



# THANKS TO PROP 28 SCHOOL DISTRICTS NEED ARTS TEACHERS

*By Dr. Eric Engdahl for the California County Superintendents Arts Initiative*

**U**nder Prop 28, at least 80% of funds are to be used to hire teachers. But there are not enough credentialed teachers to fill all the positions that will open. Currently in California, there is a limited number of credential programs for teachers in the arts—57 credential programs offer visual art credentials and 64 programs offer music but only 2 offer dance and 4 offer theater. (Dance and theatre credentials were only re-activated in 2020 and the pandemic slowed the implementation of credential programs.)

Nevertheless, there are multiple avenues for hiring arts teachers. Schools can hire existing credentialed staff, CTE credential holders, teaching credential candidates, and teaching artists.

Districts may consider contacting teacher education programs to let them know about hiring needs. In some cases, a university may be going slow starting dance and/or theatre credential programs because they are uncertain about enrollment numbers. Informing them about district need may speed things up. Consider offering partnerships—offering to host student teachers or hiring candidates under Intern Credentials.

Districts with arts organization partnerships should consider that those partnerships are and will remain an important part of the educational landscape. They may also be a source of teachers.



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### 1. Tapping Your Existing Pool of Teachers

- All Physical Education teachers credentialed prior to August 2022 have Dance credentials automatically as part of their authorization and the same is true for English teachers and theatre. Please note that this is NOT stated anywhere on the credential nor is it prominently listed anywhere on the CTC website. District credential analysts may need to be educated about this.
- Credentialed teachers holding other credentials have two options to add an arts credential. They can **add a second single subject credential** by demonstrating Subject Matter Competency and by taking a one semester methods course in an approved teacher education program. Subject matter competency is accomplished by a) a degree in dance, music, theatre or visual arts, b) taking the California Subject Examination for Teachers (CSET) exams, or c) a combination of college course work and one CSET.
- For single subject credential holders, a lesser known but equally viable route is to add a **Specific Supplementary Authorization**. This is comparable to a Single Subject Credential in the arts disciplines. A Specific Supplementary Authorization is not limited by grade or curriculum, only by subject. (Most Supplementary Authorizations, such as an Introductory Supplementary, are limited by grade.) To add a Specific Supplementary, you must have 20 semester units or 10 upper division semester units (or the quarter equivalent) in the content area listed. For example, a dance authorization must have classes from the Dance Department. Only units from institutions of higher education are allowed. The advantage of a Supplementary is that no classes or exams are needed, and the application is made directly to the Commission on Teacher Credentialing. [www.ctc.ca.gov/credentials/assignment-resources/supplementary-and-subject-matter-authorizations](http://www.ctc.ca.gov/credentials/assignment-resources/supplementary-and-subject-matter-authorizations) and [www.ctc.ca.gov/docs/default-source/credentials/manuals-handbooks/supplement-auth.pdf](http://www.ctc.ca.gov/docs/default-source/credentials/manuals-handbooks/supplement-auth.pdf)
- Multiple subject credential holders can add a Supplementary Authorization which allows them to teach the arts in grade 9 and below. University/college coursework is required, 20 semester units or 10 upper division semester units (or the quarter equivalent) in the content area. Please check the CTC website as there are some limitations on the subjects that can be taught. The advantage of a Supplementary is that no classes or exams are needed, and the application is made directly to the Commission on Teacher Credentialing. For more information: [www.ctc.ca.gov/credentials/leaflets/Supplementary-Authorizations-for-MS-\(CL-629\)](http://www.ctc.ca.gov/credentials/leaflets/Supplementary-Authorizations-for-MS-(CL-629)) and [www.ctc.ca.gov/docs/default-source/credentials/manuals-handbooks/supplement-auth.pdf](http://www.ctc.ca.gov/docs/default-source/credentials/manuals-handbooks/supplement-auth.pdf)

### 2. Finding New Teachers

- **EdJoin** [www.edjoin.org](http://www.edjoin.org)
- **Advertise for CTE credential** holders in Arts, Media, and Entertainment.
- **Advertise out of state** (Reciprocity agreements vary from state to state) [www.ctc.ca.gov/credentials/out-of-state-ged](http://www.ctc.ca.gov/credentials/out-of-state-ged)
- **Intern Teachers** – Hire candidates in credential programs under Intern Credentials.
- **Network and Recruit** – Contact credential programs, visit university classes. **Seek out the professional organizations** (California Art Education Association, California Dance Education Association, California Music Educators Association, California Educational Theatre Association) and advertise on their websites.

### 3. Thinking Outside The Box

- While credential programs increase capacity, **think long term**, explore hiring teaching artists (perhaps from arts organizations that are already district partners), aides, and other staff and hire them under a **Short Term Staff Permit** (STP) [www.ctc.ca.gov/credentials/leaflets/short-term-staff-permit-\(cl-858\)](http://www.ctc.ca.gov/credentials/leaflets/short-term-staff-permit-(cl-858)) or a **Provisional Intern Permit** (PIP) [www.ctc.ca.gov/credentials/leaflets/provisional-internship-permit-\(cl-856\)](http://www.ctc.ca.gov/credentials/leaflets/provisional-internship-permit-(cl-856)) This allows you hire arts teachers now, keep them employed for several years, and eventually enroll them in credential programs, when they can work under Intern Credentials.
- Hire arts teachers as **classified staff**. This is especially valid for teaching artists. Some districts have a specific designation for this, such as “VAPA Consultants.” They are district employees who travel from class to class and teach while the credentialed teacher remains in the classroom.

# I want to teach dance, media arts, music, theatre, or visual arts in a public school.

## 1. What if I already have a credential?

- a. If your credential is in Physical Education or English and was issued prior to August 2022, then a credential to teach dance or theatre, respectively, is already embedded in your existing credential. Please note that this is NOT stated anywhere on your credential nor is it prominently listed anywhere on the Commission on Teacher Credentialing (CTC) website. District credential analysts may need to be educated about this.
- b. Add a second credential. You need to show Subject Matter Competency and take a one semester teaching methods course in the credential area from an approved teacher credential program. Subject matter competency is accomplished by a) an undergraduate or graduate degree in the field, b) taking the CSET exams, or c) a combination of college course work and one CSET.
- c. For single subject credential holders, a lesser known but equally viable route is to add a Specific Supplementary Authorization. This is comparable to a Single Subject Credential in the arts disciplines. A Specific Supplementary Authorization is not limited by grade or curriculum, only by subject. (Most Supplementary Authorizations, such as an Introductory Supplementary, are limited by grade.) To add a Specific Supplementary, you must have 20 semester units or 10 upper division semester units (or the quarter equivalent) in the content area listed. For example, a dance authorization must have classes from the Dance Department. Only units from institutions of higher education are allowed. The advantage of a Supplementary is that no classes or exams are needed, and the application is made directly to the CTC [www.ctc.ca.gov/credentials/assignment-resources/supplementary-and-subject-matter-authorizations](http://www.ctc.ca.gov/credentials/assignment-resources/supplementary-and-subject-matter-authorizations) and [www.ctc.ca.gov/docs/default-source/credentials/manuals-handbooks/supplement-auth.pdf](http://www.ctc.ca.gov/docs/default-source/credentials/manuals-handbooks/supplement-auth.pdf)
- d. Do you have experience in the arts? You may be eligible for a Career Technical Education (CTE) Credential in Arts, Media and Entertainment. Credentialed teachers who have the requisite “industry” experience only need to take Foundations of CTE class which is readily available online at different institutions including some County Offices of Education. For more information [www.ctc.ca.gov/educator-prep/cte](http://www.ctc.ca.gov/educator-prep/cte)
- e. Currently there is no media arts credential. It is up to school districts to determine who will teach media arts courses in their district and those decisions are dependent on the course outcomes and the teacher expertise required.



## 2. I want to get a teaching credential in dance, music, theatre, or visual arts. What do I need to know?

- a. All credentials are based in the California Arts Standards. A credential in an arts area allows you to teach that in grades TK-12. [www.cde.ca.gov/be/st/ss/vapacontentstds.asp](http://www.cde.ca.gov/be/st/ss/vapacontentstds.asp)
- b. Music and visual art credential programs are available throughout the state. There are only a few dance and theatre credential programs. To find a program start at [www.ctc.ca.gov/commission/reports/data/approved-institutions-and-programs](http://www.ctc.ca.gov/commission/reports/data/approved-institutions-and-programs)
- c. All arts credential programs require a bachelor’s degree.
- d. The CTC is the state agency that has ultimate authority over teacher credentialing.
- e. Time and costs vary, and the shortest programs are one year long. The CSU system will have the lowest costs, about \$13,000 inclusive of books, tuition, exams, etc.
- f. Currently there are few scholarships for arts teaching.
- g. Teacher credential program content is set by the Education Code in California and few classes can be waived. Teaching that has occurred prior to your enrollment in a credential program is not allowed to count for fieldwork.
- h. There are no shortcuts or emergency credentials in California. If you have a minimum of three years (or equivalent full time) teaching in an accredited private school you may be eligible for some requirement waivers— five years plus provides even more waivers. The employment must have been during the regular school day and in your content area. [www.ctc.ca.gov/credentials/leaflets/Single-Multiple-Subject-Credentials-\(CL-834\)](http://www.ctc.ca.gov/credentials/leaflets/Single-Multiple-Subject-Credentials-(CL-834))

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- i. All teaching credentials require “Subject Matter Competency (SMC),” that is, you need to know the content you are teaching. (A credential program teaches you how to teach what you know.) SMC is shown through an undergraduate or graduate degree in the area in which you want to teach. You can also demonstrate SMC by taking a series of exams called the CSETs. [www.ctcexams.nesinc.com/PageView.aspx?f=GEN\\_AboutCSET.html](http://www.ctcexams.nesinc.com/PageView.aspx?f=GEN_AboutCSET.html) or by taking one CSET subtest and using some college/university coursework. Professional experience and professional development cannot be counted towards SMC.
- j. All teaching credentials require “Basic Skills,” that is college level writing, reading, and numeracy skills. This is demonstrated through courses, the California Basic Education Skills Test (CBEST) exams, ACT/SAT scores, or a combination of courses and CBESTs. [www.ctc.ca.gov/credentials/leaflets/basic-skills-requirement-\(cl-667\)](http://www.ctc.ca.gov/credentials/leaflets/basic-skills-requirement-(cl-667))
- k. There are other requirements which can be taken care of during the application process.
- l. Some out of state credentials may transfer or partially transfer. [www.ctc.ca.gov/credentials/out-of-state-ged](http://www.ctc.ca.gov/credentials/out-of-state-ged)

### 3. Can I work before I am accepted to or during my credential program?

- a. If you have significant experience in schools, you may be able to complete your credential program fieldwork while employed as a teacher using a university Intern Credential.
- b. If you have significant professional or “industry” experience, you may want to consider a Career Technical Education credential in “Arts, Media, and Entertainment.” A CTE credential is not the same as a General Education credential as it licenses you to teach a different set of standards. It is not as rigorous a set of coursework and CTE credentials are offered online at a number of County Offices of Education and other institutions across the state. It may not have the same pay rate or job security in some school districts. Nevertheless, it can be a good entry point into the teaching profession. Arts teachers may wish to consider getting both a General Education and a CTE Credential. The CTE credential allows your employing school district access to federal funds that a General Education credential does not. A General Education credential means better job security and usually higher pay. [www.ctc.ca.gov/credentials/assignment-resources/ar-career-tech-ed](http://www.ctc.ca.gov/credentials/assignment-resources/ar-career-tech-ed)
- c. You may be eligible for a district issued Provisional Internship Permit (PIP). You must have met the Basic Skills requirement but not the Subject Matter Competency. You must have 18 semester units in the subject area.
- d. You may be eligible for a district issued Short-Term Staff Permit (STIP). You must have met the Basic Skills requirement and show the Subject Matter Competency. You must have 18 semester units in the subject area.
- e. Some school districts can offer one-year waivers. That is a local decision and will vary across the state. Pay will be lower for these types of positions.



**Dr. Eric Engdahl** has served the field of arts education in many capacities including on the advisory committees that developed the arts education standards and frameworks at the CDE, as part of the expert panels that developed the theatre credential with the CTC, and most recently leading the establishment of California’s first theatre and dance credential program at CSU East Bay.