

Religious Education Credentialing Program – “*Re-visioned*”

Adopted by the Religious Education Credentialing Committee on April 30, 2009

Re-visioned program takes effect on May 1, 2009

Introduction

In October 2008, the UUA’s Religious Education Credentialing Program completed its fifth year of operation. The RECC has received feedback on this program from the Liberal Religious Educators Association Board, program mentors, credentialed religious educators, parish ministers, the UUA Board and a large number of religious educators working in the field, some of whom were participants in the program. Recognizing that a five year mark was a natural re-evaluation point, the Religious Education Credentialing Committee (RECC) began a process of examining both the accessibility and the logistics of the program.

This document reflects a Religious Education Credentialing Program “*re-visioned*” by the RECC. In the re-visioned program:

- Flexibility and choice in the ways to demonstrate competency and attain credentialing are key components of the program. Modalities in learning and communication are recognized and various expressions in production of the required work are encouraged.
- Candidates at all levels have a core group of required competency areas and will make choices of what supplemental competency areas they wish to address. The number of competency areas more accurately reflects a more realistic program workload.
- Demonstrated mastery of religious education leadership is not solely tied to academic achievement. In fact, the name of Credentialed Religious Educator – **Master’s Level** has been changed to Credentialed Religious Educator – **Master Level** to emphasize that this level of credentialing is reflected in a master religious educator rather than a Master’s Degree. Multiple paths to achieving the Master Level credential have been created.
- Recognition is given to the experience of long term practitioners in the field of religious education. Their path to credentialing is unique.
- Allowing candidates to show proficiency where they are in the profession is essential. It is important to demonstrate competency in working with the age groups of a candidate’s current or future position. Thus, for example, we have added a competency in Youth and Young Adult Education and the candidates may choose the supplemental competencies which are more pertinent to their work situation.

The re-visioned program details will be combined with aspects of the former program and be made into a new program plan. The re-visioned program will apply to all candidates accepted into the program after April 30, 2009, and will be an option for any candidates currently in the program.

What follows is a summary comparison chart of key issues in religious education credentialing, how they were addressed in the former program, and how they are addressed in the re-visioned Religious Education Credentialing Program, and re-visioned details at the Master, Credentialed, and Associate levels of credentialing.

For more information on the re-visioned Religious Education Credentialing Program, please contact:

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Summary Comparison Chart

For specifics of the level requirements and choices please see detail pages

Issue	Prior Way of Addressing	“ <i>Re-visioned</i> ” Way of Addressing
<p>Stream-lined credentialing process for long-term religious educators for Credentialed Level</p>	<p>Not addressed</p>	<ul style="list-style-type: none"> • Tenure-Track process for religious educators with 10 or more years of experience prior to May 1, 2009 • Leads to credentialing at the Credentialed Religious Educator level. • Option open until May 1, 2014.
<p>Master Level requirements</p>	<p>One way to attain:</p> <ul style="list-style-type: none"> • Requires a Master’s degree; • 5 graduate courses on specific topics; • 27 competency areas; • A standard-format portfolio • Reading list • Evaluative interview • 3 or more years experience in the field, at least 1/2 time. • No recognition or “credit” given if previously credentialed at lower level. 	<p>Re-visioned Master level.</p> <ul style="list-style-type: none"> • Name change to Master Level. This is to point out that a candidate does not need a Master’s degree to be credentialed at the Master level. • 3 graduate courses • 16 competency areas, 10 of which are core, and a choice 3 from a group of 4 and a choice of 3 from a group of 5. A lifespan focus is optional. • Choice of final project form. • Choice of evaluation modes • Reading list • Five or more years of experience, at least ½ time or 10 years of ¼ time work. • Candidate may use their Credentialed level portfolio material and add to it for the Master level • Evaluation with the RECC, unless the candidate has already met with the RECC and was approved at the level sought at the time

Issue	Prior Way of Addressing	<i>“Re-visioned”</i> Way of Addressing
Credentialed level requirements	<p>One way to attain:</p> <ul style="list-style-type: none"> • 21 competency areas with lifespan focus • A standard-format portfolio • Evaluative interview • Reading list • 2 years of ½ time work 	<p>Re-visioned Credentialed level:</p> <ul style="list-style-type: none"> • 12 competency areas, 8 of which are core, a choice of 2 from a group of 4, and a choice of 2 from a group of 4. A lifespan focus is optional. • Choice of final project form depending on track • Reading list • Same years of experience required • Candidate may use their Associate Level portfolio material and add to it for the Credentialed level • Evaluation with RECC
Credentialed Associate level requirements	<p>One way to attain:</p> <ul style="list-style-type: none"> • 12 competency areas with a lifespan focus. • standard-format portfolio work • Reading list • 75 hours of relevant training • 2 years of ¼ time work 	<p>Re-visioned Associate level:</p> <ul style="list-style-type: none"> • 8 competency areas, 5 of which are core, a choice of 1 from a group of 3, and a choice of 2 from a group of 5. A lifespan focus is optional. • A portfolio which may be demonstrated in a variety of modes and media Reading list • 75 hours of relevant training • 2 years of ¼ time work

Re-vised Master Level: Detail page

I. Beginning Requirements

- Endorsement Forms: Two (2) endorsement forms are needed. These forms may come from the Board Chair, RE Committee Chair, Minister, Peer, Lay Leader (may include a YAC Chair or other youth leader), District Executive or Program Consultant. One Endorsement form must come from a person in the candidate's congregation (or organization, for a candidate based outside a congregation). These forms must be shared with the applicant.
- Statement of Intent
- Resume outlining academic achievement, relevant job experience and contributions to the UU movement.
- Brief statement describing why you want to enter the program, your professional goals, and aspirations, and your professional journey so far.
- Criminal Offense Disclosure Form

II. Personal/ Self-assessment

- Statement of pedagogy
- Statement of meaning of faith
- Statement of personal theology
- Complete an RECC Self-Assessment form

III. Course Work

- Required graduate course in Learning Theory
- Two other required graduate courses from the following list. (Alternatives may be considered as equivalencies with prior approval from the RECC.):
 - UU History
 - Liberal Theologies
 - UU Polity
 - Community-based Organizing
 - Pastoral Care
 - Contextual Education (e.g. Cross-cultural Experience) with prior approval
 - Teaching Methods
 - History & Philosophy of UU RE
 - Organizational Development
 - Small Group Ministry
 - Faith Development
 - Family Ministry

All course work transcripts need to be submitted to the RECC office

IV. Competencies to Address

Core – all required

- AO/AR/MC
- Philosophy of RE – UU
- Right Relations & Professional Ethics
- UU History & Polity
- Worship
- Human and Faith Development

- Systems Theory
- Conflict Management
- Jewish and Christian Heritages
- Liberal Theologies

Supplemental Group A (Choose 3)

- Teaching Methods
- Stewardship
- Family Ministry and Pastoral Care
- Leadership Development & Small Group Ministry

Supplemental Group B (Choose 3)

- World Religions
- Sacred Texts
- Social Justice Theory and Practice
- Spiritual life and self-care
- Youth and/or Young Adult

See the Path Options grid in the DOCUMENTATION and MEETING WITH THE RECC sections for how to address the competencies

Your work should be informed by the UUA RECC Continuum of Competencies

A lifespan focus is optional

V. Reading list

- See Reading list for book choices
- Write a brief annotation for each required and chosen book on:
 - How this reading has informed your understanding of this subject
 - How have you applied, or how do you plan to apply, this understanding to your ministry OR your reasons for taking exception to the reading

VI. Path Options

Path	Degree	Courses	Documentation	Meeting with RECC
1	Master's Degree in any field, or equivalency, transcripts submitted.	Grad course in Learning theories and 2 additional grad courses from the list below, Transcripts submitted.	No portfolio, but reflection paper (see tenure track) Proposal on presentation for meeting with RECC must be submitted for approval in advance.	Competency based Evaluative interview OR ½ hr presentation plus ½ hr of evaluative questions on presentation and documents submitted.

Path	Degree	Courses	Documentation	Meeting with RECC
2	Bachelor's Degree in any field, or equivalency, transcripts submitted.	Grad course in Learning theories and 2 additional grad courses from list below, transcripts submitted.	Portfolio, # of competencies, 10 core plus 6. Proposal on presentation for meeting with RECC must be submitted for approval in advance.	Competency based Evaluative interview OR ½ hr presentation plus ½ hr of evaluative questions on presentation and documents submitted.
3	Bachelor's Degree in any field, or equivalency, transcripts submitted.	Grad course in Learning theories and 2 additional grad courses from list below, transcripts submitted.	Submit a generative project (proposal for generative project must be submitted for approval first) Proposal on presentation for meeting with RECC must be submitted for approval in advance.	Competency based Evaluative interview OR ½ hr presentation of generative project plus ½ hr of evaluative questions on project and documents submitted.
4 Add-on for Credentialed Religious Educator (including tenure track)	See documentation column.	Grad course in Learning theories and 2 additional grad courses from list below, transcripts submitted.	<ol style="list-style-type: none"> 1. with Master's degree or equivalency, a reflection paper OR 2. with Bachelor's degree or equivalency, a supplemental portfolio OR 3. with Bachelor's degree or equivalency, a major generative project (past or present) which must be approved by the RECC <p>Each of the above would be evaluated by the RECC.</p>	Not required if you have already met with RECC and were credentialed at the level for which you applied.

Portfolios: With each competency you are to include a reflection, learning experiences, leadership experiences and sample work products. Do not exceed three examples per section under each competency.

Portfolios can be structured using alternate methods of demonstration to accommodate learning styles. This requires prior approval from the RECC.

A lifespan focus is optional.

VII. Evaluation- Appear before the RECC—see grid

VIII. Completion Requirements:

- 5 years of ½ or full time work OR 10 years of ¼ time work
- BA or equiv.
- Updated resume, with three (3) graduate courses (as previously specified) documented
- Recommendation forms: Three (3) recommendation forms need to be submitted. These forms may come from the Board Chair, RE Committee Chair, Minister, Peer, Lay Leader (may include a YAC Chair or other youth leader), District Executive or Program Consultant. One Endorsement form must come from a person in the candidate's congregation (or organization, for a candidate based outside a congregation).
- Criminal Background Check from approved vendor.

Re-visioned Credentialed Level: Detail Page

I. Beginning requirements:

- Endorsement Forms: Two (2) endorsement forms are needed. These forms may come from the Board Chair, RE Committee Chair, Minister, Peer, Lay Leader (may include a YAC Chair or other youth leader), District Executive or Program Consultant. One Endorsement form must come from a person in the candidate's congregation (or organization, for a candidate based outside a congregation). These forms must be shared with the applicant.
- Statement of Intent
- Resume outlining academic achievement, relevant job experience and contributions to the UU movement.
- Brief statement describing why you want to enter the program, your professional goals, and aspirations, and your professional journey so far
- Criminal Offense Disclosure Form.

II. Personal/Self-assessment

- Statement of pedagogy
- Statement of meaning of faith
- Statement of personal theology
- Complete an RECC Self-Assessment form

III. Competencies

Core – all required

- Administration
- AO/AR/MC
- Philosophy of RE – UU
- Human & Faith Development
- Right Relations & Professional Ethics
- UU History & Polity
- Volunteer Management
- Worship

Supplemental Group A (Choose 2)

- Teaching Methods
- Family Ministry and Pastoral Care
- Leadership Development & Small Group Ministry
- Conflict Management
- Youth and/or Young Adult

Supplemental Group B (Choose 2)

- Learning Theories
- History & Philosophy of RE – General
- World Religions
- Jewish & Christian Heritages
- Stewardship

See Path Options grid in the DOCUMENTATION and MEETING WITH THE RECC sections for how to address the competencies

Your work should be informed by the UUA RECC Continuum of Competencies

IV. Reading List

- See Reading list for book choices
- Write a brief annotation for each required and chosen book on:
 - How this reading has informed your understanding of this subject
 - How have you applied, or how do you plan to apply, this understanding to your ministry
OR your reasons for taking exception to the reading

V. Path

Path	Degree	Professional Experience	Documentation	Meeting with RECC
1	Bachelor's Degree in any field, or equivalency, transcripts submitted.	2 years of ½ or full time work or 4 years of ¼ time work	Portfolio, # of competencies, 8 core plus 4.	Competency based 45 minute Evaluative interview beginning with a 2 – 3 minute worship component, and a 5 – 7 min presentation on an aspect of the portfolio.

Portfolios can be structured using alternate methods of demonstration to accommodate learning styles.

This requires prior approval from the RECC.

A lifespan focus is optional

VI. Evaluation- Appear before the RECC—see grid

VII. Completion Requirements:

- 2 years of ½ time work or 4 years of ¼ work
- BA or equivalent
- 75 hours of relevant training plus 7 structured learning experiences, documented on an updated resume
- Three (3) recommendation forms need to be submitted. These forms may come from the Board Chair, RE Committee Chair, Minister, Peer, Lay Leader (may include a YAC Chair or other youth leader), District Executive or Program Consultant. One Endorsement form must come from a person in the candidate's congregation (or organization, for a candidate based outside a congregation)
- Criminal Background Check from approved vendor.

Tenure Track: Detail Page

Entrance to Tenure Track option open until May 1, 2014.

Successful completion leads to Credentialed Religious Educator status.

I. Beginning requirements:

- Ten or more years of Unitarian Universalist D.R.E. experience prior to May 1, 2009.
- Endorsement Forms: Two (2) endorsement forms are needed. These forms may come from the Board Chair, RE Committee Chair, Minister, Peer, Lay Leader (may include a YAC Chair or other youth leader), District Executive or Program Consultant. One Endorsement form must come from a person in the candidate's congregation (or organization, for a candidate based outside a congregation). These forms must be shared with the applicant.
- Statement of Intent
- Resume outlining academic achievement, relevant job experience and contributions to the UU movement.
- Brief statement describing why you want to enter the program, your professional goals, and aspirations, and your professional journey so far
- Criminal Offense Disclosure Form.

II. Personal/Self-assessment

- Statement of Pedagogy,
- Statement of the meaning of Faith
- Statement of Personal Theology
- Complete an RECC self-assessment form

III. Workshop Training

Renaissance Recognition, e.g. five modules, or 75 hours of relevant training

IV. Reading List

- See Reading list for book choices
- Write a brief annotation for each required and chosen book on:
 - How this reading has informed your understanding of this subject
 - How have you applied, or how do you plan to apply, this understanding to your ministry OR your reasons for taking exception to the reading

V. Paper Requirement:

- Reflection Paper (minimum 3500 – maximum 5000 words)
 - On your professional formation as a religious educator over the course of your career.
 - Identify significant learning (i.e. experiences, courses, workshops, books, etc.) and how you've applied the learning to your work, addressing specifically the core competencies outlined in the credentialing program.

VI. Path

Path	Degree	Professional Experience	Documentation	Meeting with RECC
2 Tenure Track to Credentialed Level	None	10 years prior to May 1, 2009	Reflection paper – 3500 to 5000 words	45 minute Evaluative interview beginning with a 2 – 3 minute worship component, and a 5 – 7 min presentation and questions will relate to the reflection paper and other documents submitted.

VII. Evaluation – Appear before the RECC—see grid

VIII. Completion Requirements:

- Three (3) recommendation forms need to be submitted. These forms may come from the Board Chair, RE Committee Chair, Minister, Peer, Lay Leader (may include a YAC Chair or other youth leader), District Executive or Program Consultant. One Endorsement form must come from a person in the candidate’s congregation (or organization, for a candidate based outside a congregation).
- Criminal Background Check from approved vendor.

Re-visioned Credentialed---Associate Level: Detail Page

I. Beginning Requirements

- Endorsement Forms: Two (2) endorsement forms are needed. These forms may come from the Board Chair, RE Committee Chair, Minister, Peer, Lay Leader (may include a YAC Chair or other youth leader), District Executive or Program Consultant. One Endorsement form must come from a person in the candidate's congregation (or organization, for a candidate based outside a congregation). These forms must be shared with the applicant.
- Statement of Intent
- Resume outlining academic achievement, relevant job experience and contributions to the UU movement.
- Brief statement describing why you want to enter the program, your professional goals, and aspirations, and your professional journey so far.
- Criminal Offense Disclosure Form

II. Personal/Self-assessment

- Statement of personal theology
- Statement on the meaning of faith
- Self-assessment

III. Reading list

- See Reading list for book choices
- Write a brief annotation for each required and chosen book on:
 - How this reading has informed your understanding of this subject
 - How have you applied, or how do you plan to apply, this understanding to your ministry
OR your reasons for taking exception to the reading

IV. Path

Path	Degree/Training	Documentation	Meeting with RECC
1	75 hours of relevant training	Portfolio, # of competencies, 5 core plus 3.	None

V. Competencies for the portfolio

Core – all required

- Administration
- AO/AR/MC
- RE Program Resources
- Right Relations & Professional Ethics
- Volunteer Management

Supplemental Group A (Choose 1)

- Philosophy of RE – UU
- UU History
- UU Polity

Supplemental Group B (Choose 2)

- Youth and/or Young Adult

- Worship
- World Religions
- Jewish & Christian Heritages
- Stewardship

Your work should be informed by the UUA RECC Continuum of Competencies

A lifespan focus is optional

Portfolios are to be structured with a reflection, learning experiences, leadership experiences and sample work products. Do not exceed three examples per section under each competency.

Portfolios can be structured using alternate methods of demonstration to accommodate learning styles. This requires prior approval from RECP Director.

VI. Workshop Training: 75 hours of relevant training

VII. Evaluation:

The UUA Religious Education and Music Leadership Credentialing Director will award credential on behalf of the RECC.

VIII. Completion Requirements:

- 2 years of ¼ time work
- Updated resume with 75 hours of relevant training documented.
- Three (3) recommendation forms need to be submitted. These forms may come from the Board Chair, RE Committee Chair, Minister, Peer, Lay Leader (may include a YAC Chair or other youth leader), District Executive or Program Consultant. One Endorsement form must come from a person in the candidate's congregation (or organization, for a candidate based outside a congregation).
- Criminal Background Check from approved vendor.

RECC Interview Protocol and Standards

Master Level, Path 1, 2, or 3 (60 minutes of meeting time with the RECC)

- If Candidate chooses “Competency-Based Evaluative Interview”
 - Brief Element of Worship (2 to 3 minutes)
 - Brief Presentation (8 to 10 minutes)
 - Topic: Some aspect of religious leadership. No prior approval is needed.
 - Evaluative Interview (remaining time)
 - Questions will be drawn from the competency areas applicable to the candidate (that is, the Core competencies plus the “A” and “B” option competencies selected by the candidate for the reading list annotations) and from documents submitted.

- If Candidate chooses “Presentation plus Evaluative Questions”
 - Brief Element of Worship (2 to 3 minutes)
 - Extended Presentation (25 to 28 minutes)
 - Topic: All presentation topics must be approved in advanced by the RECC based upon a written proposal.
 - Evaluative Interview (remaining time)
 - Questions will be drawn from the presentation and from the various documents submitted by the candidate.

Master Level, Path 4

- If the Candidate has already met with the RECC and was approved at the level sought at that time:
 - No meeting with the RECC is needed.

Credentialed Level, Path 1 or Tenure Track (45 minutes of meeting time with the RECC)

- The Candidate will have an “Evaluative Interview”
 - Brief Element of Worship (2 to 3 minutes)
 - Brief Presentation (5 to 7 minutes)
 - Topic:
 - If the candidate has developed a portfolio (Path 1), then the presentation is to be on some aspect of the portfolio. Prior approval of the specific topic is not required.

- If the candidate has written a reflection paper (Tenure Track)*, then the topic of the presentation must be approved in advance by the RECC.
 - * Only available for the Tenure Track option
- Evaluative Interview (remaining time)
 - For Path 1, questions will be drawn from the competency areas applicable to the candidate (that is, the Core competencies plus the “A” and “B” option competencies selected by the candidate for the reading list annotations) and from documents submitted.
 - For Path 2, questions will relate to the reflection paper and other documents submitted.

Generative Project Standards

Generative Projects can occur for:

- Master Level Track 3 (person with Bachelor's Degree).
- Master Level Track 4 (Add-on – alternative for person with Bachelor's Degree).

A Generative Project needs to:

- promote and further religious education in congregations, districts and/or by individuals throughout the Association
- contribute to the profession of religious education in the UUA
- be the individual's original work (in case of a collaborative effort the individual's work must be clearly discernable)
- have more than a one time application in more than one setting

A Generative Project might include such things as *:

- books or chapters in books
- a curriculum
- a collection of children's worship
- lecture series
- manual on a specific issue relating to religious education

*Depending on the length/depth of the project, it may not be necessary to complete and submit the total project.

Process:

- prior approval of proposed project by RECC
- the proposal should describe the nature of the project, its goal and audience, and what part or parts will be completed for submission

Reflection Paper Standards

Reflection Papers can occur for:

- Master Level Track 1 (person with Master's Degree).
- Master Level Track 4 (Add-on – alternative for person with Master's Degree).
- Tenure Track (required).

Length: 3,500 words minimum, 5,000 words maximum

Content for Tenure Track (all are required):

- Your professional formation as a religious educator over the course of your career.
- Significant learnings (i.e., experiences, courses, workshops, books, etc.).
- Application of learnings to your work, addressing specifically the core competencies outlined in the credentialing program.

Content for Master Level:

- All of the above, plus:
- Your vision for Religious Education within the evolving Unitarian Universalist movement, including the steps needed to move us toward that vision.