



Teaching artistry is a profession. BCT *trains it like one.*

The Teaching Artist Training Program (TATP) gives young adults from predominantly Black, Brown, and low-income Brooklyn communities 18 months of paid, on-the-job training to become professional teaching artists in musical theatre. Trainees are primarily BCT alumni: scholarship students who grew up in our programs and now return as educators, paid a living wage, to train the next generation of Brooklyn artists.

10 of 12

Inaugural cohort members now hold teaching artist positions at BCT and other NYC organizations.

4

TATP graduates are now full-time arts teachers in New York City and New Jersey schools.

\$30 → \$60/hr

\$30/hr for meetings, mentorship, and supervised instruction; \$40/hr for teaching BCT classes on their own; \$5/hr raises each year a trainee returns, up to BCT's \$60/hr senior rate. Economic mobility built into the structure.

THE PROBLEM WE'RE SOLVING

The teaching artist field has a diversity crisis driven by economics. Traditional pathways into arts education require unpaid internships, conservatory tuition, and years of low-wage work. For Black, Brown, and low-income artists, those pathways are closed by design.

BCT exists at the intersection of that inequity. In FY26, 83% of our 719 students were Black, Brown, and Global Majority, and 80% received tuition assistance. Our alumni grow into extraordinary artists. Without TATP, most would have no accessible route into the profession that shaped them.

THE PIPELINE

TATP is the culminating step in a Brooklyn-grown pathway BCT has built over two decades. Each stage builds toward a sustainable career; steps two and three are compensated.

01

Scholarship Student

Grades 1 to 12 at BCT

02

Paid Intern

\$18/hr, high school and college

03

TATP Trainee

18 mo, \$30 → \$40/hr

04

Lead Teaching Artist

At BCT or beyond

05

Full-Time Arts Educator

NYC and NJ schools

This is wage repair for a profession that has historically underpaid and excluded Global Majority artists from sustained, living-wage careers in arts education.

PROGRAM DETAILS

- **Duration.** 18 months of paid, on-the-job training
- **Compensation.** \$30/hr for meetings, mentorship, and supervised instruction; \$40/hr for teaching BCT classes on their own; \$5/hr more each year a trainee returns, up to BCT's \$60/hr senior rate
- **Structure.** Three levels under BCT's senior teaching artists, one season each: "I do" (the trainee shadows a mentor), "We do" (they co-teach), and "You do" (the trainee leads while the mentor observes). One hour of weekly mentorship at every level, in live classes with students in grades 1 to 12.
- **Pedagogy.** Trauma-informed instruction, Universal Design for Learning, NeuroCapable-informed neurodiversity practices, and anti-hierarchical musical theatre.
- **Candidates.** Primarily BCT alumni from historically excluded communities; 91% Black, Brown, and/or Latiné

IMPACT ON BCT'S PROGRAMS

TATP graduates now make up **56%** of BCT's teaching artist team (FY26). The full teaching artist team is **85%** Black, Brown, and/or Global Majority. That representation is not incidental to BCT's program outcomes. It's the mechanism behind them.

When children from predominantly Black and Brown communities see their teachers reflect their own backgrounds, the classroom dynamic shifts. Students feel seen. They take risks. They stay. BCT's **70%** annual student return rate is, in part, a TATP outcome.

THIS YEAR

Three trainees are in the program in FY27, one at each level. Four professional development sessions led by senior teaching artists will give every trainee the same foundation. BCT targets 4 to 6 trainees per cohort, with a new cohort every 18 months.

WHY THIS MATTERS FOR BROOKLYN AND THE FIELD

BCT is not the only organization that needs more Global Majority teaching artists. TATP trainees come from Brooklyn schools and return to teach in Brooklyn classrooms. Ten TATP graduates have gone on to work at institutions across New York City and beyond, and four hold full-time classroom positions in NYC and NJ schools. The program functions as infrastructure for arts education equity, not just for BCT but for the sector.

BCT intends for TATP to be a rolling cycle: an ongoing source of trained, community-rooted teaching artists for its own programs and for the field at large. As the Paid Internship Program scales, it serves as a direct feeder into TATP, extending the pipeline deeper into BCT's student community.

"As our first cohort of TATs has grown and graduated into the workforce, BCT sees a need for a new cohort of trainees. This allows us to resupply our own teaching force trained in our unique, whole-child-focused pedagogy, and also to be a source for the teaching artist industry at large."

AMY WHITE-GRAVES

Founder & Executive Director, Brooklyn Children's Theatre

ABOUT BROOKLYN CHILDREN'S THEATRE

Founded in Brooklyn in 2004 by Amy White-Graves, BCT served 719 students in FY26, in Gowanus and at two satellite locations across the borough. Since 2020, BCT has built a comprehensive equity infrastructure: trauma-informed pedagogy, NeuroCapable-trained staff, an equitable enrollment lottery, original musicals co-created with students, and TATP. BCT is a 501(c)(3) nonprofit.

Support the next cohort of teaching artists.

CONTACT

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