipe and selecting the ingredients does not take more than 5 minutes. Another 5 minutes is spent on mixing the ingredients and reach the desired consistency. That leaves each trainee with about 5 minutes to practice the final, and the most difficult, step of putting the meat on the skewer. Instructor just needs to make sure no trainee falls behind the schedule.

Learner’s Challenge

The only challenge for the learner is the last step, putting the meat on the skewer. Almost all trainees will not be able to do this in their first try and some of them will not be able to do even when their time is up. At this point the instructor needs to intervene and demonstrate this last step using the meat the trainer has prepared.

Target Audience

Any customer of this Persian restaurant who wants to participate in this cooking class and agrees to pay a nominal fee for making and eating their own handmade kebab is considered as target audience. Children and people who are not physically able to beat a meat mixture for about five minutes are excluded.

Learning Outcome

At the end of their training each trainee will receive a handout which has the recipe and the instructions for making kebab listed it. All trainees should be able to do the following:

- Be informed of health issues when dealing with raw meat.
- Be informed of safety issues when cooking on open fire.
- Identify / name ingredients that go into making kebab.
- Follow the steps listed on the handout to make kebab.
- Name a Persian restaurant serving kebab, if one does not want to cook (important to restaurant owner).

Learner's Activities

Trainees have to comply with the following health related activities:

- Wash their hands before sitting at the training table.
- Put on disposable apron and gloves. Chef's hat is optional.
- Cover their table area with disposable table cover.
- Inform the instructor of any food allergies they might have.
- Dispose of their apron and gloves when finished.
- Wash hand thoroughly when finished because they have handles raw meat.

Other trainee activities are:

- Selecting ingredients from ingredient jars.
- Mixing ingredients in their own mixing bowl until it is ready to be put on skewer. This mixing is done by hand, that is why gloves are used, and may take up to 5 minutes before it is ready.
- Put the mixture on a skewer according to instructions. This is done by hand and is the most difficult part of this process. Repeated attempts may be needed before making the meat stick to the skewer.

Assessment

If kebab's ingredients are not mixed properly, the mixture will not have the stickiness it needs to stick to skewer very well. If it does not stick, trainee needs to take it off skewer and spend more time and force in mixing the mixture.

Most foods are assessed after they are cooked and kebab is no exception. A well-made kebab has certain texture, smell, taste, even length. All of these are assessed and compared with kebab served at this restaurant. The instructor can and may comment on trainee's kebab, but taste evaluation is left to trainee's taste buds.

Learning Objectives

There are three main objectives. These objectives are appropriate and measurable. At the end of a session each trainee is able to perform these objectives to some degree.

- Ingredient Selection: Know the selected ingredients needed for making kebab.
- Mixing Ingredients: Know when kebab mixture is ready to go on skewer.
- Placing the Mixture on Skewer: Know how to flatten the mixture on the skewer so it will stay on during cooking.

Overall Instructional Strategy:

The instructor will initially greet each interested customer and quickly explain to them the purpose of this cooking class. If they are interested the instructor will provide them with health related items like apron and glove. Once a trainee has followed the health related instruction he or she is allowed to sit around the cooking table.

Ingredient Selection:

Instructor will put a portion of finely ground beef (1/2 pound), grated and drained onion (1 table spoon), and one whole egg in a mixing bowl and hand it to the trainee. In the middle of this table there are jars of bread crumb, turmeric, sumac, black pepper, and salt with proper measuring spoon for each. Ideally one measuring spoon from each item is recommended, but trainees can change this portion size to their liking. For example adding more bread crumb will make kebab thicker, but will change the taste. The instructor will explain the effect of some of these variations as time allows.

Mixing Ingredients:

Trainees are encouraged to mix these items in their mixing bowls by hand and forcefully. After a couple of minutes this mixture should be so sticky that it will not easily come off your glove. None of the ingredients should be distinguishable at this point.

Placing the Mixture on Skewer:

Trainee should pick up all of this mixture with one hand and try to turn it into a cylinder. With the other hand pick up a skewer and force this cylinder on the middle part of the skewer. Now quickly wet the hand which had the mixture in it and try to flatten the mixture on the skewer as skewer is turned to prevent the mixture from falling off.

If the mixture is not sticking to the skewer, put the mixture back into the mixing bowl and mix it for another minute or two.

Transfer Strategies:

A handout is provided at the end of this instructional guide which should be given to each trainee before they leave. This handout includes recipe, direction, and some notes to help trainees practice this at home. Some useful website addresses are also provided to help trainees research this dish on their own.

Summary:

The purpose of this document is to guide a part-time Persian chef in teaching interested customers of a Persian restaurant how to make kebab. This chef has to make health standards are followed and the training is done in a timely manner.

Those who participate in this short class are given verbal instructions on health issues and will use health related items like apron and gloves. They will also be given a handout which lists the ingredients, mixing, and cooking instructions along with some helpful references.

Participants will be given a mixing bowl and will select the ingredients for mixing. They will mix the ingredients by hand for about 5 minutes before attempting to place them on skewer. Because the last step of placing the mixture on the skewer needs a lot of practice, instructor needs to pay attention and most likely help each participant. These skewers are then sent to the kitchen to be cooked and served to the participant's table.

Each participant gets a handout as a job-aid and is encouraged to practice making kebab at home or comeback for more training.

References

- Driscoll, M. P. (2000). Psychology of learning for instruction.
- Garfield, J. (1995). How students learn statistics. *International Statistical Review/Revue Internationale de Statistique*, 25-34.
- Medsker, K. L., & Holdsworth, K. M. (2001). *Models and strategies for training design*.

Ground-beef never tasted so good!

Recipe for Persian Style Kebab (Koobideh Kebab)

Provided by: "Your Favorite Persian Restaurant"

	<p style="text-align: center;">Useful Links</p> <p>Videos:</p> <ul style="list-style-type: none">• http://www.youtube.com/watch?v=5Umy_F1EDgw (7:30 min.)• http://www.youtube.com/watch?v=AxEdwIKoT-A&list=PLB3D83F384D0FE47E&index=2 (6:30 min.)• http://www.youtube.com/watch?v=8-gT7t7vCgw (3 min.) <p>Websites:</p> <ul style="list-style-type: none">• http://www.mysticpersia.com/recipes/barbecue/grilled_beef_kebab.html• http://www.fauziaskitchenfun.com/kabab-koobideh
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Ingredients:

- Ground-beef - 1 1/2 lbs.
- Egg - 1 large slightly beaten
- Onion - 1 medium grated
- Salt - 1 teaspoon
- Pepper - 1/4 teaspoon
- Turmeric - 1 teaspoon
- Lemon juice - 1 tablespoon

Directions:

- Thoroughly mix ingredients in a large bowl.
- Divide mixture into portions big enough to fit into the ball of your hand.
- Press each portion around a skewer evenly.
- Using two fingers in a scissor like fashion lightly press on the meat to create indentations along the length of the skewer.
- Heat barbecue fire until charcoal turns ash white.
- Place skewered meat on the barbecue and flip sides frequently for about 3 minutes, then let each side cook for another 3 minutes before removing from grill.
- Remove skewers from grill, place in between warm flat bread, press down and remove the skewers.

Notes:

- Kebab is grilled over hot coals or a gas grill.
- Special metal skewers are used which are long and flat, at least 1 1/4 in width.
- Traditionally kabobs are served with steamed Basmati rice and barbecued tomatoes.
- Sprinkle kebabs with sumac before serving
- Kabobs can also be served wrapped in flat bread or plain rice.

Source: http://www.mysticpersia.com/recipes/barbecue/grilled_beef_kebab.html