

**Written Testimony of Allison Larty  
Teacher at Noblesville High School  
Before the Indiana House Committee on Education  
February 14, 2016**

Chairman Behning and other members of the House Committee on Education, thank you for the opportunity to testify on behalf of House Bill 1449. My name is Allison Larty, and I am a Spanish teacher at Noblesville High School, as well as a Teach Plus Policy Fellow.

I am speaking to you as a member of a specific generation of teachers: a generation that entered the profession making \$28,000. Shortly after starting our careers, the teacher evaluation process was changed so that experience and education no longer impacted a teacher's salary, hence, further education became a financially inviable pathway for growth. My generation of teachers is struggling to find ways to grow and survive in this profession. We feel passionately that teaching is our career, but lack the opportunities for growth.

At the start of the current school year, I began asking myself how I could continue teaching but find ways to make it financially viable. I considered pursuing a degree to become an administrator. However, that would mean leaving the classroom to pursue a position as an administrator almost immediately after earning a graduate degree in order to be able to afford the student loan payments. Furthermore, I could not ignore the feeling that I didn't want to be an administrator. I didn't want to leave the classroom; I feel that I make the greatest impact by building relationships with students. HB 1449 would provide multiple career pathways for teachers that include additional responsibilities, leadership opportunities and compensation, and for many of us, it's a life raft that will keep us in education.

The teacher mentorship language in HB 1449 is especially promising. I have seen many young teachers leave the profession after a few years, due to lack of support as well as lack of pathways for future growth. The idea of pairing high quality teachers with beginning teachers is a ideal use of preexisting resources to solve multiple problems at the same time: provide support to new teachers so that they will remain in the profession, and offer an opportunity for greater leadership and financial gain to more experienced teachers.

I implore this committee to strongly consider furthering your support for HB 1449. As a teacher whose heart is in the classroom but who understands that love of profession doesn't pay the bills, HB 1449 would give us the opportunity to continue to do what we love. Thank you.