



BACKSTAGE PASS

Building a city in just a few days

106th Hopkinton State Fair opens this weekend

By **KELLY SENNOTT**
For the Monitor

Putting together the Hopkinton State Fair is like building a city.

First to arrive are the agricultural campers, followed by the amusement park rides. Then, the food vendors: pretzels and fried dough, chicken barbecue and ice cream, doughnuts, and all the other quintessential fairground fare.

The week leading to opening day, Debbie Curtis, president of the Hopkinton State Fair, can often be found traveling the grounds via golf cart, her preferred method of transportation before people arrive, going through checklist after checklist with her fellow board members. Is the insurance in place? Have the

contracts been finalized? Is the fencing up, and are the barns stocked with sawdust?

"It's just a vibrant, energetic feeling as it's building up," Curtis said by phone before opening. "You're watching a city come together over five days. It's amazing how everyone does their part, and everything comes together."

Finally, just before opening day, the animals arrive, hooting and hollering, and the air fills with the smell of fried dough and the sounds of the merry-go-round. In the off-season, you could pass the fairgrounds without noticing, an open field dotted with trees and barns, but come Labor Day, you can't miss it.

The 106th Hopkinton State Fair takes place Thursday through Monday, Sept. 1 to 5, with all the usual favorites: the Demolition Derby, the



Courtesy of Debbie Curtis driving a team of Percheron Draft Horses owned by Charmingfare Farm in Candia at the Hopkinton State Fair with her son.

SEE HOPKINTON FAIR A6

CONCORD Art stolen from brewery

Feathered Friend Brewing has seen several paintings and sketches taken from bathrooms

By **RAY DUCKLER**
Monitor columnist

Tucker Jadczyk wants Danny DeVito back in his bathroom.

DeVito played Mr. Martini in "One Flew Over the Cuckoo's Nest" 47 years ago. He starred in "Taxi" and is currently on "It's Always Sunny in Philadelphia."

And recently, he paid a virtual visit to the men's bathroom at Feathered Friend Brewing in the South End. Someone drew DeVito holding a ham, presumably soaked in rum, a reference to his Taxi character's plan to eat and get drunk at the same time.

The DeVito likeness is gone, stolen by a customer or customers who did their dirty business in the restrooms and made off with a piece of work that was spot-on, undeniably DeVito.

So now, Jadczyk is reaching out, still hopeful he'll get his artwork back from whoever stole it. In fact, eight other drawings that once adorned the walls in his two bathrooms have been stolen as well.

You know who you are.

"I wish someone would bring

SEE ART A2

EXECUTIVE COUNCIL Conservative group targets abortion referrals

Providers who offer abortion already have been rejected in family planning contracts

By **ANNMARIIE TIMMINS**
New Hampshire Bulletin

The state Family Planning Program's four remaining providers, which provide low-cost reproductive health care, do not perform abortions. But a Christian advocacy group wants them defunded because they can refer patients to providers who do.

In a series of recent tweets, Cornerstone applauded Executive Council Republicans for rejecting family planning contracts with Planned Parenthood of Northern New England and two other reproductive health centers. Those councilors cited the providers' abortion services, though state audits have shown none have used state money for that care.

But the organization also thanked Council David Wheeler for voting against contracts for the four

SEE CONTRACTS A4

SCHOOLS UNDER STRESS HOW STAFFING TURNOVER IS RESHAPING EDUCATION



Courtesy of Elena Register Elena Register (right) poses with Bridgewater-Hebron Village School kindergarten student Idina Roberts, on one of Register's last days assistant teaching at the school.

BUILDING THE PIPELINE

New teachers enticed to districts with strong community and supports

By **EILEEN O'GRADY**
Monitor staff

When Elena Register moved to New Hampshire from Hoover, Alabama, four years ago to study elementary education at Plymouth State University, she was looking for a change from her huge southern school district, with class sizes of 30 students and hundreds per grade.

In the year she spent student-teaching alongside a mentor at Bridgewater-Hebron Village School

near Newfound Lake in Bristol, she enjoyed the way the small class sizes created tight-knit communities and decided she wanted to stay and work in New Hampshire after graduation.

"Teachers all know each other," said Register. "You know who's going to be in your class already. There's a lot less icebreakers going on and a lot more intentional teaching and intentional community-building, which is what drew me to stay and get my license here."

But in the spring, as Register began

to apply for teaching jobs, the issue of finding housing in the Granite State as a 22-year-old college grad became daunting. As a new teacher who wakes up at 6 a.m. for work, she felt she had "moved beyond" the student apartments near Plymouth, where residents are often noisy until 2 a.m. But with the statewide housing shortage, Register was unsure about her options.

When she heard about a new Ply-

SEE TEACHER RETENTION A2

DAY 4 of 4

THE SERIES: As the U.S. confronts a national teacher shortage, N.H. is faring better than most. Issues remain, especially in lower-income small-town school districts. Online at concordmonitor.com.



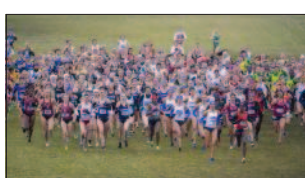
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SCAN ME

INSIDE



SPORTS

READY TO RUN

Concord area cross-country teams have a track record of success as season begins.

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Districts seek solutions to retain teachers

TEACHER RETENTION FROM A1

mouth State University graduate program that places aspiring special education teachers in the Littleton School District with a \$1,000 per month stipend and free local housing, she realized it was the opportunity she was looking for.

“Littleton was very much like, ‘We’ll set this up for you, we have this available to you, come and see it before you decide or make your mind up,’ and that was a very big draw,” Register said.

Starting this school year, Register is one of six students studying and teaching special education in the inaugural Graduate Residency Program in Littleton. The students will spend four days a week in the Littleton School District, team-teaching alongside an experienced teacher, with a fifth day for coursework. The program’s goal is twofold: to provide student teachers with hands-on learning opportunities and to provide the school district with personnel amid a statewide struggle to attract and retain teachers.

“They wanted to make sure they had people to staff those positions and it’s challenging now, with housing prices what they are and gas prices what they are, to recruit people to an area with a higher cost of living,” said Beth Fornauf, assistant professor of special education at Plymouth State who is coordinating the program. “I think that the housing opportunity that came with this program was really helpful for people who are interested because it definitely minimized that barrier for them.”

This is one example of a pilot program aimed at placing teachers where they’re needed to combat a looming shortfall of teachers in certain districts, especially small, rural, low-income districts. Those involved say programs like these could offer the key to solving educator shortages statewide.

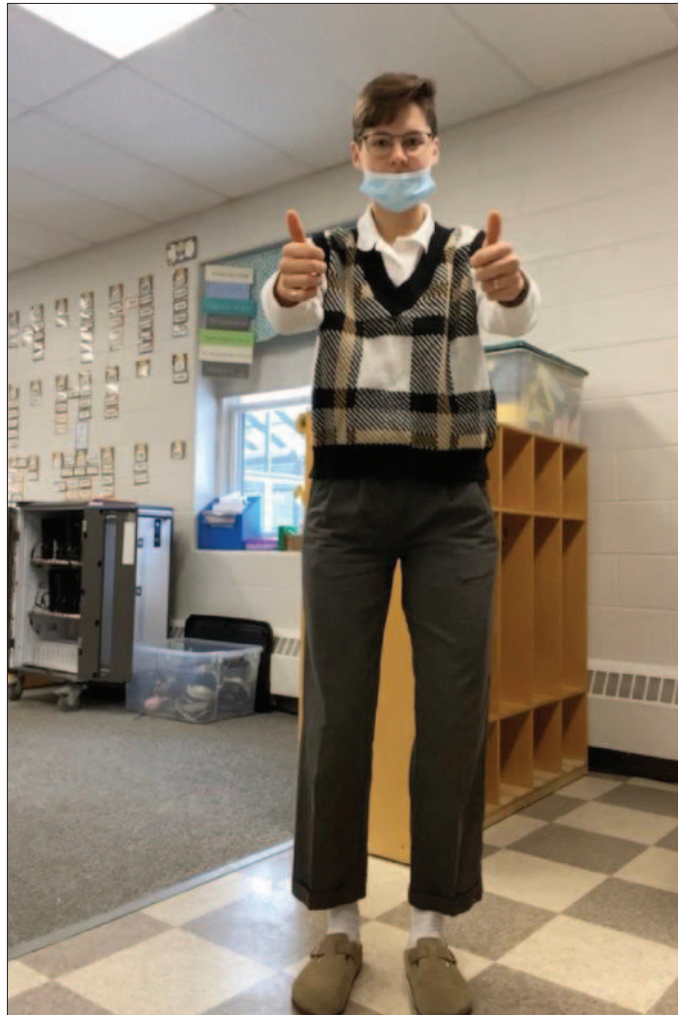
Addressing a problem

Data from the U.S. Department of Education’s Title II state reports show a steady decline in the number of students completing teacher prep programs in New Hampshire, from a high of 1,153 in the 2006-2007 school year to just 580 in the 2019-2020 school year. It’s just one of many factors contributing to the issues some New Hampshire schools – mainly in rural and low-income areas – are facing with staffing and hiring.

Around New Hampshire, some universities have programs aimed at getting teachers to regions of the state where they’re needed most. The programs are residency-based (the students live in the school community) and offer incentives to the students (funding, housing, hands-on learning experience or the promise of a job after graduation) in exchange for their work in the school.

Unlike other professions like food service workers and healthcare workers that saw unprecedented turnover during the pandemic – often called the Great Resignation – education officials say schools were spared from massive waves of teachers quitting. The challenge has been finding enough candidates to fill the positions generated by routine turnover.

On Wednesday, Aug. 31, a new legislative committee will meet for the first time to study New Hampshire’s teacher shortages and recruitment incentives. Gov. Chris Sununu signed the bill to establish the study committee in June, before the end of the last school year. The goal



Courtesy of Elena Register

Elena Register poses at Bridgewater-Hebron Village School on the 100th day of school, a day when her class dressed up like they were 100 years old.

“We’re late to the starting gate initiating a more aggressive strategy to fill teacher vacancies in New Hampshire.”

SEN. JAY KAHN

of the committee is to identify strategies for attracting more qualified teaching candidates to the state, with special emphasis on underrepresented minorities and rural school districts.

Sen. Jay Kahn, who sponsored the bill seeking to establish the committee, said in February that he hoped it would be an opportunity for New Hampshire to find solutions to its extensive critical shortage list, a goal that other states are already pursuing. “The contacts I’ve had with other states cued me in to how aggressively they were approaching the question of future teacher shortages,” said Kahn, who once served as the interim president of Keene State College. “We’re late to the starting gate initiating a more aggressive strategy to fill teacher vacancies in New Hampshire.”

The committee has appointed six members: Reps. Rick Ladd, Mel Myler and Oliver Ford, Sens. Ruth Ward and Kahn, and Steve Appleby from the state’s Division of Educator Support and Higher Education.

Starting the support early

Experts say the first three years are key to retaining new teachers and keeping them in the profession.

“They need support in terms of that transition to go from co-teaching with this really experienced person to all of a sudden, boom, they are the adult in charge of everything,” said Leslie Couse, education professor at the University of New Hampshire. “Classroom teachers have a lot of responsibility for many children for the entire day. That can be a challenge for new teachers. ‘How do I navigate all of these expectations as I’m still learning?’”

Couse is the director of UNH’s Teacher Residency for Rural Education program, which ran from 2017 to 2021 with a federal grant. Students in the program were placed in rural high-need schools around the state to co-teach for a year while also completing coursework, working toward a Master’s degree in education. After the residency,

graduates committed to teaching in one of the schools for at least three years.

Residency is a key part of these types of programs, allowing student teachers to integrate with and understand the community.

Plymouth’s North Country Teacher Certification Program is a partnership with White Mountains Community College, where students alternate coursework and student teaching in schools in Coos County and northern Grafton County, working toward a bachelor’s degree and K-8 teacher certification. Program director Brian Walker says it’s intended to be a “grow-your-own” initiative, making it economically and logistically possible for aspiring teachers already living in the northern part of the state to study and enter the profession without having to relocate.

“What it’s done is created qualified applicants to work throughout Coos County,” Walker said. “They are learning and teaching from educational leaders... who know the North Country really well, and who can support our students as they’re helping prepare them, not just to become an educator, but the uniqueness of working in the North Country.”

The programs are small. The Littleton program has six students per year, while Plymouth’s North Country program has averaged about the same in recent years. UNH’s rural education residency program had 35 participants over a period of four years.

But they have a good success rate. Couse said 100% of the 35 UNH participants were hired after graduation and are working in rural New Hampshire schools. Walker said 30 of the 34 Plymouth participants who have graduated since 2016 are currently working in northern New Hampshire schools.

“In small school districts, even adding two or three can be a critical number when population is low and there aren’t necessarily other industries that are bringing teachers to rural communities,” Couse said.

Addressing the shortage list

The New Hampshire Department of Education has also implemented initiatives to encourage more teachers to enter critical shortage fields. Under one such initiative, working in a job that is considered a critical shortage area lessens the requirements needed for an aspiring educator to get an intern authorization to work in a school, explained Steve Appleby, director of the state’s Division of Educator Support and Higher Education.

For example, an aspiring chemistry teacher may be required to take eight or 10 courses or major in chemistry to be granted a chemistry endorsement under normal circumstances, Appleby said, but if chemistry is on the critical shortage list an aspiring teacher can get an intern authorization to work, while also taking a couple of classes and completing some alternative requirements. This offers a pathway for mid-career adults to easily start teaching their area of expertise.

“It allows the districts flexibility in hiring,” Appleby said, “So they can take a candidate who they feel would be wonderful in the classroom who may not have the qualifications, obtain an intern authorization, and they can gain these skills through mentorship.”

Almost every New Hampshire school district takes advantage of this licensing shortcut, according to Appleby, who estimates that about 1,200 of the Department’s 28,000 credentialed educators are on an intern authorization.

Franklin is one school district that uses student teachers on intern authorizations to supplement their staff in the buildings.

“We get to have students who bring in new ideas and new ways of doing things,” said Superintendent Dan LeGallo. “It’s a win-win for both the colleges and the schools to have those teachers available to come down and support our kids.”

Other programs seeking to mitigate the shortage by offering teachers financial incentives for staying. The University of New Hampshire offers federally-funded TEACH grants of \$4,000 a year to graduates who teach a high-need subject in a low-income school. The New Hampshire Charitable Foundation awards the Louise Tillotson Teaching Fellowship, which provides a \$10,000 to \$15,000 grant to three teachers working in North Country region every year.

Couse believes that the lessons learned from pilot programs like UNH’s Residency for Rural Education can be applied elsewhere in the state and that the Littleton Program is a living example of that.

“If we’re gonna solve the teacher shortage, we really need to be thinking creatively and providing access,” Couse said. “Really thinking about ‘how do we harness the resources we have here in New Hampshire, and other resources around and create different pathways?’”

In the Littleton School District, Register’s first day of school was Monday. She was placed in third-grade special education at Mildred Lake-way Elementary.

“I do see myself staying in New Hampshire for at least a handful of years just to get the full experience,” Register said. “Because it’s an entirely different system from Exeter and Nashua all the way up to Littleton and beyond. There’s a lot of diversity within just one state where my license is.”

CONCORD

Filing period open for school district seats

By EILEEN O’GRADY
Monitor staff

The filing period for candidates seeking a seat on the Concord School Board starts next week, and there are three seats up for re-election.

The filing period will open at 8 a.m. on Friday, Sept. 9, 2022 and will close at 4 p.m. on Monday, Sept. 19.

There is one seat up for re-election in Concord’s District A (representing Wards 1, 2, 3 and 4), one seat in District B (Wards 5, 6 and 7) and one in District C (Wards 8, 9 and 10).

Current board members Jim Richards from District A, David Parker from District B

and Virginia (Gina) Cannon from District C all have terms ending Dec. 31 of this year. Richards has served on the board since 2015, while Parker and Cannon have both served since 2020.

None of the current members have announced yet if they plan to seek re-election.

Concord residents will vote on Election Day, Nov. 8, and winners will begin their three-year terms on Jan. 1, 2023.

There is a \$5 filing fee for candidacy. Individuals wishing to run for School Board should file within the time frame with school district clerk Patrick H. Taylor at the Concord School District Offices on 38 Liberty St.



GEOFF FORESTER / Monitor staff

Tucker Jadcak of Feathered Friend Brewing adjusts a frame in the men’s bathroom on Tuesday.

Bathroom display marred by thefts

ART FROM A1

them back,” said Jadcak, sitting in his brewery this week. “It’s actually kind of funny. I posted on Facebook just to get people’s reactions. Hopefully, people will see it and share the artwork and how much they liked it here. Maybe that will deter other people from stealing the art.”

The new business owner’s outlook on the community is still rosy, even if it was almost spoiled by a rotten egg or two.

“The alternative is gluing them to the wall,” Jadcak said, “or removing them entirely. We may need to do that.”

Jadcak is a large man with a goatee. He reminds friends of a teddy bear, a gentle giant with a strong laugh and quick handshake. But he seemed flushed when asked about describing his demeanor if he ever ran into the thief or thieves.

“It’s been frustrating,” Jadcak said. “I try to be easy-going, but if I knew who it was, I would definitely be a little less of a teddy bear with them. The sad part is that so many people come in and actually compliment the artwork.”

It’s an obstacle that no one could have seen coming. Not like all the business paperwork, securing a loan, finding a reliable contractor, hiring his staff or locating the home for the new business, in this case in the old Taylor Rental building on South Main Street.

The master plan for the business comes from two locals: Jadcak, who graduated from Bishop Brady High School, and Concord High graduate Matt Groerer, who owns the Smokeshow Barbecue in the same building.

Their schtick? Start at Groerer’s place for ribs or pulled pork, then head over to the brewery – a 10-second walk – to wet your whistle on one of several homemade brews.

“We’ll be good neighbors

because this is a great combination,” Groerer said late last year, during the planning stage. “And we both have the same vision for the space itself, barn wood and rustic decor.”

Business, Jadcak said, has been good. He’s got outdoor seating in the back, a small area with tables and chairs, and live music each Saturday. You can taste test at the bar. You can watch his staff work in the back, where huge, shiny stainless steel fermenters dominate the landscape.

The big teddy bear sounded like he couldn’t be happier, after leaving Concord Craft Brewing to gamble on opening his own business seven months ago. Soon, though, something missing, literally. The stolen drawings – five in the women’s room, four in the men’s room – left behind nails sticking from the blank walls.

A lot of the drawings were chosen and framed by Jadcak’s girlfriend, Tracey Andosca. She found the DeVito piece online and knew it would fit the loosey-goosey, humorous climate that comes with the brewery.

As of this week, a picture of superheroes with their pants down and their butts showing remained on the wall. So did one that featured all sorts of butt shapes and sizes, each drawn with just a few black lines that left no doubt what the artist was up to.

Andosca loved the DeVito piece. Apparently, someone else did as well.

“A lot of bars have trouble with people stealing things, especially glasses,” Jadcak said. “Yes, this is stranger.”

And it gets even stranger. Whoever took the DeVito image left behind the stock drawing that came with the frame, a colored landscape of bushes and trees. It was upside down.

Jadcak replaced it on Tuesday.

The words, “This used to be a picture for people to enjoy,” are spread across the frame, near the top. Then there’s the drawing of DeVito and his ham. And below that it reads, “Now it’s a plea to not steal artwork. Let others enjoy it too.”

His customers are fighting back as well. Jadcak found a note tucked under a picture to the right of the sink. He saw a small piece of paper visible from behind the frame.

He read it and laughed. “If you steal this, you’re a piece of s**t.”

Anyone listening?

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