

Many thanks to the RECC for the invitation to participate as the Credentialed Observer; it was an honor and privilege to serve. Special thanks to Paula Welling for all of her pre-meeting information and help accessing the portfolios online. I had anticipated having difficulty reading portfolios online versus a printed copy, but this proved not to be the case as I got more comfortable with it. It certainly is a lot "greener" accessing the portfolios electronically.

I am very impressed with the work done by the RECC prior to the April meeting on the changes to the Credentialing Program. I hope that the response from religious educators will be very positive and that many people will join the program. I appreciated the care with which the roll-out plan was developed.

I think that the change to allow RECC members to smile (instead of the "no affect" used previously) made a big difference in the interviews. I was most impressed by the careful process of developing questions for each candidate and by the time we spent "processing the process" each time.

I thought that the discussion we had about the continuum of competencies was a good one. I recommend using the continuum as a tool for evaluating the portfolios and work samples and in framing interview questions. It seems to me that it helps "standardize" expectations among candidates, so that instead of comparing the candidates to each other, you are comparing them to the continuum with a clear understanding of what is expected at each level.

I think that it is very important to ask questions during the interview related to AR/AO/MC. Even if a candidate's portfolio is exemplary in this area, there is a "gap" in many (most?) congregations between the AR/AO/MS competence of the religious educator and the congregation at large, so the question of leadership on these issues is vitally important.

It would be helpful to clarify the Observer job description in the sections about participating (or not) and asking questions (or not). I did not know what previous Observers had chosen to do, so felt a little hesitant at first. I did appreciate the invitation to ask questions and heard later that most observers have, indeed, participated. If this is the "norm", then the job description should reflect that. It might also be helpful to include a previous Observer's report with the job description.

The committee members are truly awesome! I was especially impressed with the lay members of the RECC. They have devoted a tremendous amount of time over the years and are a great asset to the RECC.

Again, many thanks for inviting me to be an Observer; I would be delighted to have the opportunity again in the future.

Respectfully submitted,

Pat Kahn