

SAMPLE QUESTIONS FROM RECC INTERVIEW BY COMPETENCY		
Category Description	Subcategory	Question
General Topics	Vision for UU and RE	Some people have said that RE needs to stay relevant, and that UU RE must change to remain necessary in people's lives. Do you agree? If not, why not? If so, what are some of the changes that you think we need to make?
Administration and Volunteer Management Competency	Administration	Does the RE program have specific goals and desired outcomes for the RE program? If so, what are some examples of such goals? How do you evaluate results against those goals?
Anti-Racism, Anti-Oppression, Multiculturalism Lens	Culture	Explore the difference between cultural appreciation and cultural misappropriation. Please give examples of each and describe what harm can come from cultural misappropriation. [Has also been asked with: How has your understanding grown over time?]
Anti-Racism, Anti-Oppression, Multiculturalism Lens	Experience in Own Congregation	In terms of systemic Anti-Racism, Anti-Oppression and Multi-Culturalism issues in the congregation you serve, what is one issue the congregation still needs to engage, and how might you help them stay in right relationship as they continue that work?
Anti-Racism, Anti-Oppression, Multiculturalism Lens	Other Questions	What is the relationship between celebrating diversity and teaching anti-bias? Please give an example of each.
History, Methods, & Philosophy of Religious Education Competency		Describe Elliot Eisner's concept, which was articulated by Maria Harris, of explicit, implicit, and null curriculum. Please also apply those concepts to your congregation.
Human and Faith Development Competency	Human Development	Setting aside theories of faith development, which theories or theorists of human development do you find particularly informative in your work as a religious educator?
Human and Faith Development Competency	Faith Development	Share with us your understanding of how faith develops over time. How do you apply that in designing your RE program?
Liberal Theologies Competency		What do you consider to be the theological underpinnings that form the UU commitment to anti-oppression/anti-racism? [This questions has also been asked by substituting "social justice" for "anti-oppression/anti-racism".]
Pastoral Care Competency		Every now and then the news is full of an incident of mass violence. What do you do to help the children, youth and adult come up with appropriate responses?
Right Relations and Professional Ethics Competency	Relationships with Colleagues and Staff	In a situation where you needed professional support outside your congregation, to whom would you turn?
Right Relations and Professional Ethics Competency	Relationships within the Congregation	Describe an issue that might arise surrounding power dynamics, in a case with a Religious Educator who is a female Person of Color, and an R.E. Committee Chair who is a white male. What if roles were reversed?
Sexual Health Competency	Safe Congregations	You are invited by a neighboring UU church to consult with them about developing a safe congregation policy. What are the main points that you want to share with them from your experience?
Six Sources of UU Inspiration Competency	Wisdom from the World's Religions	Which two of the world's religions would you have the hardest time including in lessons you were planning, and why?
Six Sources of UU Inspiration Competency	Jewish and Christian Teachings	If you were going to develop a curriculum for 4th graders to compare and contrast the Jewish & Christian scriptures, what points would you be sure got lifted up for the kids, and what would be some of the ways you would help them learn about these points? Please focus on content of Jewish & Christian scriptures rather than on developmental levels.
Social Justice Theory and Practice Competency		How have you brought an education and faith development lens to your RE program's social justice program in order that the social justice programs include both action and reflection?

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Spiritual Life and Self-Care Essay Topic		Can you tell us what you do for your own sake for spiritual nurture and keeping yourself from burning out?
Stewardship Competency		How have you used your knowledge of human development to involve children in an ongoing process of stewardship?
Systems and Conflict Competency	Systems Theory	Give an overview of systems theory and then tell us how you might apply it to a specific problem.
Teaching Methods and Learning Theories Competency		What is your preferred pedagogy in an RE setting? How do you compare that with your teaching experience?
Technology Lens		Thinking about established and emergent technologies, how do you use these in religious education, and how might you use them in the future? [Possible Follow-up: What are the pros and cons of using instant messaging (IM) for pastoral care?]
UU Foundations Competency	UU History	What do you see as a movement-changing event in each of the three strands of our history - Unitarian, Universalist, and Unitarian Universalist history? How has each event made an impact? [This question has also been asked by letting the candidate choose just one of the three strands of history to use in answering.]
UU Foundations Competency	UU Polity	Give us your definition of congregational polity. [This question has also been asked for "UU polity."]
Worship Competency		What are the goals of worship?
Young Adult Competency		You now have someone that just finished bridging. How could you create a connection so that you don't lose them?